

Leadership Development - Part 1

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I. Issues of the 90s.

A. Leadership in the 90s.

1. Leadership now is more complex than ever before.
2. We need God's presence.
3. One in three finish well.
4. Spiritual leaders make a difference and don't quit.

B. Stress in the 90s is greater than ever before.

1. Burnout is a problem because we can't handle stress.
2. Divorce and teenage problems are greater than ever.
3. Increased diversity brings diverse values.
4. A renewed interest for spirituality is increasing with emphasis on solitude and silence, etc.
 - a. We need to increase our solitude.
 - b. We need to say no to some activities.
 - c. We need mentoring relationships.
 - d. We need to study stress.
 - e. We need to take sabbaticals.
 - f. We need extended time with the Lord at retreats.
 - g. Inner city ministries will have added stress.

C. Opportunities.

1. We were surprised by the fall of communism and didn't respond well.
2. We are surprised by the immigrant populations coming to America and need to take advantage of these opportunities.
3. We need rapid deployment.

4. How can we recognize symptoms of new opportunities?
 - a. What kind of ministries will open up in the coming years?
 - b. Create a missions task force and a missions statement.
5. In the Navigators staff don't commit for life anymore.
 - a. We need to address this problem.
 - b. We can create career paths within Navigators.
 - c. It takes time to establish credibility with people and if people move on we can't develop them as leaders.
 - d. We need to develop people according to their life stage.
 - e. We need formal and non-formal training.
 - f. Para-church organizations are task oriented, not people oriented.
 - g. Accountability.
 1. People fail because of no accountability.
 2. We need to handle this in a non-threatening way.
 3. I have a spiritual guide in my walk with God and my relationship with my wife.
 4. I have a personal missions statement and I share it with this man and ask if I am accomplishing my goals.
 5. If I am not accomplishing my goals he asks me why.
 6. We meet weekly or monthly.

D. Other ideas.

1. Be proactive not reactive in dealing with stress.
 - a. Read *Seven Habits of Highly Successful People*.
 - b. There are reasons why people succeed and why they don't.
2. Deepen your prayer life.
 - a. Pray in the morning.
 - b. Pray in the evening going back over the day.

3. Ask who really matters in my world and what really matters.

- a. This is revealing.
- b. Do we spend time with the right people and in the right ways?

E. Challenges.

1. Develop capable leaders in an increasingly dysfunctional society.

- a. I am from a Christian family and have difficulty relating to dysfunctional people.
- b. Fatherless children are as prevalent as fathered children.
- c. Men from divorced families are 65% more likely to divorce.
- d. Fatherless children are much more likely to get involved in crime.
- e. In a prison Mother's Day cards were offered and thousands of inmates took cards, while only 15 inmates took Father's Day cards.
- f. Families mold character and when the father is missing the family produces troubles children.
- g. How is this going to impact our leadership development?
- h. *The Father I never Knew* is a good book.
- i. Counseling ministries may help us.
- j. Good discipleship is essential.

2. Build influence on trusting relationships.

- a. What stimulates or develops trust?
 - 1. Integrity leads to harmony and congruency.
 - 2. A premature child was near death so a nurse instructed the parents to touch the child every day saying "I love you."
- b. Our doing and saying must be consistent.
 - 1. Our politicians today are not consistent.
 - 2. We dare not get out of touch with people.

3. Create an atmosphere of caring and learning.

- a. What communicates care to you?

1. We need to communicate that we care.
2. We need to meet personal needs, both small and great things.
- b. We need to be a learning organization.
 1. Life spans are increasing but the life cycles of social learning is decreasing.
 2. Life changes with changes in society.
4. We need to help our staff feel that they are participating in the movement of the organization.
 - a. The process of participation is a trust builder.
 - b. A sense of belonging is a crucial human need.
5. Develop true partnership between men and women.
 - a. The body of Christ needs to wrestle with male and female issues.
 - b. What is masculinity and what is femininity?
 - c. We need to look to the word of God for answers, not the world.
 - d. Leadership is a process based on how leaders act.

II. Let's break into small groups to discuss these issues.