

LEADERSHIP 2000

LEADERSHIP - ROBERT CLINTON (ADAPTED)

1. In the last twenty-five years society has imposed the need for leadership on the church. We live in a world that expects and demands leadership. If pastors are not leaders they will not attract new people into the church.

2. Definition of Leadership in the Christian World - A leader is a person of God-given capacity and God-given responsibility to influence specific groups of people towards God's purposes.

- * Leaders have a responsibility to God to influence people.
- * Leaders have a burden for leadership.
- * Leaders will answer to God for how well they lead.

3. Churches that do an effective job of training leaders:

- * are intentional about developing a pool of future leaders.
- * develop criteria for selecting the right leaders for various responsibilities from that pool.
- * have a structured training process for developing leaders that enable new leaders to apply quickly what they are learning.
- * develop a process that focuses on information, application, mentoring, and developing personal relationships.

4. The new skill sets for leaders today are:

- * working effectively in cross-cultural situations.
- * cultural sensitivity to structure, how we function and how people respond to us, even in our own cultural settings.
- * knowing, understanding, and implementing the change process. Leaders today need to know how to bridge change and lead people into it.
- * developing other leaders. Pastors must take the responsibility for developing the people on their boards and staffs as leaders.

(Pastors find it difficult to move from doers to developers because of past

models. We tend to teach in the way we were taught.)

5. The basic requirement for leaders in the future is developing a learning posture. What we learn is not as important as how we learn. We need a flexible learning posture that adapts to different, and sometimes, constantly changing situations. The future challenge is learning how to operate in a participative team context without losing the ability to make decisions and lead. (This may mean acting as one among many. Often the leader makes decisions that flow with the team while reserving the right, at times, to go against the team.)

6. Problems leaders face:

- * Few leaders finish well. Those who do not lose it in the middle game, not the end game.
- * There are six barriers to not finishing well. They are:
 - a. pride in what has been accomplished.
 - b. abuse of power (often seen in influence wrongfully used or taking too many privileges.
 - c. a lack of integrity with finances.
 - d. family issues.
 - e. sexual issues.
 - f. staying on new plateaus too long.

WARREN BENNIS - SEVEN ESSENTIAL LEADERSHIP ATTRIBUTES FOR TODAY'S LEADERS

1. Technical Competence - A grasp of one's field.
2. Conceptual Skills - Capacity for abstract thinking.
3. Track Record - A history of achieving results.
4. People Skills - An ability to communicate, motivate, and delegate.
5. Taste - The ability to identify and cultivate talent.

6. Judgment - Making difficult decisions in a short time frame with imperfect data.
7. Character - Personal, corporate, and community integrity.

PASTOR'S JOB DESCRIPTION FOR 2000 - PAUL BORDEN

1. Pastors are leaders. Therefore pastors do the following:
 - * They are the keepers of the mission and casters of the vision.
 - * They preach the Word of God well.
 - * They are the major fund raiser for the vision and mission.
 - * They are the ultimate recruiter of people for the vision and mission.
- 2 Pastors develop leaders. Therefore pastors do the following:
 - * They develop staff members to be leaders who develop leaders.
 - * They develop board members to be leaders who develop leaders.
 - * They are constantly developing a pool of leaders from the congregation, who are trained to lead and develop new leaders.

SIX TRENDS FOR HARRIED WORKERS - WALL STREET JOURNAL DECEMBER 29, 1999

1. Tinkering with time- The shift of placing more value on time than money will continue. More employers will offer time as an incentive.
2. Role blur - It will become harder to distinguish between family and work roles.
3. Two places at once - There will be more work place perks and technical applications aimed at easing the pressure workers feel to be in two places at once.
4. A superclass - ambitious, self-sacrificing workers will shoulder a larger share of business, travel, relocation, and long hours. These super employees will take more and more work home.
5. Involved working dads - More and more younger fathers will be involved with the activities of their children.
6. Grieving at work - The work place taboos of talking about death and grieving will crumble with an aging work force. There will be a rising interest in work and life issues.

