

Proactive Leadership – Being a fully human leader

Leaders of Christian Organisations Network
European Leadership Forum 2023

Dr Peter Saunders
CEO of ICMDA

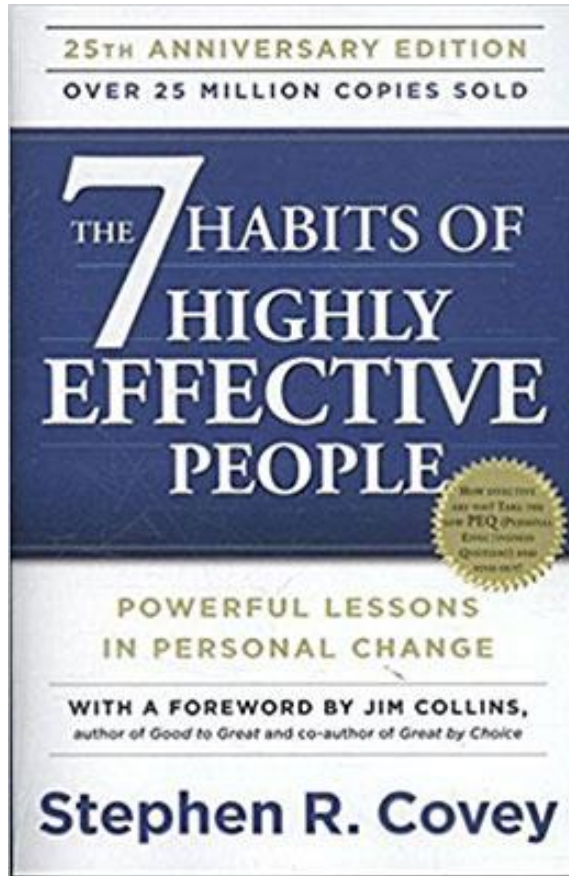
The Bible – God's leadership manual

Teaching, rebuking, correcting, training in righteousness
(2 Timothy 3:16, 17)

Learn from biblical examples and warnings
(1 Corinthians 10:1-13)

