**Principles of Leadership**

**11 Effective Leadership Characteristics**

* **Commitment to God:** As a Christian leader, first and foremost you MUST have a \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to God.

## Vision: Leaders need to have a strongly defined sense of \_\_\_\_\_\_\_\_\_\_\_\_ and they need to be able to clearly \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ it. The vision has to be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and it has to be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and make \_\_\_\_\_\_\_\_\_\_\_\_\_ to the people who are involved in it.

**“Leadership and learning are indispensable to each other.”**

#### John F. Kennedy

## Learner: If you wish to be an effective leader you must be a continual \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

## Trustworthy: Leaders have to be honest and accountable. They’ve got to be seen as \_\_\_\_\_\_\_\_\_\_\_\_\_ human beings. They have to be \_\_\_\_\_\_\_\_\_\_ in their communication, be fair and sincere, and show that they care.

* **Believe in yourself**: Recognize your value as a \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. Believe in your ability to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. As a confident leader and \_\_\_\_\_\_\_\_\_\_\_\_\_\_ you will strengthen both your \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and your \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

### Enthusiasm: Enthusiasm is one of the best \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ behaviors a leader can display.

### Problem Solver: All leaders have to face \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ at some time. Without the problems there would have been no \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

**“Setting an example is not the main means of influencing others; it is the only way.”**

*Albert Einstein*

## Communicator: The leader must be able to \_\_\_\_\_\_\_\_\_\_\_\_\_ well and she must be able to \_\_\_\_\_\_\_\_\_\_\_\_\_ just as well.

## Change Agent: Part of leadership is to always be \_\_\_\_\_\_\_\_\_\_\_\_ toward a future goal.

* **Organized, Efficient and Competent:** The effective leader needs to be an \_\_\_\_\_\_\_\_\_\_\_\_\_time manager and be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

**“Be transformed by the renewal of your mind...”**

Romans 12:2

# Personal Growth: It is important to regularly \_\_\_\_\_\_\_\_\_\_\_\_\_\_ the four dimensions of the human personality: physical, mental, emotional, and spiritual.

* **Team Building:** In team leadership, responsibility is \_\_\_\_\_\_\_\_\_\_\_\_\_\_. As a leader, become a “talent \_\_\_\_\_\_\_\_\_\_\_.” Look for women who have \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. Mentor them. Give them \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to develop their \_\_\_\_\_\_\_\_\_\_\_\_\_. The work will be far more effective when done by a \_\_\_\_\_\_\_\_\_\_\_\_\_\_. A team builder \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ in others. A strong leader \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ her team.

**Women’s Leadership Style**

Women tend to exercise leadership through strong \_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_ skills. Women may not recognize they developed leadership skills by running a \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. Being \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, self-effacing, or \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ are not effective leadership skills.

**4 Basic Leadership Styles:** what are the main traits, benefits, and potential problems for each of these leadership styles?

# Autocratic

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1. **Authoritarian**

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1. **Democratic**

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1. **Laissez-faire**

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**“The final test of a leader is that he leaves behind in others the conviction and the will to carry on.”**

*Walter Lippmann*

**Servant-Leadership:** What are the key characteristics of servant-leadership?

**Think about it:** What leadership style do you tend to use most often? When might a different style be more effective?

# Delegation

# The most successful leader of all will learn the art of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_and \_\_\_\_\_\_\_\_\_\_\_\_\_ of others, giving them appropriate tasks and then supporting them within their personality and style.

# The two things that leaders most often fall prey to are a reluctance to let the reins of \_\_\_\_\_\_\_\_\_\_\_\_ slip from their own hands and feeling \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ by a capable team member.

Communicate clearly what your \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ are and set any boundaries that are important and then let the team member do what they are capable of doing.

**Lessons from Jethro**

Remember the delegation principles taught by Jethro: (Exodus 18)

* “The work is too \_\_\_\_\_\_\_\_\_\_ for you; you cannot handle it \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.” Ex 18:18.
* “You and these people will only \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ yourselves out.” Ex. 18:18.
* The results will be more \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to all if you delegate. (“If you do this…all these people will go home satisfied.” Ex.18:23)
* Moses would still be the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ ―he would teach spiritual principles and exercise legislative leadership. (Ex 18:19-20,22)
* “If you do this and God so commands, you will be able to \_\_\_\_\_\_\_\_\_\_\_ the \_\_\_\_\_\_\_\_\_\_\_\_\_.” Exodus 18:23.

