

Developing Leaders Where They Are

So, where do we start, and finish, when developing leaders? Jim Crooks will explain we start where the person is and look to finishing with that same person mature in Christ and leading others in their growth processes. There can be many problems in beginning, continuing, and finishing leadership growth, and this session will provide both deep insight and practical methodology and development materials dealing with problems and hindrances to growth from an experienced practitioner.

Jim Crooks is a lecturer, and Co-ordinator of part time provision at Tilsley College, a small theological college in Scotland, and a trustee of Echoes of Service, a Mission Support Agency supporting around 244 mission workers across the globe. After graduating in Business Studies in 1981, Jim went on to work in financial and administrative roles before entering Further and Higher Education as Assistant Principal. He became Principal of a College of Further and Higher Education in 2004 in Northern Ireland and led three Colleges to a merger in 2007. He became Principal of a similar college in Scotland and led four Colleges to merger in 2012. Jim left full time secular employment in September 2012 to engage in Christian ministry suited to his background and interests. In addition to his role as an elder within Hillbank Evangelical Church, Jim teaches and preaches around Scotland and elsewhere in Europe. He also works with the Church Strengthening Initiative and is currently supporting five churches—including direct support to leadership teams—to make change. Jim is a widower and a grandfather.

I. Introduction: the role of the mind and thinking

II. Self-Awareness: what I think; how I behave

A. Self-Assessment as a Leader

B. 360° Assessment

C. Emotional Intelligence

III. Where behaviour and mind meet

A. Cognitive Behavioural Therapy

B. Aesthetic Experiences

C. Phenomenological Enquiry

IV. Christlikeness: the behavioural imperative

A. The aim of discipleship

B. The function of recreation

C. All believers

D. The Holy Spirit

V. The Demonstration of Christlikeness

VI. The Process of Becoming Christlike

A. The Problem with our minds

B. The Divine Remedy

VII. Conclusion and a suggested process

Suggested Readings:

James W Sire, *Discipleship of the Mind: learning to love God in the way we think*, IVP 1990

Edward T Welch, *Blame it on the brain? Distinguishing Chemical Imbalances, Brain Disorders and Disobedience*, Presbyterian and Reformed 2012

Carl W Wilson, *With Christ in the School of Disciple Building*, Andragathia Books 2012

John Ortberg, *The Me I want to be*, Zondervan 2010