1. Leading yourself

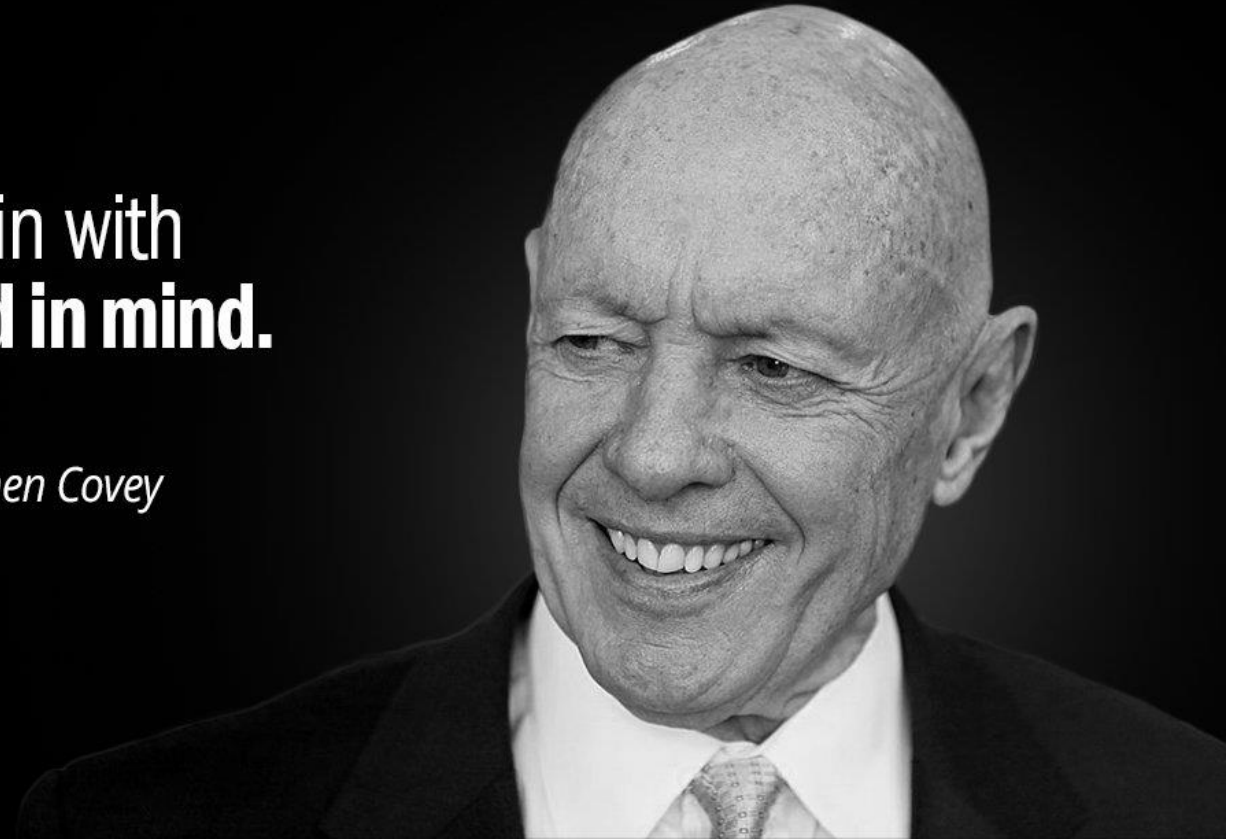
1. Be focused on God's word with the end in view (Joshua 1:6-8; Hebrews 9:27; Revelation 7:9, 10, 21:1-4)
2. Invest in your marriage and family (Proverbs 5:15-19, 31:10-31)
3. Know your personal calling and strengths (Acts 20:24; Philippians 3:13-15; Romans 15:19, 20; Romans 12:6-8; 1 Corinthians)
4. Be an example in your personal life and priorities (1 Timothy 4:12; 1 Timothy 3:1-13; Titus 1:6-9)
5. Take painful rebukes from 'critical friends' (Exodus 18:1-27; 2 Samuel 12; Proverbs 27:6)



