

by Glenn Bleakney



Mentoring Moments for Leaders

“Developing Kingdom Leaders For The Harvest”



Empowering Leadership

em·pow·er (m-pou r)

tr.v. em·pow·ered, em·pow·er·ing, em·pow·ers

1. To invest with power, especially legal power or official authority. See Synonyms at authorize.
2. To equip or supply with an ability; enable

What empowering leadership is NOT,

taken from Steven Arterburn's *Faith That Hurts, Faith that Heals*.

"10 Rules of Toxic Leadership"

Control

The leader must be in control of every aspect of the organization at all times.

Blame

When problems arise, the leader finds a "guilty" party to blame immediately.

Perfectionism

The leader's motto: Don't make mistakes.

Delusion

Never point out the reality of a situation.

Emotional Denial

Never express your feelings unless they are positive.

Blind Loyalty

Don't allow others to ask you questions, especially if they are tough ones.

Rigid Conformity

Don't do anything outside of your role.

Mistrust

Don't trust anyone but yourself.

Avarice

Nothing/no one is more important than the "bottom line."

Image Idolatry

At all costs, keep up your image and the image of the organization.

What Empowering Leadership is...

Jesus' promise in John 14:12–13 shows that noble leadership seeks to empower others to achieve results even greater than the leader has achieved. The true leader seeks to achieve great goals more than great personal gain. Rather than being intimidated by his followers' potential, he rejoices in their growth, development, and achievements.¹

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Empowering Leaders...

- ❖ Delegate well and share ministry freely
- ❖ Lead through vision
- ❖ Lead through mentoring and equipping
- ❖ Lead change well²

Empowering Leaders ...

- ❖ Have a vital, growing relationship with God
- ❖ Possess character that sets a positive example (1 Timothy 4:12)
- ❖ Are personally secure in their sense of calling, gifting and their assignment from God
- ❖ Believe in and practice servant leadership
- ❖ Are self-aware, but not self-absorbed
- ❖ Are other-focused
- ❖ Are lifelong learners

Jesus is the ultimate example. He...

- ❖ Related/loved
- ❖ Developed
- ❖ Equipped
- ❖ Empowered
- ❖ Released
- ❖ Reviewed

Barnabas is another example.

- ❖ Sponsored Saul of Tarsus (Acts 9:26-27)
- ❖ Developed Saul (Acts 11:22-26)
- ❖ Partner with Saul (Acts 13:1)
- ❖ Released Saul to become greater than he was (Acts 13:13)
- ❖ Never stopped encouraging (Acts 15:36 ff)

Reflection Activity

- ❖ Discuss with your team...
- ❖ Who in your life has been an empowering leader? What did you learn?
- ❖ What do you plan to do to empower leaders that you influence?
- ❖ How will ensure that the leaders you develop also catch the value of empowering leadership?

² From Natural Church Development by Christian Schwarz

Practical Tips for Mentoring Leaders

Paul & Timothy

Timothy's Development (See Checklist).

- ❖ *Paul's Son in the Faith – 1 Tim. 1:2*
- ❖ *Paul's Helper – Acts 16:1-3; 19:22*
- ❖ *Paul's Fellow-worker – Romans 16:21*
- ❖ *Proven Servant – Philippians 2:22*
- ❖ *Fellow Sufferer – Hebrews 13:23*
- ❖ *Bishop of Ephesus – 2 Timothy 1:3*

Principles of Effective Mentoring

1. The Purpose of Mentoring is to give not receive.
 - ❖ Equipping is to help them to develop:
 - ❖ Character
 - ❖ Calling
 - ❖ Competencies
 - ❖ Context
2. Start with a discipleship focus.
 - ❖ We all must learn to follow before we can lead!
3. Let them be tested before they serve. Start off newcomers with tasks not influential, high profile roles.
4. Ensure that emerging and potential leaders currently embrace the DNA of your church, i.e., there is agenda harmony.
 - ❖ DNA = Vision, Values, Mission, Beliefs, Style
5. Begin with the end in view and backwards engineer the process.
 - ❖ What leadership skills are necessary for the position? (See Checklist).
6. Don't Just Lecture, Ask Questions:
 - ❖ Drawing Out, Not Just Pouring In. (Proverbs 20:5 NLT).
7. Create different training paths for people with differing experience, maturity and aptitude.
 - ❖ For example, fast track learners will not be taught. Give them a new challenge and let them go and do it. Let them reflect upon their experience and rub shoulders with effective leaders.
8. Use a "Show – How" approach to training. **See Handout.**
 - ❖ Jesus personally used a four-fold process:
 - ✓ Come and See – John 1:37-39
 - ✓ Come and Follow – Mk. 1:17
 - ✓ Come and Serve – Mk 3:13-15
 - ✓ Abide and Go – John 15; Mt. 28:18-20

Develop leaders through a means and in differing contexts: E.g., delegation, on-the job training, informal and formal training, in a larger community setting, in small groups, one-on-one, etc.