

## 5 Practices of Transformational Leaders

Leaders across Europe are experiencing a new phenomena—people do not want to experience leadership as being done “to” them, but rather, “alongside” them. Leadership should not only further the organisations goals, but also seek to include and develop the people being led. The world’s longest-running and largest leadership research project has identified 5 leadership practices which enable leaders to successfully overcome this “challenge”, leading their people in a way which is not only inspirational, but which has proven benefits for the organisations which adopt these practices. This session will examine what these practices are, and explore how Jesus exemplified the use of these practices as he equipped his disciples to follow the Great commission and lead the early church.

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### I. Introduction: What got you here won’t get you there.

Common leadership styles found in churches/organisations:

- A. Directive
- B. Transactional
- C. Situational
- D. Servant
- E. Transformational

### II. Learning Together: Your leadership best experience

- A. How did Jesus equip the twelve to launch the early church - what were some specific behaviours He used?
- B. Think of a leader you enjoyed serving under and would love to serve under again – what specific leadership behaviours was so impactful?

### III. Summary of Experience: 5 Transformational Leadership Practices

- A. Model the Way
  - 1. *Clarify values* by finding your voice and affirming shared values
  - 2. *Set the example* by aligning actions with shared values
- B. Inspire a Shared Vision

1. *Envision the future* by imagining exciting and ennobling possibilities.
2. *Enlist others* in a common vision by appealing to shared aspirations.

C. Challenge the Process

1. *Search for opportunities* by seizing the initiative and by looking outwards for innovative ways to improve.
2. *Experiment and take risks* by consistently generating small wins and learning from experience.

D. Enable Others to Act

1. *Foster collaboration* by building trust and facilitating relationships.
2. *Strengthen others* by increasing self-determination and developing competence.

E. Encourage the Heart

1. *Recognise contributions* by showing appreciation for individual excellence.
2. *Celebrate the values and victories* by creating a spirit of community.

**IV. Summary of the Leadership Challenge research by Jim Kouzes and Barry Posner**

1. 40 years ongoing research
2. Over 6 million participants
3. Thousands of in-depth interviews

**V. Q & A**

**Biography:**

The Leadership Challenge (7<sup>th</sup> Edition) – Jim Kouzes and Barry Posner

Christian Reflections on the Leadership Challenge – Jim Kouzes and Barry Posner

Everyday People, Extraordinary Leadership – Jim Kouzes and Barry Posner