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Principles of Leadership

- You are a leader. This means the primary responsibility (under God) for the TC Program rests with you. So often, we make the mistake of thinking that the more spiritual we are, the more we will be able to lead our church to growth. This is not true. Some of the most mature, deeply spiritual Christians I know – are not the best leaders. No doubt, we want to be both: spiritually mature and effective leaders.

Principles of Leadership

- The following list contains principles for leadership from Nehemiah. In this world of constant change, these principles are time-tested, proven, and universal. Let's begin our journey into leadership training with this simple, but profound list of truths on leadership.

Principles of Leadership

1. Leadership is influence.
Nehemiah 2:5-8, 16-18 / Acts 27
2. Everything rises and falls on leadership.
Nehemiah 4:9-15 / II Samuel 24: 10-17
3. Leadership takes responsibility for every area of the task. Nehemiah 6: 1-14 / II Corinthians 11:24-28
4. The most important ingredient to good leadership is credibility.
Nehemiah 5:14-19 / I Corinthians 11:1-2

Principles of Leadership

5. Leaders possess tremendous faith in people.
Nehemiah 3:1-32 / Philippians 1:3-8

6. Leadership can be taught.
Nehemiah 4:21-23 / II Timothy 2:2

7. Great leaders are effective communicators of vision.
Nehemiah 2:17-18 / Acts 26:26-28

8. Great leadership is always assisted by other people.
Nehemiah 3:1-32 / I Thessalonians / Titus 1:5

THE FIVE LEVELS OF LEADERSHIP

(A Look at Why People Follow Their Leaders)

1. Position RIGHTS

People follow you because they have to.

Note: Your influence on this level will not extend beyond the lines of your job description. The only authority you have is what your title gives you. The longer you stay at this level, the higher the turnover rate and the lower the morale of the people.

THE FIVE LEVELS OF LEADERSHIP

2. Permission RELATIONSHIPS

People follow because they want to.

Note: People will follow you beyond your stated authority. This level allows work and ministry to be fun and joyful. Caution: If you stay too long on this level without rising, you will cause highly motivated people to become restless.

1. Position RIGHTS

THE FIVE LEVELS OF LEADERSHIP

3. Production RESULTS

People follow because of what you have done for the organization or the church.

Note: This is where success is sensed by most people. They like you and like what you are doing. Problems are fixed with little effort because of momentum. People sense godly success for the church.

2. Permission RELATIONSHIPS

1. Position RIGHTS

THE FIVE LEVELS OF LEADERSHIP

4. People Development REPRODUCTION

People follow because of what you have done for them.

Note: This is where long range growth occurs. Your commitment to developing leaders will insure ongoing growth to the church and to individuals.

3. Production RESULTS

2. Permission RELATIONSHIPS

1. Position RIGHTS

THE FIVE LEVELS OF LEADERSHIP

5. Personhood RESPECT

People follow because of who you are and what you represent.

Note: This step is reserved for leaders who have spent years growing people and organizations. Few make it to this level.

4. People Development REPRODUCTION

3. Production RESULTS

2. Permission RELATIONSHIPS

1. Position RIGHTS

THE FIVE LEVELS OF LEADERSHIP

1. Position RIGHTS
2. Permission RELATIONSHIPS
3. Production RESULTS
4. People Development REPRODUCTION
5. Personhood RESPECT

Five levels of Leadership

The higher you go, the longer it takes.

The higher you go, the higher the level of commitment.

The higher you go, the easier it is to lead.

The higher you go, the greater the growth.

Five levels of Leadership

You never leave the base level, or the levels below where you are.

As a leader, you won't be on the same level with all of your people.

You must work to carry other leaders with you up the steps.

How Do We Climb the Leadership Steps?

As you consider becoming a deeper and more effective leader, let me suggest the following steps you can take to climb the “leadership steps”:

- A. Consistently ask God to build you into a more effective leader.
- B. Develop confidence in your people skills.
- C. See every relationship you have as a chance to develop that person.
- D. Walk slowly through the crowds.

How Do We Climb the Leadership Steps?

- E. Constantly keep a list of potential leaders you can invest in.
- F. Prioritize discipleship: find systematic ways to train people.
- G. Select and develop (mentor) key leaders.
- H. Live a model life that others would want to imitate.
- I. Recognize that people are your most valuable asset.

Three Things Jesus Did To Develop Disciples:

- Inspired _____ them.
- Instructed _____ them.
- Involved _____ them.

EMPOWERING PEOPLE

SHEPHERDING

EQUIPPING

DEVELOPING

Care	Training for Ministry	Training for personal growth
Immediate need focus	Task focus	Person Focus
Relational	Transactional	Transformational
Service	Management	Leadership
Ministry	Ministry by addition	Ministry by multiplication
Immediate	Short term	Long term
Feeling better	Unleashing	Empowering
Availability	Teaching	Mentoring

EMPOWERING PEOPLE

SHEPHERDING

EQUIPPING

DEVELOPING

Focus on nurture	Focus on specific ministry	Focus on specific leader
No curriculum	Curriculum set	Curriculum flexible
Need oriented	Skill oriented	Character oriented
Maintenance	Doing	Being
What is the problem?	What do I need?	What do they need?
Problem focused	Purpose focused	Person focused
They begin to walk	They will walk the first mile	They will walk the second mile

Foundational Principles for New Testament Leadership

- A. Leaders transfer ownership for work to those who execute the work.

- B. Leaders create the environment for ownership where each person wants to be responsible.

- C. Leaders develop the abilities in others.

Leaders Who Develop Leaders vs. Followers

- A. Leaders who develop followers need to be needed.
Leaders who develop leaders want to be succeeded.

- B. Leaders who develop followers want to be recognized.
Leaders who develop leaders want to be replaced.

- C. Leaders who develop followers focus on the weaknesses of the people.
Leaders who develop leaders focus on the strengths of the people.

Leaders Who Develop Leaders vs. Followers cont.

- D. Leaders who develop follower's hold onto position and power.
Leaders who develop leaders give away position and power.
- E. Leaders who develop followers grow their ministry by attracting more followers.
Leaders who develop leaders grow their ministry by training more leaders.
- F. Leaders who develop followers grow through events.
Leaders who develop leaders grow through developing people.
- G. Leaders who develop followers grow outside in.
Leaders who develop leaders grow inside out.

Leaders Who Develop Leaders vs. Followers cont.

- H. “Outside in” growth feeds off of charisma.
“Inside out” growth feeds off of commitment.

- I. If you develop a follower, you add.
If you develop leaders, you multiply.

- J. Leaders who develop followers impact only the people they touch.
Leaders who develop leaders impact people beyond themselves.

Reflect and Respond

- What are some specific steps you can take this week to begin to apply in your own life the principles of leadership taught in this course?