Begin with
the **end in mind.**

— *Stephen Covey*

AZ QUOTES



INTJ

THE ARCHITECT
IMAGINATIVE
STRATEGIC
PLANNERS

INTP

THE LOGICIAN
INNOVATIVE
CURIOUS
LOGICAL

ENTJ

THE COMMANDER
BOLD
IMAGINATIVE
STRONG-WILLED

ENTP

THE DEBATER
SMART
CURIOUS
INTELLECTUAL

INFJ

THE ADVOCATE
QUIET
MYSTICAL
IDEALIST

INFP

THE MEDIATOR
POETIC
KIND
ALTRUISTIC

ENFJ

THE PROTAGONIST
CHARISMATIC
INSPIRING
NATURAL LEADERS

ENFP

THE CAMPAIGNER
ENTHUSIASTIC
CREATIVE
SOCIABLE

ISTJ

THE LOGISTICIAN
PRACTICAL
FACT-MINDED
RELIABLE

ISFJ

THE DEFENDER
PROTECTIVE
WARM
CARING

ESTJ

THE EXECUTIVE
ORGANIZED
PUNCTUAL
LEADER

ESFJ

THE CONSUL
CARING
SOCIAL
POPULAR

ISTP

THE VIRTUOSO
BOLD
PRACTICAL
EXPERIMENTAL

ISFP

THE ADVENTURER
ARTISTIC
CHARMING
EXPLORERS

ESTP

THE ENTREPRENEUR
SMART
ENERGETIC
PERCEPTIVE

ESFP

THE ENTERTAINER
SPONTANEOUS
ENERGETIC
ENTHUSIASTIC

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DON CLIFTON

Father of Strengths Psychology and
Inventor of the Clifton StrengthsFinder

STRENGTHS FINDER **2.0**

FROM GALLUP

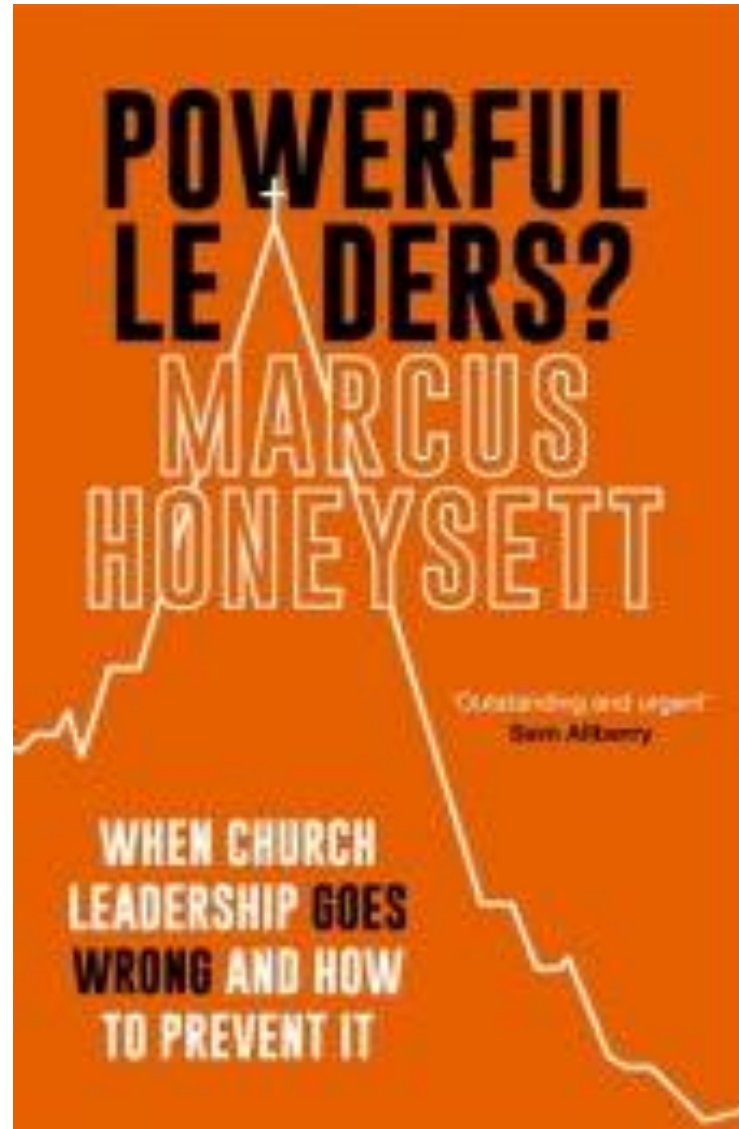
Tom Rath

Four Domains of Team Strength

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic



A
FALL
FROM GRACE





*“Watch your thoughts, for
they become words.
Watch your words, for
they become actions.
Watch your actions, for
they become habits.
Watch your habits, for
they become character.
Watch your character, for
it becomes your destiny.”*

- Margaret Thatcher

2. Building a team

1. Pray that God will continually raise up workers (Matthew 9:38; Luke 10:2)
2. Surround yourself with strong leaders (Acts 2:14; 2 Timothy 4:9-13)
3. Recognise people's specific gifts and encourage them (Romans 12:6-8; Ephesians 4:8-16; 1 Peter 4:10-11; 1 Corinthians 12:1-31) (*Belbin, Myers-Briggs, Enneagram, Strengths Finder*)
4. Take time to select the best people for key roles (Luke 3:13-19; Exodus 31:2, 35:30, 37:1; 1 Kings 7:13-51; 2 Chronicles 2:1-13)
5. Build an effective top team (2 Samuel 8:15-18, 23:8-39; Matthew 17:1-13)