**Look at the benefits Moses would receive by delegating:**

* Less physical and mental \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Those ministered to were more \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* He was able to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ on the larger issues
* He put to use the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ of others
* He developed a team of “allies” all determined to \_\_\_\_\_\_\_\_\_\_ the same \_\_\_\_\_\_\_\_\_\_
* He created a system that would be \_\_\_\_\_\_\_\_\_\_\_ once he was no longer the leader

**Evaluation:** What has been of most value to you from this seminar? How will you use it?

**Appendices**

1. **FEMALE WORLD LEADERS IN POWER IN FEBRUARY 2013**

Germany, Chancellor Angela Merkel

Liberia, Pres. Ellen Johnson-Sirleaf

Argentina, Pres. Cristina Fernandez de Kirchner

Bangladesh, Prime Minister Sheikh Hasina Wajed

Iceland, PM Jóhanna Sigurdardóttir

Lithuania, Pres, Dalia Grybauskaite

Costa Rica, Pres. Laura Chinchilla

Trinidad & Tobago, PM Kamla Persad-Bissessar

Australia, PM Julia Gillard

Slovakia, PM Iveta Radicová

Brazil, Pres, Dilma Rousseff

Kosovo, Pres, Atifete Jahjaga

Thailand, PM Yingluck Shinawatra

Denmark, PM Helle Thorninga-Schmidt

Jamaica, PM Portia Simpson Miller

Malawi, Pres Joyce Banda

South Korea, Pres. Park Geun-hye

1. **TEAM-BUILDING PRINCIPLES**

* Choose a **gifted** and **committed** leader.
* Choose a group of women “whose hearts God has **touched**” 1 Sam 10:26.

You need women through whom the Holy Spirit can easily flow, women who are committed to work diligently to maintain their personal relationship with Christ.

* Choose women willing to be **united** under the Lordship of Jesus Christ. If Christ is the center of all things, everything else will fall into its proper place (Col. 1:17). This will allow the group to avoid **confusion**, **distrust** and **disunity**.
* Have a very clear **focus** that is **understood** by each team member. This will prevent Satan from being able to distract you from the direction of your ministry.
* Choose team members who are **gifted** in the areas you need.
* Establish early on the **expectation** that each team member will automatically keep the leader **informed** and communicate with other team members as appropriate.
* Provide on-going **learning** opportunities.
* Team members must show **respect** for each other and the leader. It is also important that the team members respect each other enough to confront in love. Wise confrontation is always a growth process for everyone on the team. Avoiding healthy confrontation will begin to build walls and issues that will eat away at the team.
* Encourage **risk** taking! This promotes growth of the individual and team and it will allow for new growth toward your goals that otherwise would never be accomplished. In order for team members to feel safe at taking risks you need to consistently relate to them in a way to demonstrate that you value their individual dignity. Never leave your team members in isolation—don’t let them wonder if you care about them or the progress they are making on their tasks— be in communication with them.
* Recognize that **failures** will happen. Determine now to see failures as a **refining** process, not as a final outcome. Handle failures as a team by acknowledging the learning curve and brainstorming on what steps or precautions will be taken because of them. Do not waste energy on placing blame and avoid whining about mistakes at all costs! Failure represents a lesson that may facilitate a better future performance by the team.
* Remain **flexible**! Things will not go just as you planned; do not lock yourselves into a mentality of “it has to be just like this or it won’t work.” Realize that you’ll have to make adjustments and reconsider your plans all along the way.
* **Delegate**! Hand out responsibilities according to the gifts of your team members, and their level of capability and responsibility and then let them carry out their duties according to their personal creativity and individuality. When possible, give a person tasks that are beyond their previous experience; this will allow them to grow.
* Model and expect **sincerity** (truthfulness), **transparency** (what is my motive) and **vulnerability** (I’ll let you know about my weakness or concern).
* Follow the biblical principle of going **directly** to a team member that you are in conflict with. Between the two of you try to reach resolution. If you are not able to find resolution, include a team member as a neutral party­—choose a team member that you both feel comfortable with. If you cannot agree on a team member, the team leader should be consulted. If the team leader is involved in the conflict and the two are not reaching consensus then involve the team in problem solving, not allowing “personal” agenda to take center stage.
* Each team member is a **leader** in training. Though each person will not actually go on to be “the” leader, it is important for the sake of the mission that someone be prepared to step in as leader should something happen to the current leader. The on-going learning process will benefit the team as a whole.
* Promote a **team** **mentality**. “We” is better than “me”. Delegate, empower, push responsible decision-making downstream; let the team be your idea source. Whether you lead or follow—communicate!
* Remove team members who are not **participating** in the “team process”. First gently confront the person and re-establish expectations and let her know that you will meet with her again after a period of time to evaluate progress. If she is not willing to cooperate, she needs to be removed from the team or the health of the team will be in jeopardy.
* Stay on **goal**. While relationships are vital to accomplishing a team’s goals they are not, however, the ultimate goal. Remember you are on mission for God and He wants to complete His task through you.

(Barna, pp. 221-231)