



**THE GLOBAL
LEADERSHIP
SUMMIT**
August 6-7, 2020

BUILDING Leadership Development Culture

Assuring the right environment for leadership development to produce a surplus of leaders

Psalm 78:70-72

Actions to Fuel Leadership Culture

Define who is a leader

For example: Leaders recruit, equip and release people to do the work of First Church.

✓ *What is your church's definition of a leader?*

Identify Leadership Potential

How do you select?

- Who embodies what your organization values?
- Who lives out what's important to your organization?
- Who do other people respond to?

Ideas

- Team Exercise – What if you were no longer here, who fills your job?
- Talent Days – At least twice a year, brainstorm list of potential leaders
- 50 Yard Line Hiring – eye up three 3 potential candidate conversations for every position

✓ *What characteristics indicate leadership potential in your church/org?*

Clarify leadership roles

- Team exercise: If you were handed a leader today, what would you entrust them with? How about a second leader?
- Fractal your ministry. Continually extrude your existing ministry into an additional four areas. Each area becomes a new leadership role and team. Example:

Children's Ministry	Small Group	Pre-K	Nursery Lead
Check-in Lead	Pre-K Lead	Nursery Lead	Service 1
Large Group Lead	K-1 Lead	Toddler Lead	Service 2
Small Group Lead	2-3 Lead	3s Lead	Service 3
Supplies/Prep Lead	4-5 Lea	4s Lead	Service 4

✓ *Is each leadership role clearly defined?*



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Select with personal invitations

Personal Invitation Ingredients

- Prayer Matthew 9:36-38
 - Address their top concern: I am not a leader
 - Value who they are and what you see in them – why would they make a great leader?
 - What unique skills, abilities, talents, characteristics do they possess?
 - At our church/org we look for people who... (give them the characteristics and show how they live them out)
 - Describe the specific role. Show the need of the ministry and how this role will expand the capacity of your church/org.
 - Do not take an answer now, instead, agree on a specific answer date within 1-2 weeks.
Will you commit to praying about this for one/two weeks?

Follow up a week later to debrief the answer.
- ✓ *Who are three people you will personally invite to “bring from the sheep pens” (embark on a leadership journey)?*

Individualize leadership development to skills for the role

Include: Content, Conversation, Skills in Action, Evaluation

Content around 33 Leadership Competencies available at www.globalleadership.org

- ✓ *What skill is each leader currently growing?*

How to Kill Leadership Culture

Write a curriculum and lecture

Centralize leadership development

Have nothing for new leaders to lead

Cancel leadership development when things get busy

Excuse senior leaders

Leadership Culture

Best Practices



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Calendared

Ranging from a single gathering a month to highly defined classes and mentorships, churches and organizations that develop leaders do not leave it by chance. They schedule it.

Resourced

Time, energy, money, stories, and more, are all resources that fuel priorities. Making leadership development a priority means allocating resources toward leadership development culture.

Point person empowered to assure leadership development accountability

Tyranny of the urgent is a challenging barrier. Churches and organizations with leadership development actually happening can point to a single person who is empowered to hold the organization accountable to leadership development. Perhaps a volunteer, or perhaps a staff person that has leadership development as part of their job – either way, someone is charged with leadership development.

Learning time includes: Content, Conversation, Skills in Action

Resist the temptation to exclusively lecture. Allocate a third to half the time together for discussion. It doesn't take much to get generate quality, formative discussion. Simple questions like: What strikes you about that content? How might you consider applying it to what you lead? What is a question you would pose to the group for discussion?

Access to Executive Leaders

The senior leaders in an organization not only have a lot to offer emerging leaders, but their involvement communicates that leadership development is important. Executive leadership involvement is a significant boost to building leadership development culture. They don't have to run it or spend time preparing, often just showing up to field thoughtful questions yields incredible learning.

People oriented, not content oriented

Content is important, people are more important. The GLSNext app and www.globalleadership.org have an abundance of world class content. As you consider building a thriving leadership culture, think first about PEOPLE you want to build into THEN think about what content that provides opportunity to build into them.

Hands On Opportunities

Most people learn leadership by doing. Great leadership development pathways are characterized by hands on skills in action activities and opportunities that are coached and debriefed. Discover Skills in Action ideas that accompany select GLS content on www.globalleadership.org