ICMDA Senior Team

Regional Clusters – Sub-Saharan Africa, Latin America/Eurasia, Asia/Oceania



Peter Saunders
CEO & Acting
Regional Secretary of
Europe



Josh Mills
EA to the CEO



**Santhosh
Mathew**
Training Coordinator
& South Asia Regional
Secretary



Alex Bolek
East Africa Regional
Secretary



**Jorge
Patpatian**
South America
Regional Secretary



**Augustin
Lutakwa**
AEO for Sub-Saharan
Africa

3. Leading a team

1. Make people and relationships your key priorities (Romans 16)
2. Have a clear understanding of your vision, aims and strategies (Matthew 28:19, 20; Rom 15:20)
3. Communicate your vision, aims and strategy effectively (Nehemiah 2:17-18)
4. Be open about your struggles (2 Corinthians 6:3-13; 1 Thessalonians 2:8)
5. Don't ask people to do things you won't do yourself (1 Corinthians 11:1)

ICMDA



Vision: A Christian witness through doctors and dentists in every community in every nation.

Mission: To start and strengthen national movements of Christian doctors and dentists

Strategy: To train, mentor and develop Christian medical and dental leaders



4. Empowering others

1. Constantly stir up and encourage your team (Hebrews 10:24, 25)
2. Delegate so you can move on to other tasks (Acts 6:2-4)
3. Delegate to increase the work and relieve yourself (Exodus 18:13-27)
4. Be prepared to be disempowered and see others succeed (John 3:30)
5. Gently persuade don't argue (2 Timothy 2:23-26; James 3:17, 18)



TRAINING TRACKS

ICMDA seeks to start and strengthen national movements of Christian doctors and dentists. We believe the best way to do that is to train godly and gifted individuals for leadership who will then go on to equip others.

These training tracks are a key priority. With the widespread availability of technology we are able to bring together small groups of trainees from all over the world for mentoring and personalised training.

We require those wishing to join a training track to meet the following criteria and fill in the appropriate application form. If successful, you will be invited to join the training track and be given the links to attend sessions.

Criteria

Candidates must be:

- **A medical/dental graduate**
- **Engaged with your national ICMDA fellowship**
- **Committed to engage in all aspects of the course**
- **Teachable and a good communicator**
- **Proficient in English**
- **Able to access a stable internet connection**



