

This ten session guide is to accompany the Leadership Toolkit produced by the Teal Trust. All materials are copyright to the Teal Trust, 2001.

Session One : Leadership Character

Aims : To understand why leadership is critically important to the church
Leaders model the seven characteristics of Christian leaders.

Outline

- ① Ask what participants understand by "leadership"? Although it can mean everything leaders do, for these training sessions it will refer to seeking, sharing and moving into vision.
- ② Ask why participants believe leadership is important to the church? Hand out page 2
- ③ Ask participants what characteristics are important for Christian leaders? Can they think of biblical examples of leaders who possessed these characteristics?
- ④ Hand out pages 3 and 4 - and go through the seven characteristics. Allow discussion of each one.
- ⑤ Look through the Gospels to get examples of these characteristics can be seen in Jesus' leadership.

Prayer Pray together about our characters as leaders – for strength, and if necessary, forgiveness.

Session Two : Integrity and Trust

Aims : Participants develop skills in principle based leadership
Leaders know the importance of trust, and reflect on their trustworthiness

Outline

- ① Hand out page 5 - Practising Integrity. Look at the two "Men of Integrity" bible studies - read each passage, and identify what principles Daniel, and Peter and John hold to be important.
- ② Train the four step process, explaining each phase, using an example if possible.
- ③ Participants should work through the process on an example of a decision they need to take.
- ④ Hand out "Building Trust". Train the group on the five elements of trusting relationships.
- ⑤ Ask participants what things get in the way of building up these five elements. What can they do about this?

Prayer Spend some time praying about difficult decisions we face as leaders.

Session Three : Developing Vision

Aims : To acquire a process for developing vision of the church or organisation
To examine biblical models of visionary leaders.

Outline

- ① Hand out pages 7 and 8 - Visionary Leadership. Work through the two Biblical models at the bottom of page 8. Key step is to identify some of the characteristics of visionary leaders.
- ② Train participants in the Visionary leadership process. Take an example to work through - so that participants see what the four blocks in step 2 is likely to look like.
- ③ Discuss - how do we know what is God's vision, and what are our own intentions. Answers should include prayer, fit with biblical principles, confirmation by others, etc.
- ④ Participants should think about their own experience of vision - what do they understand God's vision to be for their church or organisation. What are they clear on, what are they not clear on?

Prayer Start to pray for vision for each church or organisation represented in the group.

Session Four : Sharing Vision

Aims : To think through ways of sharing the vision
To acquire skills in presenting and in using the media effectively.

Outline

- ① Ask participants how vision is shared - important to get across that simply telling people the vision will not lead to it being accepted as vision. Hand out page 9, and point out the 3 simple checks.
- ② Train the importance of writing down the vision (hand out page 10).
- ③ Give participants some time to develop current vision statements for their churches' vision as they currently perceive it to be.
- ④ Train "Presenting the Vision" page 11 - and then get participants to construct a three to five minute presentation of their vision. Ask one or two participants to present their vision.
- ⑤ Hand out the "Media Tips" sheet (Page 12) and go through it briefly.

Prayer Pray about the best way to share and build vision within the church.

Session Five : Building Effective Teams

Aims : To develop skills in delegation and conflict management.
To enable teams to use the team "health check"

Outline

- ① Why are teams important in a Christian context? (Idea of the church being a body - Romans 12.
- ② Hand out page 13 Building Teams, and go through ideas for getting teams together. Need to get across to participants that teams need good relationships, and need to use diversity within the team.
- ③ Discuss with participants what makes good delegation. Hand out page 14, and quickly summarise.
- ④ Explain that conflict is inevitable, and can be productive, providing it doesn't go too far! Go through page 15, and train on processes for handling conflict.
- ⑤ Work through the teams health check (Pages 16 & 17) so leaders have skills in using it. Try it out with the group using the training group as a team. (Aim is to illustrate the process rather than particularly to improve the teamworking of the training group, although this might be possible!)

Prayer Pray for teams already in place, and for the formation of new ones.

Session Six : Introducing Change

Aims : Train leaders in a framework for introducing change
Leaders think about the process for introducing change as well as the change itself.

