



## **Handout:** What is leadership? How does leadership make a difference?

### **1. Good leadership**

Think of someone who has led you well (someone you admire) and complete the following:  
A church (or other) leader who inspired me to be or do my best is ...

I wanted to do my best for this leader because they ...

When I was around this leader, I felt ...

### **2. One definition of leadership**

“Taking responsibility for the success of the organisation. This involves by inference a degree of modelling; as people act and take up their responsibilities, it affects others to do the same. Leadership is thus seen as relational and influential more than positional and directive.”  
(Leadership Development Framework)

### **3. Five important leadership areas**

The five following leadership areas (also called “domains”) reflect leadership in action. While they may be viewed independently they are also interdependent.

1. **Develop and lead self:** An underlying assumption is that attending to self-development and self-leadership is necessary for good leadership. Trustworthy leaders are aware that they need to continue to develop and manage and lead themselves and act congruently before they can expect others to follow.
2. **Build relationships and engage others:** Leaders encourage others to develop both personally and spiritually, want the best outcome for others, and are happy to acknowledge the contribution of others. This encourages others to participate and contribute freely. Without positive relationships and engagement, results on any scale will be difficult to accomplish.
3. **Partner and collaborate:** Leaders realise that in many situations, developing partnerships and collaboration brings distinct advantages in working towards achieving results. Diverse views and insights are actively welcomed. Good leaders model collaborative behaviours and purposefully build partnerships and networks and look for opportunities to collaborate to achieve results.
4. **Shape a preferred future:** Leaders take the time to become aware of and read the “signs of the times”. They apply a Christian perspective to situations and are able to apply critical, strategic and systems thinking to create the required changes.
5. **Achieve results:** Effective leadership involves achieving results. While the other four domains have a strong focus on understanding the context and getting the right relationships and process in order, Achieve results focuses on application to achieve outcomes. An effective leader takes others on the journey, assessing and evaluating progress and where necessary modifying the approach to achieve desired results.

# Handout 1: What is leadership?

## 4. Leadership Development Framework: domains and capabilities

| Domain                                | Capabilities   |
|---------------------------------------|--|
| Develop and lead self                 | <ol style="list-style-type: none"><li>1. Actively seek personal and spiritual growth</li><li>2. Demonstrate self-awareness and self-management</li><li>3. Model Christ-like and Christ-centred behaviours and values</li><li>4. Take responsibility for own actions and behaviours</li></ol>   |
| Build relationships and engage others | <ol style="list-style-type: none"><li>5. Encourage personal and spiritual development of others</li><li>6. Facilitate the development of strong relationships</li><li>7. Promote a culture where people feel invited to contribute</li><li>8. Harness talent and diversity and achieve high participation</li></ol>  |
| Partner and collaborate               | <ol style="list-style-type: none"><li>9. Purposefully build partnerships and networks</li><li>10. Employ a collaborative approach and create opportunities to collaborate</li><li>11. Partner and take collaborative action</li><li>12. Encourage insights from diverse sources to support action</li></ol>  |
| Shape a preferred future              | <ol style="list-style-type: none"><li>13. Critique the environment from a Christian worldview, considering changing contexts and trends</li><li>14. Demonstrate critical, strategic and systems thinking</li><li>15. Politically astute in building support for change</li><li>16. Apply insights, negotiate and work through resistance to implement change</li></ol> |
| Achieve results                       | <ol style="list-style-type: none"><li>17. Build alignment and a common vision</li><li>18. Set direction, focusing on what makes the most difference to build the church</li><li>19. Take action, and assess and evaluate progress and outcomes</li><li>20. Be accountable for performance and stewardship of resources.</li></ol>                                      |

## 5. In small groups:

Think of a Bible story that illustrates each of the five domains. Write them below.

1.

2.

3.

4.

5.

## 6. In small groups discuss:

How would having more highly developed leadership capabilities benefit our congregation/organisation? How do we currently go about developing these capabilities in ourselves/others in our congregation or organisation?

## 7. Action summary

What action will you take to further develop leadership capability either in yourself or in others in your congregation or organisation?