



Leadership Collaborative



LEARNING • SUPPORT • ACCOUNTABILITY

CONFERENCE CALL 12 **REVIEW MONTH 11 AND CREATING A LEADERSHIP DEVELOPMENT CULTURE**

1. CONNECTING AROUND DISCIPLESHIP

These questions are extrapolated from month 11 of coaching calls. One at a time, share your thoughts by answering one or two of the following questions:

DISCIPLESHIP

- What are some ways you have engaged in leadership development systems that have greatly affected your own growth and development?
- Share an experience in your growth as a leader that accounted for your uniqueness in some way and helped you to develop in a direction that you might not have otherwise gone.
- Describe the leadership development process in your current ministry. How does it incorporate the areas of engagement, environment, encouragement and empowerment? How can it improve

2. COLLABORATING: A LEADERSHIP DEVELOPMENT CULTURE

Creating culture is part of the job description of an organizational leader. The leader sets the pace. She or he influences the environment. Who and what he or she is permeates the organization—for both good and bad.

A leader who wants to create a culture that values leadership development must begin by evaluating her or his priority of investing in and developing emerging leaders. As we have our final conversations on multiplying leaders, take some time to walk through these questions and review your commitment to a process discipling and raising up new leaders.

- Do you expect and prepare leaders at every level of your organization or ministry context?
- Do you believe every person has the capacity to influence and make a contribution to the mission and vision?

- Do you have focused experiences to help translate leadership potential into leadership reality?
- Do you provide space for leadership exploration and experimentation and offer opportunities for confidence building and leadership growth?
- Do you encourage innovation and creativity in both existing and new environments?

Your response to these questions provides the foundation upon which a leadership development culture can be built so that emerging leaders can flourish.

3. LEADERSHIP JOURNEY REFLECTION

It has been a significant journey. While it seems to be coming to conclusion, it is only beginning. The Leadership Collaborative journey has walked through 12 months of leadership development:

Months 1 – 6: Personal leadership: committing to leading yourself first

Months 7 – 9: Organizational leadership: focusing on the competencies needed to lead others in community

Months 10 – 12: Multiplying leadership: devoting yourself to the development of more leaders, not just more followers

- What has been your growing edge in personally growing as a leader through the She is Called Leadership Collaborative journey?
- What leadership competency (or competencies) have you seen developed, stretched, or improved the most through this experience?

4. LEADING OTHER LEADERS: BIBLICAL SNAPSHOTS

A.W. Tozer

"Has it ever occurred to you that one hundred pianos all tuned to the same fork are automatically tuned to each other? They are of one accord by being tuned, not to each other, but to another standard to which each one must individually bow.

Priscilla – Acts 18

"He began to speak boldly in the synagogue; but when Priscilla and Aquila heard him, they took him aside and explained the Way of God to him more accurately. ²⁷And when he

wished to cross over to Achaia, the believers encouraged him and wrote to the disciples to welcome him." (Acts 18:26-27a, NRSV)

Huldah – 2 Chronicles 34

"So Hilkiah and those whom the king had sent went to the prophet Huldah...She declared to them, 'Thus says the Lord, the God of Israel: Tell the man who sent you to me, Thus says the Lord: I will indeed bring disaster upon this place and upon its inhabitants, all the curses that are written in the book that was read before the king of Judah...But as to the king of Judah, who sent you to inquire of the Lord, thus shall you say to him: Thus says the Lord, the God of Israel: Regarding the words that you have heard, because your heart was penitent and you humbled yourself before God when you heard his words against this place and its inhabitants, and you have humbled yourself before me, and have torn your clothes and wept before me, I also have heard you, says the Lord.'" (2 Chronicles 34:22a, 23-24, 26-27, NRSV)

Ruth 2

"Then Naomi said to her daughter-in-law, 'Blessed be he by the Lord, whose kindness has not forsaken the living or the dead!' Naomi also said to her, 'The man is a relative of ours, one of our nearest kin.' Then Ruth the Moabite said, 'He even said to me, "Stay close by my servants, until they have finished all my harvest.'" Naomi said to Ruth, her daughter-in-law, 'It is better, my daughter, that you go out with his young women, otherwise you might be bothered in another field.' So she stayed close to the young women of Boaz, gleaning until the end of the barley and wheat harvests; and she lived with her mother-in-law." (Ruth 2:20-23, NRSV)

- Each biblical woman found herself in a situation that required her to walk contrary to societal expectations. How does each of these women inspire you to focus on Jesus and becoming the leader God is calling you to be despite any obstacles you might be facing?
- What traits does each of these biblical women possess? How might those traits inspire you as you grow in leadership and as you look to help rising leaders grow into who they are called to be?

5. NEXT STEPS

Monthly coaching pairs/triads:

Each month, you have received an outline that will help you explore important leadership topics by yourself and then in your peer coaching triads. The final month's topic is:

- Month 12 **Journey in Review:** A look back to go forward!

Next Video Conference date:

Clarifying Questions:

Below you will find four questions that you have been exploring throughout your 12-month leadership journey. Take one more time to review them, and look back on your answers from Month 1 to see how they have been changing for you:

- What kind of leader do I want to be one year from now?
- What kind of leader do I want to be 5 years from now?
- What phrases describe me and my leadership style?
- What do I hope is my leadership legacy?