**Transforming Your Leadership:**

**Becoming the Leader God Created You to Be**

Increasing your personal leadership capacity is one of the most effective ways to broaden your ministry impact. But how does that actually happen? What are the key skills you need to sharpen, and leadership principles you need to grasp to raise your leadership ceiling?

There are various Christian views of leadership and a whole host of theories from the secular world. Which ones will you allow to shape you? Could your leadership be transformed and not just conformed into a mold provided by your environment?

Transforming leadership begins by understanding how God has uniquely made you as a leader, and what he has created you for. It continues by finding your leadership growing edge, and knowing how to purposefully stretch into the areas that will most increase your effectiveness. In all this we assume that your Shepherd and Head is actively working to increase your fruitfulness.

Raising your leadership ceiling could be an amazing blessing to your church, your ministry and the teams that you lead. It could increase your joy and fulfillment as a leader. This master class will give you practical tools for accelerating your leadership growth.

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1. **Lesson #1 - Know who you are and what you were made for**
2. Every leader is different, and the strength of your leadership will flow out of the unique way God has created you. How can you lead out of how you are particularly made? You were also created for a specific purpose, and will be most empowered when you are at the center of that call. How can you be propelled by the clarity of your call?
3. **Intro:**
4. “You can’t get out of a person what God hasn’t put into them”
5. “It was like watching duck on roller skates – he could do it, but I could tell his heart wasn’t in it.” Charles Swindoll
6. “You would not have called to me unless I had been calling to you," said the Lion.” C.S. Lewis, “The Silver Chair”
7. **Know who you are**
8. *For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them. Ephesians 2:10 (ESV)*
9. *I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well. My frame was not hidden from you when I was made in the secret place, when I was woven together in the depths of the earth. Your eyes saw my unformed body; all the days ordained for me were written in your book before one of them came to be. Psalm 139:14-16 (NIV)*
10. “Before I can tell my life what I want to do with it, I must listen to my life telling me who I am.” Parker Palmer on “Studying your Uniqueness to Discover Your Calling”
11. **How do you understand who you are?**
12. What were you like at 10 years of age? Look for what you were naturally drawn to.
13. How has God shaped you through your life experiences?
14. What is easy for your and more difficult for others? What brings you joy and satisfaction? What energizes you? What are you passionate about?
15. What do others say about how God has uniquely created you?
16. PPG – Personality, Passion, and Gifting
17. “You cannot be anything you want to be - but you can be a whole lot more of who you already are.”
18. “What's more, we had discovered that people have several times more potential for growth, when they invest energy in developing their strengths instead of correcting their deficiencies.”
19. “What great leaders have in common is that each truly knows his or her strengths - and can call on the right strength at the right time.”   
    Tom Rath – “Strength Finders”
20. “Deny your weakness, and you will never realize God's strength in you.” Joni Eareckson Tada
21. **Know what you were made for**
22. “The place God calls you to is the place where your deep gladness and the world’s deep hunger meet.” Parker Palmer on “Studying your Uniqueness to Discover Your Calling”
23. “I believe God made me for a purpose, but he also made me fast!  
    And when I run I feel his pleasure.” Eric Liddell
24. “It has been a wonderful experience to compete in the Olympic Games and to bring home a gold medal. But since I have been a young lad, I have had my eyes on a different prize. You see, each one of us is in a greater race than any I have run in Paris, and this race ends when God gives out the medals.” Eric Liddell
25. …for good works, which God prepared beforehand, that we should walk in them. Ephesians 2:10
26. …all the days ordained for me were written in your book before one of them came to be. Psalm 139:14-16
27. **How do you understand what you were made for?**
28. Start with the common call of every believer to keep you rooted
29. Believe that he has specific good works prepared in advance for you.
30. Notice the burning bushes
    1. Don’t doubt in the dark what God told you in the light
31. Trace God’s hand in your past to discover his purpose for your future
32. **Leadership exercise**
33. Who you are – describe in three to five sentences who you are.
34. Summarize in three to five sentences your call from God as you currently understand it.
35. Knowing the answer to these two questions gives you **LEADERSHIP FOCUS**
36. *Jesus replied, “Let us go somewhere else—to the nearby villages—so I can preach there also. That is why I have come.” Mark 1:38*
37. *On hearing this, Jesus said to them, “It is not the healthy who need a doctor, but the sick. I have not come to call the righteous, but sinners.” Mark 2:17*
38. *“For even the Son of Man came not to be served but to serve, and to give his life as a ransom for many.” Mark 10:45*
39. **Lesson #2 - Four resources to fuel your leadership impact**
40. Every leader has personal needs that cannot be ignored. The way you meet these needs will either energize or drain your leadership energy. How do you keep your tank full so that you are spilling over with resources to give? How do you keep your own needs from distorting or diminishing your leadership?
41. *Jesus said to them again, “Peace be with you. As the Father has sent me, even so I am sending you.” John 20:21*
42. How was Jesus sent by the Father?
43. **Four Resources from the Father**
44. *As soon as Jesus was baptized, He went up out of the water. Suddenly the heavens were opened, and He saw the Spirit of God descending like a dove and resting on Him. And a voice from heaven said, “This is My beloved Son, in whom I am well pleased!” Matt 3:16-17*
45. *And Peter said to Jesus, “Lord, it is good that we are here. If you wish, I will make three tents here, one for you and one for Moses and one for Elijah.” He was still speaking when, behold, a bright cloud overshadowed them, and a voice from the cloud said, “This is my beloved Son, with whom I am well pleased; listen to him.” Matt 17:4-5*
46. Identity
47. Love
48. Pleasure
49. Place
50. These four streams are designed to meet the most basic needs of our souls.
    1. Gods Father resources provide the energy of leadership for us– our fuel and foundation
    2. God’s Father resources produce the music of our leadership to others – their experience and empowerment
51. **Identity** – John 5:16-19
52. Who am I? Am I valuable? Do I have to be just like you to be significant? Am I competent, capable?
53. Without identity from the Father you will be defined by the people and circumstances around you. This will be constantly changing, and unstable. You will be very vulnerable to your environment, and not have a clear sense of self. You will constantly need to prove yourself, or defend yourself.
54. Instead of “I failed” you think “I am a failure”
55. Instead of “They are disappointed” you think “I am disappointing”
56. Instead of “It didn’t work, I have to try again” you think “I am incapable”
57. Instead of “That wasn’t worthwhile” you think “I am worthless”
58. Instead of “Your opinion is important” you think “I am what you think of me”