BIOETHICS



**CONFIDENT
CHRISTIANITY**



**DEVELOPING
VOLUNTEERS**



**DISCIPLE MAKING
MINISTRY**



**SERVANT
LEADERSHIP**



**SYDENHAM
LEADERSHIP**



SALINE PROCESS

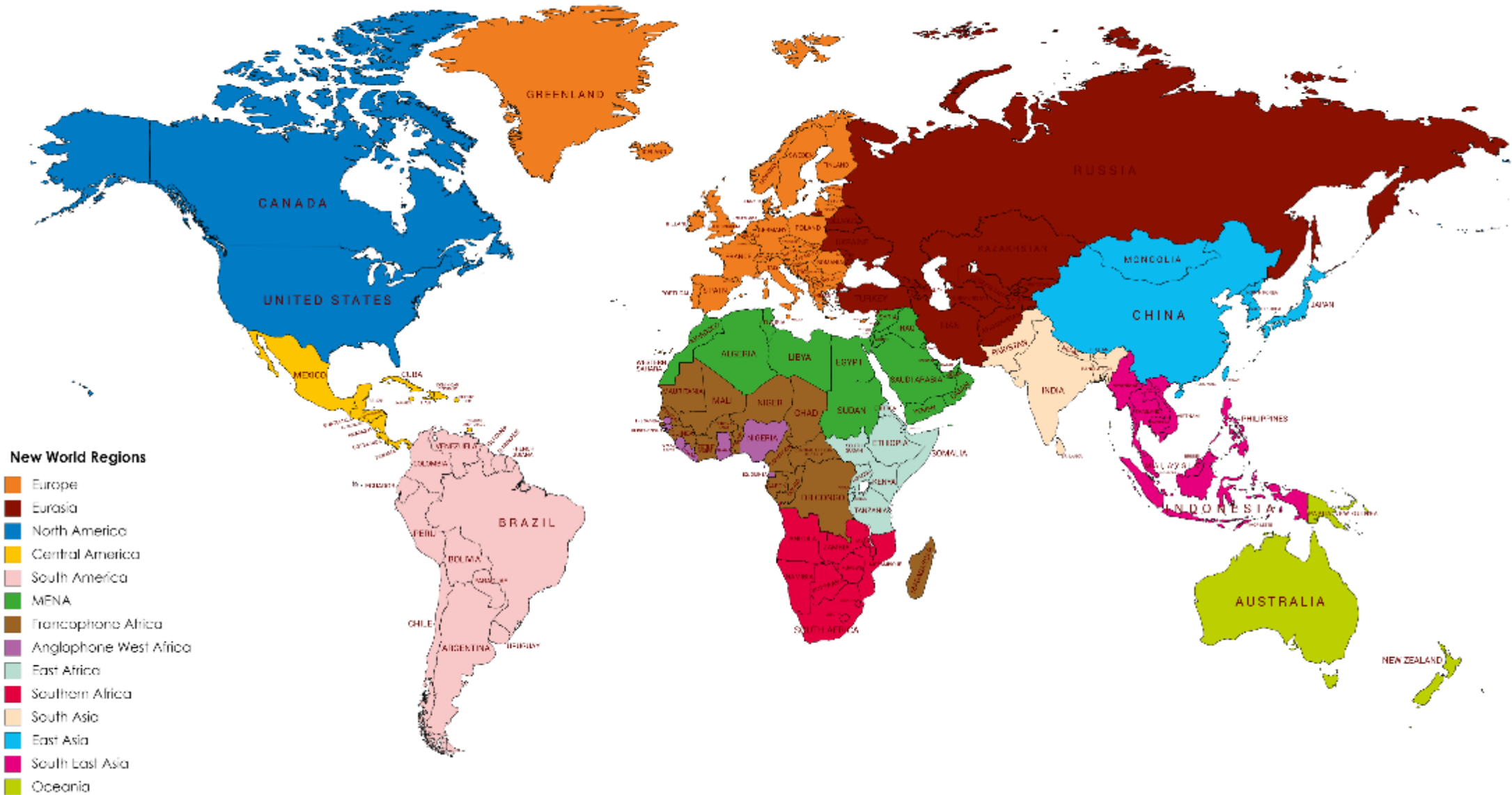


THOUGHT LEADERS

5. Leading an organisation

1. Be constantly open to God's leading in new directions (Acts 16:6-10)
2. Seek wisdom about timing/procedure for new projects (Ecclesiastes 8:5,6)
3. Structure your team (1 Kings 4:1-28; Luke 9:1-6, 10:1-24)
4. Develop good systems like Solomon (1 Kings 4) (Good people develop good systems so find good people!)
5. Plan carefully for major projects (Nehemiah 2:11-16)

ICMDA's 14 world regions



ICMDA Regional Structure

National Movements

Regional Committee

Regional Secretary

AEO

Regional Reps

Area Reps



Countries/Territories

ICMDA members:

Benin (CMDA), Burkina Faso (AMDC), Burundi (BCMDA), DR Congo (AMC), Madagascar (CMDA), Mali (HAC), Niger (AMPCN), Togo (AMCT).

We have contact groups in:

Cameroon, Central African Republic, Chad, Cote d'Ivoire, Gabon, Guinea Conakry, Senegal.

We are in contact with individuals in:

The Republic of Congo.

We do not currently have contact with:

Comoros, Mauritius, Mauritania, Mayotte, Reunion, Seychelles.

Fieldworkers



Augustin Lutakwa
AEO for Sub-Saharan Africa



Jean Paul Dansou
Regional Secretary for French-speaking Africa



Eric Mahougbe
Regional Representative for French-speaking West Africa



John Musubao
Regional Representative for central & eastern French-speaking Africa



H. David Sawadogo
Area Representative for western French-speaking Africa



Osbe Nkengurutzé
Area Representative for western French-speaking Africa



Simplice Tchoba
Area Representative for central French-speaking Africa



Rebecca Diaye
Area Representative for North West French-speaking Africa



Ouedraogo Solange
Francophone Africa board member

An effective organisation has...

