

Leadership Practices Inventory – Strategies for Practice Development

1. Model the way

- a. Write down your own set of personal life values. Which are most important to you? What might need to change in your life to live more closely in alignment with these? How does the application of your own personal resources, energy, time, finances align with your stated values.
- b. Keep a daily planner handy and write down every commitment you make to another person. Review this daily and complete commitments and promises on or before schedule.
- c. Reflect on 3 individuals you consider role models for your life or ministry. Clarify the specific values, ideals or principles they possess that impress you. Reflect on how to cultivate these in your own life and leadership.
- d. Acquire and use a good productivity process or software package that can assist with effective planning, task management and project completion (GTD, Franklin Covey, David Seah)
- e. Do a Bible study on Paul and leadership as 'modelling the way'. In what areas is he specific about setting an example, following the example of Christ, living his life before others, demonstrating his faith, inviting imitation? Reflect on which of these need development in your own life.
- f. Reflect on who at this time is watching you. What are they seeing? What questions would they be asking? What is your life saying to them?

2. Inspire a shared vision

- a. Meet with each of your key ministry leaders and ask them to document their hopes, dreams, goals and aspirations for themselves in ministry and for their area of the church. What is their vision for the future? How does this connect with your own vision as leader? How do ministry leader's visions connect with each other? Draw out the common elements and feed them back to the team.
- b. With a mentor, document and refine your own personal vision statement for 5 years. Where do you see yourself in life, ministry and leadership in 5 years? How will you work towards this?

- c. Follow the blogs of a couple of good quality futurist thinkers (e.g George Barna, Mark McCrindle) Stay up with what they are researching and writing. Ask yourself how the trends and changes they are seeing will impact the church and community you serve.
- d. Next time you have the chance to meet a true visionary in any field, ask to have an hour with him / her just to hear in detail his / her vision. Listen to how they communicate. Reflect on what you hear.
- e. Put a couple of biographies of key inspirational leaders on your reading list and note the formation and realisation of their vision.
- f. Go to or watch a concert, team based sports match, etc and carefully observe how the conductor or captain leads in a way to bring the best out of others.

3. Challenge the process

- a. At your next ministry team meeting ask team members to name 3 things they appreciate about the church, team or working environment and 2 things they personally find difficult or hard. Commit personally to implementing real changes in 3 of the most frequently mentioned items over the next month.
- b. Go shopping for ideas. Visit your local shopping centre and don't come back until you have seen one thing that a local business or organisation does well that your church could learn from or adapt for use.
- c. Identify a process in your church is broken. Take concrete action this week to fix it.
- d. Create the space and time to take up a short term project (Maybe something you have always wanted to do) which is entirely new to you. Be conscious of the new knowledge skills and attitudes you need to acquire to complete this. Manage the project, goals, resources, time, energy, planning, execution from start to finish.
- e. Select a common difficult or troublesome process within your leadership environment and ask your team members to reflect with you to see if there is a better way of doing this. Lead the change process.

4. Enabling others to act

- a. Become an intentional delegator. Learn how to assign significant tasks to others, providing them with the resources to successfully complete the job, the authority required and the coaching and support to do well. Follow up with them on how they went and give constructive feedback.

- b. Make sure your ministry and staff team have opportunities each year for some form of training which supports their involvement in church life or their personal growth. Let them share their learning with the rest of the team.
- c. Collect and read 2 – 3 books on teamwork. Articulate from these your own philosophy of team leadership and team membership.
- d. Facilitate a team covenant session and adopt the covenant as a group. Hold team members to the covenant.
- e. Ensure each key ministry leader has a mentor, spiritual director or coach.

5. Encourage the heart

- a. Train yourself to notice whenever you see someone doing something that is significantly in line with Kingdom values. Quietly affirm them from time to time for what you observe.
- b. Find a fun and non-embarrassing way affirm people in a team context. Have a team birthday tradition with something light and enjoyable and combine it with allowing each team member to say something they appreciate about the birthday person.
- c. Periodically attend a local school or community award presentation. Note what you like about the way things are done. Learn how to give recognition in culturally appropriate and meaningful ways.
- d. Every time you experience encouragement yourself due to some comment, event or action. Reflect on what happened and adopt the process yourself as a way of encouraging others.
- e. Do a Bible study on encouragement, look at occurrences of the word and the impact that this has on others.
- f. Watch for those in the church who actively encourage others, note how and when this happens. Take note of anyone who shares that they were encouraged by someone or something, gently find out a little more and build your understanding of how encouragement works and what people find encouraging.