

Effective Leadership at Its Very Best
Bill Hybels' Tape
Spiritual Formation Class
July 19, 2006

When leaders stick to a biblical situation

When leaders have the faith to take risk

When leaders endure thru trial and tragedy

Leaders are at their best when in solitude and humility

Leaders are at their best when...

When they're raising up leaders around them.

When they're raising up a leadership culture.

Leadership at its very best...when developing other leaders.

The world desperately needs for that job to get done.

Leaving behind 1000's of competent leaders—legacy of epic proportions.

How does a leader raise up people around him/her?

How does a leader leave behind a legacy when their leadership has come to a close?

There must be ferocious intentionality with vision.

The activist trap—How are we doing identifying emerging leaders...

In high-speed organizations fit these situations.

Leadership development will move to the backburner unless the agenda is forced to the front.

Some of our leaders at Willow have that burning vision to grow leaders.

Can you imagine having 20,000 small group leaders meet in a conference at the United Center?

For leadership development to occur somebody has to have a vision and a plan.

Let's talk for a moment about leadership strategy or plan.

How is it that you wound up becoming a leader?

3 common themes

1. someone spotted leadership potential in you

Leadership is more functionability than age.

In our leadership journeys—someone saw leadership potential in us.

2. someone made a special investment in us

This needs to be acknowledged periodically.

3. someone entrusted us with leadership ability

Hopefully, they observed and coached us and monitored us.

Identification challenge, investment challenge, and entrustment challenge

Jesus was quite careful in who He selected.

He spent inordinate amounts of time with the disciples.

This was Jesus' plan that is worth developing.

1. What do you look for when you're trying to identify leadership potential?

- a) *influence* the others
- b) *character*
- c) *people skills* (sensitivity to thoughts and ideas of others)
- d) look for people with *drive*, energy, action-oriented, initiators (energize others—looking for 100 watt bulb rather than 50 watt) 1 Cor.15:58 “Always abound in the work of the Lord.”
- e) *intelligence* (not necessary school smarts, life smarts, mental quickness, process information and make a smart decision, and intellectual elasticity, learn and grow over the long haul.)

Bill says he has a reflex reaction to encircle those folks with energy and these 5 qualities.

Leadership Map

Have a leadership meeting and decide if you agree with your teams.

Develop a concrete grid and see what you're looking for.

Emerging leaders or rising stars at Willow?
Fill the flip chart of emerging leaders.

How do we get these people on developmental track.

Put names of people on a piece of paper.

Once you've identified them, what's the next step?

The next step is the investment step.

Some argue for a curriculum leadership process.

Others say, Start on-the-job mentoring.

Others argue for a university approach.

Others, give them a job and put them to work—just throw them into the workplace.

It takes a leader to develop the leader.

Leaders learn best from other leaders...

They need proximity and interaction with other leaders.

In other words, the single most important element is time with another leader!

In Jesus' day, the disciples would follow Him around and follow Him and travel with Him.

Somehow, those of us need to carve out time for the next generation of leaders.

In my reading I was shocked to learn that Jack Welch spends 30% of his time doing leadership development with emerging leaders.

Spend astonishing amounts of time with your mentees.

Spend more time in mentoring sessions.

Bill has spent more time (10 days a year) with emerging leaders.

When I go to sleep at night, then I know that I have spent the most valuable time of my year with others.

Some of the most profitable experiences have been to spend time privately with B. Graham, Peter Drucker, Bob Gowan, etc.

Gives me hope, maybe I can be a leader someday.

Leaders, the challenge for us, is to take this responsibility of working with emerging leaders in their lives.

Leadership development tapes: *Defining Moments*, by Bill Hybels

3rd stage of leadership development.

Ask any leadership expert, What most catalyzes a leader's growth?

Commission them to an assignment in leadership.

Jesus: I send you out as sheep among wolves.

You got a lead.

I chose you for a reason.

You're ready.

You're not going to be alone.

Take the baton and head out—run the race.

Friends, when we have our emerging leaders identified and invested in them, then hand them important kingdom batons.

Something that makes an emerging leader important.

Something that will make an emerging leader cry out for God's help.

Truth-telling time: we live for high-stake challenges.

Leaders want kingdom responsibilities where the best in us will be demanded.

We owe emerging leaders high-stake opportunities.

In his travels, many have given up—potential lay person is evidencing readiness to go, if someone would give me a little more training.

Leaders at the very best are ones who provide soul-stirring opportunities for leadership and coach them on to success.