Outline

- ① Discuss why change can be threatening. Ask participants for examples of change that they have welcomed, & change they have opposed. Stress that we all like some changes, but oppose others.
- ② Hand out pages 18 and 19. Go through the steps, taking time to discuss each one.
- ③ Ask participants for examples of changes that have gone well, and ones which have gone badly. Through discussion, identify how the presence/absence of these steps has helped or not.
- ④ The Christian mission forces change upon us as individuals, and as churches - let participants discuss this for a while, and try to draw out the key messages that change is necessary, but needs to be lovingly handled with people who are reluctant to change.

Prayer Pray for those who will find change hard to accept, and pray for wisdom for the leaders.

Session Seven : Developing Ministry

Aims : To understand why leadership is critically important to the church
Leaders model the seven characteristics of Christian leaders.

Outline

- ① Hand out copies of the Gifts and Services sheet, and allow participants to complete it.
- ② Debrief, identifying that different participants have different gifts. (Many will have leadership gifts) Link back to the teams session, and underline that it is vital for the church to harness all the gifts God has given to the church.
- ③ Work through the Step Plan, so participants can develop the ministry of others in their church.
- ④ Move onto coaching and mentoring, and train page 21 - giving tips on these skill areas.
- ⑤ Concluding exercise - who do participants see as their mentors - encourage them to spend time identifying who they look to for guidance. How could they make these relationships more beneficial?

Prayer Pray for the leadership to be open to encourage others, and to be effective coaches.

Session Eight : Leadership Styles

Aims : Leaders are aware of the need for teamwork in leadership
Participants become aware of their leadership style.

Outline

- ① Ask participants to think about well known leaders – Christian and secular. What was particularly good about each of them? Spend a good time on this – it is good to learn from role models. Draw out the point that their strengths are different.
- ② Hand out page 23 and ask participants to complete the sheet.
- ③ Use page 24 to score the leadership styles test. Ask participants to reflect on their scores and see whether they agree that their strengths are the top 1 or 2 elements.
- ④ Encourage leaders to think about others in their leadership team – do their styles complement the style of the leader?
- ⑤ The rest of the session should be used to try to explore each of the styles in more depth – what are the contributions each style makes to the overall leadership of the church. Expand on the biblical models of each leadership style – looking for more examples of each style.

Prayer Participants should thank God for the gifts and strengths He has given them, and ask Him to send others to help them build up the range of leadership skills and gifts the church needs.

Session Nine : Prayer for leadership

Aims : Leaders review their intercessory support
Participants develop a strategy for developing prayer within their churches.

Outline

- ① Hand out page 25, and train the group on it.
- ② Discuss this with the group – and talk about the issues involved with working effectively with intercessors. The booklet, Firm Foundations, provides further perspective on this.
- ③ Ask participants to brainstorm ways of encouraging prayer within their churches – encourage as many ideas as possible. Hand out page 26 as a summary of this.
- ④ Participants should then spend some time individually developing a strategy for prayer in their church or organisation. Then spend a little time in pairs helping each other improve their strategies.
- ⑤ The rest of the session should be spent in prayer – modelling the vital need for leaders to be men and women of prayer.

Prayer Pray for intercessors, and for the prayer life of our churches and organisations.

Session Ten : Shield of Victory

Aims : Leaders think about their spiritual defences.
Participants develop an action plan to follow on from the course.

Outline

- ① Hand out pages 27 and 28. Spend some time training the group on the need to be aware of spiritual warfare, and how we can recognise Spiritual attack.
- ② Spend some time reviewing the scriptures listed in section 1.
- ③ Read and discuss the armour of God – practically what can we do as Christians to use this armour. The booklet Shield of Victory will help the course leader lead this session.
- ④ Review sections 3 and 4.
- ⑤ Finish the session by stressing the need to turn the learning into action. Each participant should make an action plan of three elements :
 - i. What they will work on in their spiritual & personal journeys as leaders.
 - ii. What three or four activities will they engage in to improve their leadership – this might be developing a vision, identifying key people, sharing the Gifts and Services sheet etc.
 - iii. What are the key needs for prayer in the church? For vision?, for leadership? etc
- ⑥ Finish with a short time of praise and worship, and end with prayer.

Prayer Thank God for the course, and pray for strength to move forwards as He leads us.