

Looking for the Next Leader

Identifying Future Leaders

Why do we look for in leaders?

‘and what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also’ 2 Tim. 2:2

As a missionary I am to evangelize and as a pastor I am to equip the saints. But I have always been on the lookout for those God has called to become shepherds. They are the ones that I long to invest myself into. That is what Jesus did. And Paul did likewise. - Ron Sallee

We look for quality people to invest our life.

- a. **Heart** – Inside
- b. **Hands** - Outside
- c. **Head** – Upstairs

Heart – What’s Inside?

1. Strength of **Character** - See Character Counts reading from Joe Stowell
2. Fully **convinced** – personal assurance and confidence in their salvation
personal assurance of a call to leadership
(sometimes this takes time to develop)

“People who watch us sense our confidence when we have confidence in God. They can’t sense our confidence when we have only self-confidence.” Kenneth Gangel

3. Biblical **growth** – desire to know God and obey His word
evidence of consistency in devotional life

“The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.” Martin Luther King Jr.

HEART CHARACTERISTICS

Integrity is the integration of outward actions and inner values. A person of integrity is the same on the outside and on the inside. Such an individual can be trusted because he or she never veers from inner values, even when it might be expeditious to do so. A leader must have the trust of followers and therefore must display integrity.

Honesty in dealings, predictable reactions, well-controlled emotions, and an absence of tantrums and harsh outbursts are all signs of integrity. A leader who is centered in integrity will be more approachable by followers.

Grace – needed to **accept**, to **adjust**, to **change**, to **get along**

Giftedness for Ministry

Help people identify and maximize their UPS (**Unique Place of Service**)

“The definitive measure of leaders’ success is whether they moved their people from where they were to where God wanted them to be.” Henry Blackaby

1. **Spiritual gift(s); leadership, teaching, helps, etc.**
2. One-on-one **effectiveness**
 - a. The ability to win the **respect** of others
 - b. The ability to gain others **trust**
 - c. The ability to take **initiative**
 - d. The ability to share the **gospel**

Hands – What’s Outside

Confirmation of others – cooperation with others in authority, in working relationships. Others observations of the ‘spiritual man’.

1. Magnanimity means giving credit where it is due. A magnanimous leader ensures that credit for successes is spread as widely as possible throughout the company. Conversely, a good leader takes personal responsibility for failures. This sort of reverse magnanimity helps other people feel good about themselves and draws the team closer together. To spread the fame and take the blame is a hallmark of effective leadership.

2. Assertiveness is not the same as aggressiveness. Rather, it is the ability to clearly state what one expects so that there will be no misunderstandings. A leader must be assertive to get the desired results. Along with assertiveness comes the responsibility to clearly understand what followers expect from their leader.

Many leaders have difficulty striking the right amount of assertiveness, according to a study in the February 2007 issue of the Journal of Personality and Social Psychology, published by the APA (American Psychological Association). It seems that being underassertive or overassertive may be the most common weakness among aspiring leaders.

3. Teamer – Why are team people needed? It's NOT OUR ministry.

People are sometimes **absent**
People sometimes **retire**
People sometimes **resign/quit**

4. Fairness - means dealing with others consistently and justly. A leader must check all the facts and hear everyone out before passing judgment. He or she must avoid leaping to conclusions based on incomplete evidence. When people feel they that are being treated fairly, they reward a leader with loyalty and dedication.

Head- What's Upstairs

Plodder – someone who will stay the course over time

1. Dedication means spending whatever time or energy is necessary to accomplish the task at hand. A leader inspires dedication by example, doing whatever it takes to complete the next step toward the vision. By setting an excellent example, leaders can show followers that there are no nine-to-five jobs on the team, only opportunities to achieve something great.

2. Creativity is the ability to think differently, to get outside of the box that constrains solutions. Creativity gives leaders the ability to see things that others have not seen and thus lead followers in new directions. The most important question that a leader can ask is, "What if ... ?" Possibly the worst thing a leader can say is, "I know this is a dumb question ... "

3. Discipline in Knowledge, Training and Learning - knowledge is not the end product – it is the path.

"God uses people in the area they are best prepared."

"You can't be profoundly influenced by what you don't know." Kent Hughes

Openness means being able to listen to new ideas, even if they do not conform to the usual way of thinking. Good leaders are able to suspend judgment while listening to others' ideas, as well as accept new ways of doing things that someone else thought of. Openness builds mutual respect and trust between leaders and followers, and it also keeps the team well supplied with new ideas that can further its vision.

Attitude toward

1. **Accountability** – have they applied themselves

Do they see the BIG picture, not just what God has called them to?

“A person who does what he pleases is seldom pleased with what he does” Lou Holtz

Humility – recognizing that they are no better or worse than other members of the team.

A humble leader is not self-effacing but rather tries to elevate everyone. Leaders with humility also understand that their status does not make them a god. Mahatma Gandhi is a role model for Indian leaders, and he pursued a “follower-centric” leadership role.

Holding himself back so others can take off.

“always holding someone up” Time Mag. On death of Dawson Trotman, Founder of the Navigators.

2. **Reality** and **Vitality** – Things don’t always go as planned.

“A happy heart is good medicine, but low spirits sap one’s strength.” Prov. 17:22

A **sense of humor** is vital to relieve tension and boredom, as well as to defuse hostility. Effective leaders know how to use humor to energize followers. Humor is a form of power that provides some control over the work environment. And simply put, humor fosters good camaraderie.

“Is the example you set the one you want followed?”

"I was pretty disappointed but I knew I had to pull it together mentally for this team and I knew that getting this gold medal was a goal of mine so I really had to pull myself together and move on,"

"I knew I had to redeem myself a little bit from the disappointment of the other day," Wieber said. "But, in the end, this was my ultimate goal – to win with this team."

Jordyn Wieber USA Olympic Team 2012 Gymnastics Gold winner after not making the individual round.