

How Do I Develop as a Leader: The Knowledge, Skills, and Experience I Need

What is required to be a good, effective leader? It may be a surprise to discover that various models of leadership work well, but there are also common elements that are present in each model. While leadership styles may vary depending on circumstances, leadership attributes will be fairly constant. What kind of knowledge, skills and experience are required to be an effective leader? How can these be learned and developed? How can you assess your leadership gifts and learn how to use them?

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I. Personal: It begins early.

- A. What was your family like? Did you have both parents?
- B. What was your educational experience? Did you have any leadership roles? What schools did you attend?
- C. When did you become a Christian? What was your involvement?
- D. Have you been known for integrity, strong moral character? Have there been memorable slips?

II. Work Experience: What is the pattern?

- A. What work did you do prior to college? What was your reputation as a worker? Did you have any significant responsibilities?

B. Have you been willing to make significant sacrifices to advance? Were you /are you willing to work long hours?

C. Do you love your job or is it a stepping stone?

D. Do you love your ministry? Are you loyal?

III. Knowledge: Better to be a generalist than a specialist.

A. How has your formal education shaped you?

B. What is your knowledge of the Bible, theology, and Christian history?

C. How well do you know the organization that you serve? How does it fit among other similar ministries? Where does it fit in the Christian world?

D. Do you know your context and how your organization fits and is perceived?

E. Do you know the opportunities and liabilities?

F. Do you know how to analyze and plan?

G. Do you know how to build a team?

IV. Social Skills: Social capital can be as important as financial capital.

- A. Do you have the ability to build strong, lasting relationships? To develop networks?
- B. Do you have relational intelligence and EQ?
- C. Do you have the ability to build goodwill and trust?
- D. Do you have good oral and written communication skills?
- E. Can you inspire and excite others about the work? The vision?
- F. Can you see how others should work together and what tasks fit them best?

V. Service and Stewardship as Essential Working Concepts