Governance

A board agreeing policies, strategy and budget, overseeing finances and employing CEO

Staff/Volunteers

Paid and unpaid full or part time workers with specific roles

Structures

A defined staff/volunteer structure with clear lines of accountability

Systems

Established systems for communication, training, events, fundraising

Resources

Website, newsletters, publications, videos, podcasts,



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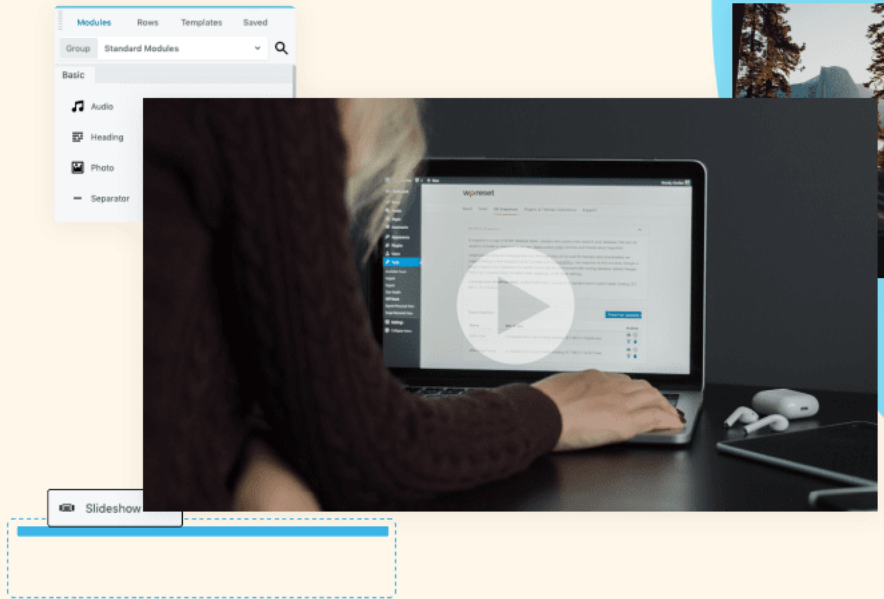
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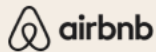
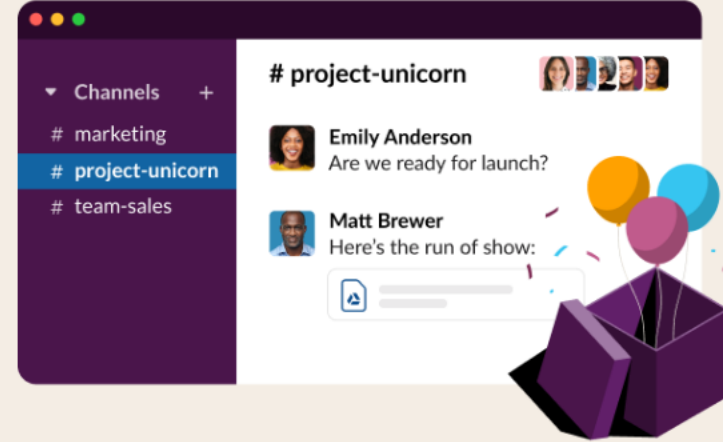
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6. Build strong partnerships

1. Build strong relationships with other pastors/CEOs – use ELF!
2. Recognise your key ministry partners and share tasks
3. Copy good ideas and models from ministry partners
4. Build good partnerships with outsiders (Nehemiah 2:7-9; 1 Kings 5:1-18; 2 Chronicles 2:1-18)
5. Know when to compromise and when not (Acts 16:3; Galatians 2:3)

ICMDA Partnerships



LOMA LINDA
UNIVERSITY



Questions and Discussion



