

How to Help Other Leaders to Succeed

Many of us have a desire to help other leaders succeed but are unsure how to do so. Maybe we have been asked to come alongside another leader or pastor to help guide them as they seek to better lead their organisation or church. What experiences and principles can help us to better encourage and coach leaders? From his twenty years of experience in working with hundreds of leaders in Europe, Asia, and the Americas, Tom McGehee will share key principles and processes to consider as we seek to help other leaders to succeed.

Tom McGehee is the CEO and founder of The WildWorks Group. Tom's mission is to facilitate and release the collective power of the Body of Christ. For over fifteen years he has worked with churches, and ministries all over the world. Tom is an acknowledged leader in collaborative work, as well as systemic and culture change. He is a published author, speaker, trainer, and thought leader in collaboration and culture change. Tom has worked with church plants, and mega churches, various denominations, and global ministries. He developed the learning community process with Leadership Network, and currently supports church planting networks in both the US and Europe. Tom has also had successful careers in the military and business. Tom became a Christian through Campus Crusade for Christ while attending Auburn University. Tom and his wife, Elaine, had four children, have been married for 37 years, and live in Plano, Texas.

I. Principles for a good advisor

A. Advise through brokenness not strength

1. Leaders do not need perfect; they need real. (Rom. 7:24-25)
2. Leaders are more isolated than anyone I have worked with. (Rev. 12:9-11)
3. Leaders need to be served not led. (Matt. 20:20-28)

B. Be transparent to gain transparency

1. Be as honest about your own mistakes and failures as you are about your successes. (John 8:32)
2. Be honest about your personal past and current struggles. (1 Cor. 6:9-11)

3. Transparency builds intimacy, intimacy builds relationship, and relationship allows you to speak into someone's life. (1 John 1:7-10)

C. Guide with “models” not prescriptions

1. It's not about telling them what you did; it's about giving them options. (Mark 4:33-34)

D. Confront causes not symptoms

1. It's often much easier for an outsider to push for real solutions. (Psalm 51)

E. Seek to facilitate not manage

1. Don't teach; create opportunities for learning. (Matt. 10:5)

2. Ask the right questions. (Matt. 16:13-16)

F. Allow them to fail, celebrate them when they succeed.

1. Reward is best given while the sweat is still on the brow. (Matt. 16:17)

II. Key areas for helping leaders

A. Help them create plans

1. Creating plans is not unspiritual. (Psalm 20:4)

2. Develop plans based on aspiration; not budget. (Prov. 16:1-3)

3. People support what they help create. (Prov. 15:22)

B. Help them to expect that God will change their plans

1. Christianity is more like archeology than construction. (Eph. 2:10)

2. Assume success and seek to learn. (Jer. 29:11)

C. Help them set priorities

1. If you could do only one thing to achieve your aspiration what would it be?
(1 Cor. 15:3)

D. Help them manage time

1. Good leaders always have enough time. (Eph. 5:16-16)

E. Help them discover who they are and how they best work

1. Help them to consider their own unique gifts, abilities, passions and calling.
(Eph. 4:11-12)

2. Help them consider how they are personally most efficient and effective. (1Cor. 7:17)

F. Help them to develop a personal support group

1. Transformation happens in circles; not lines. (Heb. 3:13)

2. Help them to not just lead teams; but lead as a team. (Eccl. 4:9-12)

3. It is our relationship to God, and to one another that will determine our ultimate success. (James 5:16)

Suggested Readings:

1. *Tale of Three Kings* by Gene Edwards
2. *The Radical Leap* by Steve Farber
3. *The Five Most Important Questions* by Peter Drucker
4. *The Power of Habit* by Charles Duhigg
5. *Lateral Thinking* by Edward de Bono
6. *Playing to Win* by Roger Martin