

## 5 Questions – Developing the Leader Within

1. What is necessary for others to own your vision? They never will, if they think it is your vision.

a) Credibility of the leader

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b) Passion

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c) Attitude toward others

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d) Game plan

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e) Success

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2. I've lost some influence. How did that happen?

a) How did I lose it? Repeated leadership errors and failure.

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b) Why did I lose my influence? Major influencers withhold support.

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c) When did I lose it? No change in your behavior due to attitude.

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3. I've lost some influence. How do I gain it back? Continue to rise up to the next level of leadership.

1<sup>st</sup> level – position/rights/title

4<sup>th</sup> level – people development

2<sup>nd</sup> level – relationships/likable

5<sup>th</sup> level – personhood/respect

3<sup>rd</sup> level – production/success

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4. What is essential to grow leaders? You must be a growing leader. Grow the leader, grow the organization.

An atmosphere of growth. Commitment to meet and train with materials.

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5. What is John Maxwell's favorite reflection as a leader?

Raising up future leaders and pouring himself into them. When you climb the mountain of leadership your life is changed but even more importantly and so are the lives of those around you.

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## 5 Questions – Developing Leaders Around You

1. How can I transition from a leader of followers to a leader of leaders?

Followers (show up; point to leader), workers (grow up; points to workers), leaders (go up; points to others)

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2. Have you even evaluated a potential leader wrongly?

Yes. Have a tendency to see more in people than what they have or can do.

- a) Promote good workers to a leadership positions; good workers not necessarily good leaders
- b) Allow friends to be in leadership positions; good friends not necessarily good leaders
- c) trying to fill a vacancy just to get it filled

Picked the wrong person – don't keep them in that position, reposition them

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3. Have you even make mistakes in equipping people?

- a) Not sharing the big picture. No feeling of how they relate to overall organization
  - b) Not asking for commitment on front end. Hey, are you going to be on the team?
  - c) Not matching gifts with ministry
  - d) Not providing community, ongoing support (people, time, money)
  - e) Taking people for granted
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4. Are there times when you cannot empower people?

- a) When you lack credibility as a leader
  - b) When they lack credibility
  - c) When we fail to produce as leaders
  - d) When you misuse your empowerment – don't manipulate
  - e) Key – If you lack a true belief in the person, you will emotionally withhold from people.
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5. What final word of advice to those who want to raise up leaders? You have to keep growing. Be a better leader.

- a) Three degrees of influence – for the moment, for a life, for lives beyond you
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