

Defining Moments
**Volume 64—Developing a Contagious
Leadership Culture**

WE ALL WANT TO CREATE CHURCH CULTURES where leadership flourishes today and seeds are planted for effective leadership tomorrow. But how?

The following paragraphs describe some ways church leaders can maximize their own leadership as they cultivate a healthy environment for emerging leaders.

IDENTIFY YOUR TEACHABLE POINT OF VIEW

One of the best ways to strengthen the leadership foundation within your church is for current leaders to become teacher-leaders who mentor emerging leaders.

Most leaders are so busy leading, they don't stop to analyze exactly why they do what they do. If you accept the challenge to become a teacher-leader, before you can teach, you must identify the ideas and values that comprise your teachable point of view.

Have you ever pondered why you lead the way you do? What makes your leadership distinct? Have you carefully assessed how you make decisions?

Reflecting upon those questions and writing your answers will help you begin to identify your teachable point of view and grow as a leader.

THE EDGE

Great leaders manifest “The Edge”—the courage and conviction required to make tough decisions.

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Where does “The Edge” come from? It can be developed in leaders through many years of experience, but most importantly, James 1:5 says, *“If any of you lack wisdom, ask of God who will give it liberally.”*

Let the truths taught in God’s Word take such deep root in your spirit that when you make leadership decisions you will set aside comfort for conviction.

Knowing that you have received instruction from the Holy Spirit, you can make tough decisions with confidence.

IRON SHARPENS IRON

In addition to prayerfully seeking guidance from the Holy Spirit, when faced with difficult decisions, confer with one or two persons that you love and trust.

Part of being a mature leader is knowing your own shadow side. Know your own weaknesses and cover them with the competencies of others.

LEAD WITH ALL DILIGENCE

Effective leaders acknowledge their own limitations and, under the guidance of the Holy Spirit, carefully allocate their time and energy.

Although leadership resources—books, tapes, conferences, mentors—can enhance skills and give leaders a valuable data base, it is impossible to “microwave” a leader. Most of what leaders learn about leadership comes through actually leading.

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Assume complete responsibility for your own leadership development. As Romans 12:8 says, “*Lead with all diligence.*”

Reflect on your failures; reinforce your successes. Seek to improve your leadership a little bit every day, every week, every month, every year....

THE GIFT OF PAIN

Leadership development happens through life experiences. Oftentimes the richest learning comes from time spent not in life’s peaks but in life’s valleys.

The intense pain that accompanies failure can be one of a leader’s greatest teachers.

When a leader makes a poor decision that results in negative consequences, if he or she is willing to discuss the matter with trusted friends and godly mentors, significant lessons can be learned.

The wisdom gained in humility from painful mistakes can ultimately give a leader confidence and authority.

SOME KEY QUESTIONS

As you seek to grow as a leader and simultaneously create a leadership culture that will bless emerging leaders, carefully consider your answers to the following questions:

- Do you view yourself as a leader-teacher?

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- Do the emerging leaders in your church have someone inspiring, motivating, challenging, and developing them?
- Is there an area of ministry where you lack the courage necessary to take a step that you know the Holy Spirit wants you to take?



Investing time in learning and teaching is a matter of setting priorities. Everyone is busy. Everyone's time is scarce. But the leaders who do invest will reap great dividends...for the benefit of the church and her future.

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