

STRATEGIES FOR LEADERSHIP EXCELLENCE

By Dr. Philip Baptiste North American Division



Table of Contents

1. Introduction
2. Are you a Leader?
3. Strategies for Leadership Excellence
4. Grow Spiritually
5. Learn Leadership Skills
6. Nurture Relationships
7. Plan
8. Communicate
9. Mobilize for Service





Are You A Leader?

Of course, you are. We are all leading in some way. As a parent you are leading your children, as a student, you are leading your peers, and as a church member, pastor, or administrator, you are called to lead others to Christ. So you are a leader, there is no doubt about it, but the question is, how are you leading the people around you?

Many people seem to dislike their leaders, either they feel they are horrible communicators with temper tantrums or think they are too calm and unwilling to take action in the face of conflict or crisis. Often leaders are selected based on popularity resulting in nice people at the helm without experience, ability or mental acumen to lead with excellence.

Leadership is all about relationships and communication. You can't dictate or lead others by force or manipulation. One of my mentors used to say "You have to earn the right to lead."

There is a lot of truth in this statement. Leaders can't simply assume people will follow them just because they have been merely elected or assigned to a particular position. You have to earn the right to lead. And you earn it through building relationships and effective communication.

Leadership is a very delicate balancing act. An outstanding leader should show competencies in a variety of areas. The ability to hold others accountable while still showing care and compassion. Capacity to move an organization forward to embrace a new vision of the future, while still enabling them to celebrate the accomplishments of the past.

To be a change agent without making changes too radically. To have the courage to speak out against injustice without speaking in an unkind or aggressive manner. It is very challenging to lead. The leader must walk with the people

along the journey while simultaneously guiding them towards their destination.

I think that's why Solomon prayed for wisdom, knowledge, and understanding as he was getting ready to lead the nation of Israel. And God answered his prayer. He wasn't perfect, but he was able to lead Israel to the pinnacle of success. Are you facing challenges in your leadership journey today? Why not pause and pray as Solomon prayed.

Ask God to give you wisdom, knowledge, and understanding today. And claim his promise in Psalm 32:9 I will instruct you and teach you in the way you should go. I will guide you with my eye! If you let him instruct and guide you, then you can lead with confidence knowing that you're not leading alone, but Jesus is leading through you!

Grow Spiritually

One of the most important things you can do to communicate and lead with excellence is to grow spiritually.

In the bible, David was a remarkable leader, but he wasn't a perfect leader. He made some mistakes. But the amazing thing about David as you read through the Psalms that you will see is that he kept growing spiritually. He kept asking God to go deeper.

He prayed "create in me a clean heart oh God and please renew a right spirit within me." And as a leader, you cannot reach your maximum level of communication and leadership excellence unless you're growing spiritually.

And here's the thing, you can't lead where you're not headed. So I want to challenge you to start growing spiritually. You can grow spiritually through these three ways. Prayer, Bible

Study, and Ministry.

Engage in prayer and spend time talking with God every day as a friend. Schedule time for Bible study and experience the joy of reading God's word every day. As your devotional life strengthens, you will be able to declare like David that "Your word is a lamp unto my feet and a light unto my path" Psalm 119: 105.

Then engage in ministry, make a difference in the world around you and get actively in selfless sharing Christ and serving people. Let your life be one of selfless service for the Savior. By engaging in prayer, Bible study and ministry you'll find yourself growing in a deeper closer walk with God. And then as you grow with God, you'll find that you'll be a better leader because Jesus will be leading through you.



TIPS:

1. Start a daily devotional plan for 21 days. By then it should become a habit

2. Pray for God to give you the desire and the discipline to spend time with him each day.

3. Don't give up. Eventually, you will discover the joys and blessings of your obedience.

4. If you are married, consider developing a couple's devotional plan.



Learn Leadership Skills

Don't Believe the Hype! When you're a leader, there are often many people that love and appreciate you. People may tell you, you're the best pastor ever or you're the best leader we've ever had in this department. And so as it's easy to believe the hype. I know in my younger years as a minister, at the door people would come and tell me "Oh pastor that was the best sermon ever, the greatest sermon ever." And it's easy to believe, "Wow I'm such a fantastic preacher." And I'm not saying your not. But the reality is, the largest room in the world is the room for improvement.

