

WHAT EFFECTIVE LEADERS DO

INTRODUCTION

1. Once I accept the fact that God has placed me into a position of influence, a leadership role, I must then accept the responsibility of fulfilling that stewardship well.
2. I also recognize that there are certain qualities I must work on and develop if I am going to be effective in fulfilling the role God has given me.
3. This acceptance (of my role) and recognition (of who I need to be) must then be translated into what I do. Knowing is crucial since it is fundamental for speaking and doing. However without any action knowledge is wasted. Even the Biblical writer James recognized this when he tells us that our faith must be demonstrated in action.

MISSION

1. Effective leaders have a clear understanding of what they are trying to accomplish. They know the purpose they are attempting to achieve through all their efforts and behaviors. A clear purpose allows us to do a multitude of things.
2. It causes us to implement the correct strategies and tactics. It also helps us not confuse the strategies and tactics with the purpose.
3. A clear purpose also helps us know what we cannot do causing us to eliminate what does not fit the purpose. Also it determines what we cannot do that we might want to since we do not have the required resources. It forces us to establish priorities.
4. A clear purpose helps us develop a profile of who we need to recruit to help us accomplish that purpose.
5. The leader both sets the purpose and then with great tenacity maintains that purpose in the development of the ministry for which the leader is responsible. This tenacity is reflected in how the recruiting and the handling of volunteers are conducted and how strategies and tactics are implemented.

CREATE URGENCY AND CAST VISION

1. Once a leader knows her/his mission and how a clear grasp of why that purpose must be implemented, the leader should then find it easy to develop urgent reasons why this mission needs to be accomplished. Effective leaders then begin to catalogue the urgent reasons why the mission should be accomplished, in order to share them with others.
2. The reason that urgency must be put with vision is that when ever people are given a choice between the status quo and a preferable future they will always accept the status quo. Creating urgency makes the current status quo unacceptable which then opens up the minds of people to a better future, which is what vision is all about.
3. In creating urgency give both the big picture issues and then make them specific and emotional. For example the big picture might be statistics, quotes from well-known individuals that describe the urgency, etc. However, after sharing some of the big picture tells stories of how those issues gets fleshed out in the lives of people. Good leaders communicate by constantly jumping back and forth from the abstract ideas to the concrete telling of stories that demonstrate how the ideas impact daily life making the urgency real.
4. At the same time that the leader is developing how urgency will be communicated the leader is developing how vision will be cast. In one sense all good leaders have developed their “stump speech”. In that stump speech they help the listener feel the urgency (stories) and then show how if the mission is accomplished the vision will be achieved which will then be the answer to the urgency. Vision is a description of a preferable future that is achieved by the effective implementation of the mission.
5. There key reasons that demonstrate the importance of a good vision:
 1. While honoring the past it focuses on the future.
 2. It helps people see how they and others will be helped.
 3. It stretches the imaginations and helps people live by faith.
 4. It inspires people to high standards and goals not easily achieved.
 5. It produces passion in what God wants to accomplish.
 6. It unites and produces a sense of community.
 7. It reveals God’s unique finger print on a particular ministry.
 8. It produces hope.
6. There are three communication vehicles that help people sense the urgency and get the vision:
 1. Tell stories, tell stories, and tell stories
 2. Speak to how the group will be changed more than individuals
 3. Be positive, and let the hope of the vision grip you.

DEVELOP RESOURCES FOR THE MISSION AND VISION

1. When people hear the word “resources” they normally think of money first. Therefore I want to deal with the raising of dollars before dealing with other resources. A leader needs to accept the idea that if they are going to cast a vision for a mission then they are the person who is primarily responsible for raising the funds for that vision, since no one else will have the passion for the mission that the leader has.
2. Good leaders first look at the financial resources they have at their disposal to see if they can be better used for the strategies and tactics they want to employ. Here again a clear understanding of the mission is crucial.
3. Leaders also understand that people give to different causes out of different pockets. Therefore they need to recruit people with some financial means for their cause by sharing their “stump speech” with them and seeing if they can get them involved in their ministry financially.
4. Leaders also need to distinguish between what is expected from a ministry through general giving and what can be designed as a “fee for service” ministry. Some times the fees for services can help support other parts of the ministry.
5. Leaders also need to see if people outside their ministry context have an interest in what is being accomplished as a way of raising funds.
6. A second key resource, perhaps even more important than money is people. Effective leaders realize that they are the primary recruiters for the ministries they lead. Recruiting people involves a number of crucial ideas:
 1. Effective leaders create fishing pools from which they recruit.
 2. People are recruited in relation to vision.
 3. People also want to know how your vision will help them with their vision.
 4. People want to be a part of something that is being done with excellence.
 5. People need to know that you are investing in them.
 6. People need to know that what they do is crucial in God’s Kingdom.
7. A third key resource is providing those working with you the knowledge, skills, training and resources needed for them to be effective. They also need your protection to develop and expand their ministries.

EFFECTIVE LEADERS DEVELOP MORE LEADERS

1. In every corps of volunteers there are those God had gifted and wired to take on varying levels of responsibility and influence. My job as leader is to resource both those who see themselves as “workers” and those who have the ability to become leaders. However, I should spend more time with the leaders since that will multiply the ministry and enlarge the number of people who can be reached through the ministry.
2. This means that effective leaders spend significant time on leadership development.
3. Some leaders are obvious because of personal wiring, while others may need to be recruited, even if they are not aware of what you are doing. In one sense you are looking for people who will be able to take your place because if you develop leaders there is a good chance your vision will be enhanced and you will see other things you want to achieve for God and His Kingdom.
4. This means that leadership needs to become a value. This happens when responsibility, authority, and accountability are demanded and kept in balance and people are honored or not honored in how well they perform the ministries God has given them through our leadership.
5. Effective leaders are constantly training and providing resources for new leaders who are told that they in turn are to be looking for new leaders that they can invest in as part of their ministry. In essence the value that needs to become a part of any ministry is leadership reproduction (leaders reproducing leaders).
6. At its very heart leadership development is discipleship.

THE BOTTOM LINE FOR LEADERS

1. Leaders are tenacious about the mission and the vision.
2. They are deeply concerned about keeping the right thing, the right thing which is all about priorities.
3. They safeguard the values that enable the mission to be implemented and the vision achieved.