



Spiritual Leadership

The Heart of the Leadership Process

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Truism:

- “It’s not what you know, but who you know.”
 - True or false?



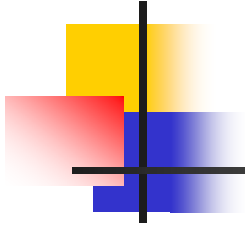
Both!

- WHO you know – Relationships
 - Divine
 - Human
- WHAT you know – Competency
 - People skills
 - Functional Skills



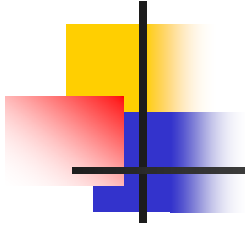
Spirit & spirit

- Holy Spirit
- Human spirit



“It is the spirit that motivates, that calls upon man’s reserves of dedication and effort, that decides whether he will give his best or just enough to get by.”

— Peter Drucker



“Our practice of leadership either elevates or suffocates spirit.”

Russ Moxley in *Leadership and Spirit*



Historical Context of “spirit”

- Industrial Revolution saw the emergence of:
 - Use of word “leadership”
 - Rise of *Naturalism* as a world view
 - Denial of the value of “spirit” in everyday life
 - Dualism of religious and secular



Leadership is:

- Relational Process

- Involves 2+ individuals
- Freely associated
 - Led not pulled
 - Side by side
- Sharing a common purpose

- Competency

- Supports process
- Compliments body
- Adds mission value to individual



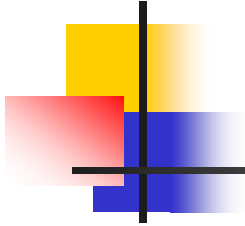
Relational Process

- Begins with attraction
 - Ideological
 - Inspirational
- Results in Commitment (vs. conformity)
 - Relational contract
 - Role determined by community
 - Intuitive
 - Intentional



Competency

- The “what you know” component
- Supports the leadership process
- Contributes to effectiveness
- Makes possible “Every person a leader”
 - Determined by competency
 - Positional or vocational leaders
 - Occasional leaders



“We experience spirit intrapersonally.” — Russ Moxley



Management/Leadership Balance

- Management requires a *contractual* relationship
 - Transactional in nature
 - Leverages the competencies
 - Results in compliance
- Leadership assumes a *covenantal* relationship
 - Transformational in nature
 - Leverages the relational (spirit)
 - Results in commitment



Spirit Matters

(Moxley, p. 39)

■ Spirited

- Use all 4 energies: body, mind, emotion, and spirit
- Work is vocation
- Sense of community and connectedness
- Congruence between self and work mission
- Energized, animated workers
- Workers involved in L'ship

■ Dispirited

- Use physical and mental at work
- Work is a job
- Sense of disconnectedness
- Lack of congruence between self and work
- Workers drained of energy
- L'ship is top-down



Practices that wither spirit

- Coercion
- Objectifying people (I/it)
- Command and control
- Transactional relationships
- Punishment for errors
- Inciting fear



Spiritual Leadership

- Defined in a theistic context
 - God assumed to be directly involved in the life and ministry of individuals and “people”
 - God is the source
 - character transformation
 - individual giftedness



Christian Spiritual Leadership

- Made possible by the Holy Spirit
- Human spirituality is dependent upon the Holy Spirit presence in their lives
- Objective of the Holy Spirit is to make the corporate body of Christ whole
- Two primary objectives
 - Character transformation (Fruits)
 - Competency for ministry (Gifts)



Leadership via the Spirit

- Fruits ⇒

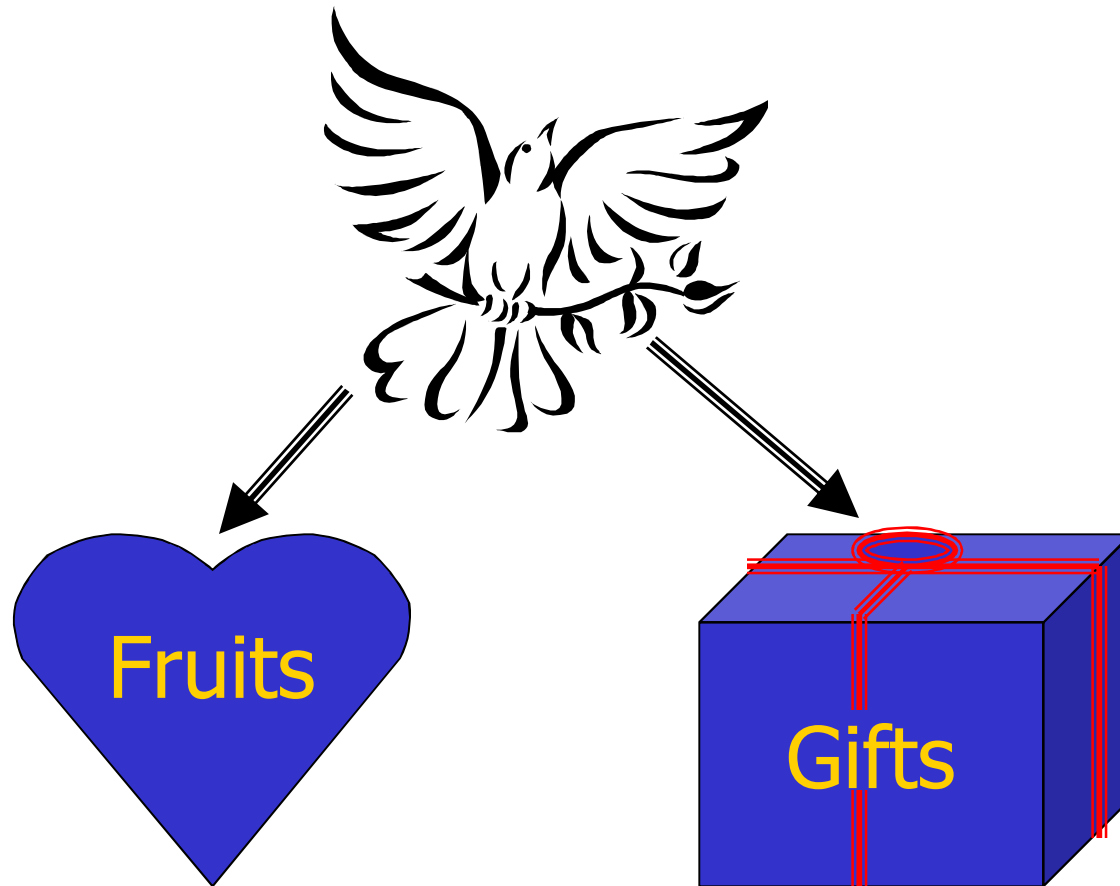
- Relational attraction
- Sustains relationship
- Behavioral ground rules for Spiritual Leadership

- Gifts ⇒

- Gives the individual value and identity
- Determines role within corporate body
- Equips the corporate body for the assigned mission



Spiritual Profile





Purpose of the Spiritual Leader

- “It’s about people!”
- Serve as *paraclete* in partnership with the Holy Spirit
 - Aid in the transformational process that builds character consistent with “Fruits”
 - Assist in competency development of those with whom he/she shares the leadership process