

How to Grow a Leader

(What It Takes to Develop Other Leaders in Your Organization)

“Shepherd the flock of God among you, exercising oversight not under compulsion, but voluntarily, according to the will of God; and not for selfish gain, but with eagerness; nor yet as lording over those allotted to your charge, but proving to be examples to the flock.” (1 Peter 5:2-30)

BIBLICAL
BASIS

A Leader Who Develops Followers _____.

A Leader Who Develops Leaders _____.

How To Grow a Leader

1. _____ – It takes one to know one. True leaders can identify them.
2. _____ – It takes one to show one. True leaders are models.
3. _____ – It takes one to grow one. True leaders equip other leaders.

“The Law of Reproduction: It takes a leader to develop a leader.” (Dr. John Maxwell)

II Timothy 2:1-26

So why don't we do it? Why do leaders not develop more leaders? Because it is hard work! Note the pictures the Apostle Paul gives us for the task of leadership:

EXAMINE
THE WORD

1. _____
We are to train and equip faithful men to do what we have done. (vv.1-2)
2. _____
We are to endure hardship and stay focused on our mission. (vv.3-4)
3. _____
We are to be disciplined and lead others with integrity. (v.5)
4. _____
We are to work hard like farmers, growing the people in our care. (vv.6-7)
5. _____
We are to study and labor to handle God's Word accurately. (v.15)
6. _____
We are to stay pure so God can use us for His highest purposes. (vv.20-21)
7. _____
We are to submit and stay humble, being kind to all people. (vv.24-26)

Effective leadership is not an easy task, and the most challenging task of all the leadership tasks is to grow more leaders. Potential leaders are challenging to find; they are challenging to guide; they are challenging to train, but we must do it. The future of the Church will be impacted by our ability to grow more and better leaders! So, the issue is not *addition* to the Church, but *multiplication*.

Leaders Who Develop Followers

- a. Insecure
- b. Vision no bigger than self
- c. Selfish
- d. Natural leader
- e. Chief enjoyment: praise of others

Leaders Who Develop Leaders

- a. Secure
- b. Vision bigger than self
- c. Unselfish
- d. Learned leadership
- e. Chief enjoyment: growth of others

How to Identify a Leader

Potential leaders will...

1. _____.

This is the most consistent fact about leaders. Note who they influence, how many they influence, and when they influence others.

2. _____.

They are hungry to make things better and are willing to change. They enjoy making progress and become restless when things remain static.

3. _____.

They can get others excited about their dreams. The person with a vision talks little but does a lot. They have a fire inside of them to fulfill a dream.

4. _____.

Leaders will not experience long-term success unless a lot of people support them. Potential leaders have learned the value of people and can connect with them.

5. _____.

Their value lies in what they can do and what they can endure. You will notice potential leaders have the ability to thrive under pressure.

6. _____.

You can judge a leader by the size of the problems he handles. People almost always pick a problem their own size.

7. _____.

____ When they communicate, they get people to think, feel and act differently.

8. _____.

Potential leaders believe they can make a difference and want to prove it.

9. _____.

Leadership has more to do with attitude than position. Potential leaders have a positive attitude, a servant's attitude and a persistent attitude.

10. _____.

Leaders want to be respected for their production, not their position.

Questions To Ask Yourself Before You Grow a Leader

- a. Is my life an example for others to follow?
- b. Am I willing to pour my life into another?
- c. How will I pass on my strengths to them?
- d. What is the potential of the one I choose?
- e. Are we compatible in personality and mission?
- f. What type of person does this potential leader influence now?

CHECK YOUR
HEART

Seven Steps to Developing Leaders

1. _____.

When selecting potential leaders to develop, choose people with great:

- Desire to make a difference. (They must be hungry to grow.)
- Potential to make a difference. (A “5” will not lead a “10”.)

Who are some potential leaders you could offer to develop in your ministry?

KEY POINTS

2. _____.

Potential leaders need to be challenged, not just taught. Give them a problem to solve. The challenge should be personal, attainable, measurable and important. Unless a person is stretched, it is impossible to assess his potential.

What are some challenges you could offer potential leaders?

3. _____.

You'll make a great statement to potential leaders if you generously put resources in their hands. This could be books, ideas, mentors, recordings, or training. A good resource can sustain what is learned at a conference or meeting.

What are some resources you could invest in potential leaders?

4. _____.

People do what people see. Let them see you model what you want them to learn. Be an example of people skills, decision making, good planning, and vision casting.

Where are some places you could take potential leaders to watch you at work?

5. _____.

Locate their God-given gifts and encourage them to lead from those gifts. Affirm what you see. Encouragement is the oxygen of the soul.

How can you identify talents in potential leaders and affirm them?

6. _____
_____.

Potential leaders eventually must be given responsibility for a task; they must do more than follow you. Give them ownership of a task and the authority to do it.

What are some responsibilities you could delegate to potential leaders?

7. _____.

Balance your expectation with your inspection. Potential leaders must hear your assessment of their growth and their progress on the job. Try this checklist:

- Are they doing what is expected?
- Are they learning while they are doing?
- Are they effective with people?
- Are they ready for new challenges?

ASSESSMENT: *Answer the questions from the list above. Where are you strong? Where are you weak?*

APPLICATION: *Who are some potential leaders you will begin developing?*

ACTION PLAN