

LEADER CONVERSATION GUIDE

Leadership Development with Paul Alexander - Episode 119

“It doesn’t happen in a classroom, seminar or Bible college, it happens in every day life.”

How do we develop great leaders? This seems to be the golden question of church leaders today.

No organization can thrive without great leadership. And it’s not likely that you’ll stumble upon enough great leaders to maintain the health and growth of your ministry.

When we work with churches, we consistently see leadership development rise to the top of the core challenges churches face. It’s the tension of not only finding potential leaders, but primarily how to develop them. How do you take them to the next level and increase their capacity?

In this episode, Tony and Paul Alexander, Executive Pastor of Sun Valley Community Church in Arizona, are digging into how effective leadership development really works in the context of the church. They share the following strategies that will help your church find and develop potential leaders.

Focus on Developing Leaders in the Context of Everyday Relationships

- Leadership development happens as people learn responsibility for action and deliverables not from a distance, but up close and over time.

Identify Your Leadership Culture

- Clearly articulate to your team how you expect them to think, behave, feel, make decisions and lead.

Define Expectations Around Leader Development

- Challenge staff to “lead” ministry rather than “do” ministry.
- Empower team members with authority to make real decisions and measure how they respond.

Simplify the Leadership Development Process

- The very best process is a one step process.
- Expose high-level volunteers to new ideas, new people and new methods.

Develop Leadership Distinctives

- Establish behaviors and culture to be cascaded down from the senior leadership team to the staff and the church.

Next Steps

With your team, consider taking some of the following next steps:

- Read [It's Not Biblical To Do All The Ministry](#). Does your team currently focus more on doing ministry or leading ministry?
- Read [You Fail When You Program Rather Than Personalize Leadership Development](#). Discuss your current leadership development strategy with your team. Are you utilizing programs or relationships to develop leaders?
- Identify a list of competent, high capacity volunteers who could be further developed as leaders. How can you start investing in them? What tasks can be delegated and measured, and how can you empower them with authority to make real decisions?

Listen to the episode on iTunes or at theunstuckgroup.com/episode119.