1. Identity gives value
   1. What will happen to your leadership it is missing for you?
   2. What will happen to your leadership if you fail to pass it on to others?

1. **Love – John 5:20**
2. Am I loved unconditionally? Am I precious and treasured to someone? Do I matter to anyone? Does someone care deeply about me? Do I feel and hear your love and affection?

1. Without love you will be constantly trying to gain love from those near you. Their love will never be enough and you will be chronically disappointed. You may cope by turning off your emotions and becoming distant and cold.
2. You will have a hard time trusting love
3. It may not penetrate
4. Your relationships will become consumed with getting rather than giving.
5. You will have a hard time giving love to others

1. Love brings security
   1. What will happen to your leadership it is missing for you?
   2. What will happen to your leadership if you fail to pass it on to others?
2. **Pleasure -** John 5:30, 41-44
3. Are you proud of me, do you delight in me? Are you pleased with who I am, do you enjoy my presence? Do you like being with me? Do I bring you joy?
4. Without pleasure from the Father you will become addicted to pleasing people, and vulnerable to hedonism. You may cope by avoiding all possibility of failure or rejection.
5. You could be easily addicted to almost anything – food, alcohol, money, clothes, sex, adrenalin, unhealthy relationships.
6. On the other hand, you may be passionless, without excitement, dead to joy and healthy pleasure.
7. You may exhibit a great deal of avoidance behavior – not to maximize gain, but minimize loss. It is easier not to try, than to try and fail.
8. Disappointment from others will be toxic for you.
9. How does this distort your leadership?
10. Pleasure brings motivation
    1. What will happen to your leadership it is missing for you?
    2. What will happen to your leadership if you fail to pass it on to others?
11. **Place -** John 5:21-27
12. Do I have purpose, does my life matter? Is there some place that is uniquely mine, do I fit? Do I belong, am I a part of something bigger than myself? Do I have something to give, would you notice if I was gone?
13. Without place you will be constantly fighting to make a place for yourself. You will fear that your life has no significance, and be easily threatened by others. You may cope by scaling back your expectations, and making a place that is small, but defensible - like when people curl up in a ball, hide behind something, or retreat to a corner.
14. You will be restless and easily distracted by “greener grass”
15. You will not be confident in your role
16. You may often feel threatened by others who are secure
17. You will shrink back from your God-given responsibilities
18. You will overreact to criticism
19. You may use “power plays” to defend your space
20. You will feel a constant need to prove yourself
21. Place brings honor
22. What will happen to your leadership it is missing for you?
23. What will happen to your leadership if you fail to pass it on to others?
24. **Leadership exercise**
25. Evaluate the extent that you experience these resources from the Father on a scale of 1-10
26. Identity \_\_\_\_\_\_
27. Love \_\_\_\_\_\_\_
28. Pleasure \_\_\_\_\_\_
29. Place \_\_\_\_\_\_\_
30. Evaluate the extent that others experience these resources from the Father through you as you lead on a scale of 1-10
31. Identity \_\_\_\_\_\_
32. Love \_\_\_\_\_\_\_
33. Pleasure \_\_\_\_\_\_
34. Place \_\_\_\_\_\_\_
35. In which of these areas would growth in receiving Father resources make the biggest different in your own leadership “fuel”
36. In which of these areas would growth in passing on Father resources make the biggest different what others experience from you as you lead.
37. Receiving and passing on these four resources from the Father gives you **LEADERSHIP EMPOWERMENT**
38. **Lesson #3 - Identify your leadership ceiling**
39. There are thousands of ways you can grow, but every leader has a “growing edge” that is most critical. If you can grow in this area it will immediately increase your leadership impact, while growth in other areas could be an unnecessary distraction. How do you identify your growing edge? What is the nature of your personal leadership ceiling and how can you focus leadership growth into the areas that will make the biggest difference for you?
40. Picture that two years from now your ministry is twice as fruitful. That will probably feel impossible. Why?
41. Your answer most likely fit into two common categories.
    * 1. Matt 9:37
      2. Mark 6:30-31
42. This may mean that you have reached a leadership ceiling
43. It is hard to picture that growth from that point could be ten-fold, or a hundred-fold (Mark 4:8). It is difficult to imagine that this growth would be healthy and a blessing to those involved in it.
