

Leadership and Teams in the SDA Church  
Cohutta Springs, GA  
Doug Tilstra  
April 4, 2006

Charismatic leaders as team leaders

Questions: Are the roles of “team leader” and “charismatic leader” mutually exclusive?

Is the term “charismatic team leader” an oxymoron?

Answers by literature, No and No.

Definition of Charismatic leader

- Communicates high performance expectations to followers
- Exhibits confidence in followers’ ability to reach goals (inspire people)
- Takes calculated risks that oppose the status quo (very impatient people)
- Articulates a value-based over-arching vision and collective identity (powerful communicators—“I have a dream” people)

(Erhart and Klein, 2001, summarizing the findings of Bass, 1985; Conger and Kanungo, 198; House, 1997, Shamir et al., 1993)

The literature says the ego gets in the way.

Jesus was a charismatic leader, but exhibited several or all styles.

In His role as charismatic leader Jesus was also a servant leader.

Potential challenges and possibilities for a charismatic leader

- Flawed vision
- Overestimate abilities
- Poor performance management
- Dysfunctional relationships
- Failure to mentor
- Difficulty creating a collaborative climate
- Ego=common factor!

Potential Possibilities

- Increased team cohesion
- Similarity to effective pastoral team leaders
- Pastors=external team leaders

- Leading teams in post-modern climate (baseball study)