And If you just focus on only having people around you that tell you how great, good or excellent you are as a leader, then it's easy to start believing the hype. And believing the hype, can kind of limit you from growing and expanding to become your best.

So I want to challenge you today. Surround yourself with not only people that support

you. But find a coach, find a mentor, find someone that you can trust, to be honest with you. Find someone you can trust to tell you the truth. That you can trust to say, I'm going to send you this sermon and give me some critical feedback, tell me what I can do to improve. Tell me three things I did well and give me two areas for growth. Find someone you can trust to say, here's how I did in chairing this committee meeting, but tell me, did I do my best? What can I do better? How can I improve? So here's my leadership tip for today. Don't believe the hype. Find a mentor, find a coach find someone that can help you grow.

You know, even Moses needed that and he found Jethro, his father in law. And his father in law said. "Listen, you're a great leader, but you're doing too much, you need to empower others, you need to equip others. You can't solve the world's problems by yourself." And because he listened to Jethro, he was able to grow, and in the

process, he was able to empower and develop other leaders to be more useful for the mission. So if you follow Moses' example, by God's grace, you'll be able to grow and reach your full potential. So remember, whatever ever you do. Don't believe the Hype! And find someone that can help you grow!

TIPS:

1. Effective leaders realize that leaders are learners.
2. Commit to reading a month to develop and grow.
3. Subscribe to a blog or podcast about leadership.
4. Get a mentor or a coach that can help you grow.



Nurture Relationships

10 TIPS FOR NURTURING RELATIONSHIPS

1. Remember people's names.
2. Recognize people's birthdays and anniversaries.
3. Respond to emails in a time sensitive, caring and professional way.
4. Do a couple of fun ice breakers occasionally before meetings.
5. Plan a few annual events to create synergy such as a spiritual retreat etc.
6. Write Thank You cards and send email's of appreciation to your colleagues.
7. Host a year-end banquet to appreciate your team members for their hard work.
8. Schedule a one-on-one meeting at least once or twice a year with team members
9. In one-on-one's ask individuals "How are you doing, and what can I do to help?"
10. Practice integrity and authenticity!



Plan

DEVELOP A PLAN FOR YOUR MINISTRY!

1. Effective leaders plan their ministry with spiritual and topical goals to achieve.

2. Effective leaders plan their ministry with a budget, calendar, and a regular evaluation process.

3. Effective leaders create a DEVA Calendar =

Development

Encouragement

Vision Casting

Appreciation

What goals do you hope to accomplish?

Who are the individuals that can help you?

What are 7 things you need to do to be more organized and better prepared?



Empower Others

EFFECTIVE LEADERS DELEGATE AUTHORI- TY BY:

1. Mentoring, Monitoring and Motivating others
 2. Establishing sub-teams and giving them ownership of the ministry

3 TIPS FOR EMPOW- ERING OTHERS

1. Trust the Principle
 2. Follow the Process
 3. Share the Power

About Timothy:

1. Came with good recommendation Acts 16:2
 2. He was affirmed in his youthfulness 1 Timothy 4:12
 3. Received clear instructions for his task 1 Timothy 5
 4. Was supported in prayer 1 Timothy 1:3



Communicate

"The single biggest problem in communication is the illusion that it has taken place"
—George Bernard Shaw

STAY ON MESSAGE

Be Consistent

Be Concise

Be Prompt

Be Creative

Be Positive

SPREAD THE WORD

To members and their friends

To church leaders and the Pastors

To Conference, Union and Division leadership

To the press and the community

DELIVER AS PROMISED

The best advertisements a satisfied participant

ABOUT ESTHER:

Was careful in what information she shared (Esther 2:20)

Chose to speak at the right time (Esther 4:14-16)

Demonstrated creativity in delivering her message (Esther 5:4-7)

Made certain that her message was not forgotten – decreed that it be repeated yearly (Esther 9:29-31)



Mobilize for Service

"Serve wholeheartedly as if you were serving the Lord, not men." —Ephesians 6:7

SIZE UP THE BENEFITS OF SERVICE

Awareness

Witness

Fulfillment

Discovery

Friendships

SEIZE THE OPPORTUNITIES

In your church

In your neighborhood

In your community

In your world

REJOICE IN THE MIRACLES

Invite and expect God to work through you

Praise Him for miracles big and small