44. **What leadership changes open the way for increased fruitfulness in your team?**
    1. “In order to see what you have never seen, you have to do what you have never done.”
    2. “Every system is perfectly designed to achieve the results it is currently achieving.”
    3. “Insanity is doing the same thing over and over again and expecting different results” – Albert Einstein
45. **How do you experience your leadership ceiling?**
46. Like a car when you are going too high in one gear – the engine starts to whine, more gas doesn’t add any speed, the car starts to shake, and you feel under increasing pressure and stress.
47. You believe you either need to push harder, or lower your expectations
48. Growth starts to plateau
49. Chronic problems are not resolved
50. People around you experience frustration or resignation because there is no change
51. You are often aware of this problem or limitation, but feel that the solution not possible or is out of your control.
52. **Questions to help you discover what is causing your leadership ceiling.**
53. What are repeating the problems you see in or around you as you lead?
54. Where are you experiencing the greatest frustration and stress in your leadership?
55. What repeating themes do you hear from your co-workers as they talk to you or about you?
56. If we asked your spouse what they wish you could change or grow in, what would they say?
57. What area of growth would make the biggest single difference in your fruitfulness one year from now?
58. **General observations about leadership ceilings**
59. Sometimes they are ceilings because we are unaware of them
60. Sometimes they are ceiling because we have no idea how to overcome them
61. When someone talks to us about these ceilings we often make excuses or give explanations
62. In many cases we have lost hope that there could be change, because ceilings create natural resistance that is hard to overcome.
63. **Leadership exercise**
64. Answer the five questions above and pray for the Holy Spirit to guide you and give you insight (Psalm 139:23:24) . Then write down your best description of your current leadership ceiling in no more than three sentences.
65. Becoming aware of your **leadership ceiling** can move you from being a **victim** (trapped and powerless to change) to an **agent** (one who has the ability to act and move).
66. **Lesson #4 - Practical strategies for leadership growth**
67. Leadership ceilings are there for a reason – the change that is required to move past them is more difficult than we realize because it demands adaptive growth. What are practical strategies for pushing through these barriers and achieving lasting and significant change?
68. Two prerequisites for leadership growth
69. Faith.
70. “ ‘If you can’?” said Jesus. “Everything is possible for one who believes.” Mark 8:23
71. Hope
72. We have this hope as an anchor for the soul, firm and secure. Heb 16:19
73. **Adaptive solutions vs. Technical solutions**
74. **Understanding Immunity to change**

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| **Commitments (Behavior goals)** | **Doing/ not doing instead**  **(Behaviors that work against that goal)** | **Hidden competing commitments** |
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1. **Unlocking your immunity to change**
2. **Four “power tools” for breaking through your leadership ceilings**
3. Repentance and faith
4. Speed modeling
5. Focused practice
6. Accountability and feedback
7. Raising your **leadership ceiling** can multiply your leadership impact and allow you to be a better steward of the kingdom resources (minas) and “cities” God has entrusted into your hands. (Luke 19:11-26). Servants who grow what God has given them receive his words of “well done my good servant”.
8. **Lesson #4 - Leadership Lab**
9. In this session we will take the current challenges of a key leader and work through the principles and application we covered in the first four sessions with them “live” so that you can see how this plays out in a current and “real world” situation.

***Resources:***

“Now, Discover your Strengths” – Don Clifton

“Strengths Based Leadership: Great Leaders, Teams, and Why People Follow” – Tom Rath

“Let Your Life Speak: Listening for the Voice of Vocation” – Parker Palmer

“Immunity to Change: How to Overcome It and Unlock the Potential in Yourself and Your Organization” Lisa Lahey, Robert Kegan

“Leadership on the Line: Staying Alive Through the Dangers of Change” – Ronald Heifetz and Marty Linsky

“The Emotionally Healthy Leader: How Transforming Your Inner Life Will Deeply Transform Your Church, Team, and the World” – Peter Scazzero

“Father God” – Dave Patty