



Leadership Collaborative



LEARNING • SUPPORT • ACCOUNTABILITY

CONFERENCE CALL 6: REVIEWING MONTH 5 AND LEADERSHIP INSECURITY

1. CONNECTING AROUND ACCOUNTABILITY

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

ACCOUNTABILITY

- Who are the people in your life who hold you accountable? Where is the place where you need greater accountability?
- Share two or three of your personal accountability actions and how they help support your journey as a Christ follower.
- What was the most surprising thing you learned about your leadership style from the feedback conversations?

2. COLLABORATING: LEADERSHIP INSECURITY

All of us have some degree of doubt and insecurity about our leadership abilities.

- **Personal insecurities:** how we look, dress, socialize with others
- **Leadership insecurities:** how we effectively influence and connect with people

We must manage our limitations or let our insecurities rule us. Insecurities lead to ineffectiveness.

Insecure leaders tend to:

1. **Desire control.**
 - Control is everything for insecure leaders. Delegating or empowering others causes tremendous fear.
2. **Fear public failure.**
 - Insecure leaders are terrified of being embarrassed or looking stupid in front of others.

3. **Stay in their comfort zone.**
 - To move out would mean risk and change. They would rather not try, even if it means missing out on great success and growth.
4. **Create barriers in their relationships.**
 - Insecure leaders won't open up to others because they fear rejection.
5. **Refuse to hire high performers.**
 - They don't want to risk being shown up. They would rather surround themselves with mediocrity.
6. **Fail to affirm and empower others.**
 - Insecure leaders are incapable of nurturing the people they lead. This is tied back to the control issue.
7. **Create an environment of insecurity.**
 - This causes distrust, frustration, and anxiety in people they lead, because others become confused and unsettled, and never know what will happen next.
8. **View life and leadership, people and situations, through their insecurities.**
 - Insecure leaders have a skewed view of the world—reality and perception never match up.
 - They see issues that are pervasive, permanent, and personal. According to Henry Cloud, when we are confronted with crises, problems, or issues, our brain biochemistry interprets the situation as:
 - Pervasive: it is everywhere, impacts everything.
 - Permanent: it will forever be.
 - Personal: it's my fault; I'm the cause.

What is the most challenging insecurity you must address to be an effective leader?

3. LEADING FROM WITHIN: BIBLICAL SNAPSHOTS

Courtney Lynch

"Leaders inspire accountability through their ability to accept responsibility before they place blame."

Ruth – Book of Ruth

"So [Naomi] said, 'See, your sister-in-law has gone back to her people and to her gods; return after your sister-in-law.' But Ruth said, 'Do not press me to leave you or to turn back from

following you! Where you go, I will go; where you lodge, I will lodge; your people shall be my people, and your God my God. Where you die, I will die— there will I be buried. May the Lord do thus and so to me, and more as well, if even death parts me from you!’ When Naomi saw that she was determined to go with her, she said no more to her.” (Ruth 1:15-18, NRSV)

Abigail – 1 Samuel 25-26

“David said to Abigail, ‘Blessed be the Lord, the God of Israel, who sent you to meet me today! Blessed be your good sense, and blessed be you, who have kept me today from bloodguilt and from avenging myself by my own hand! For as surely as the Lord the God of Israel lives, who has restrained me from hurting you, unless you had hurried and come to meet me, truly by morning there would not have been left to Nabal so much as one male.’ Then David received from her hand what she had brought him; he said to her, ‘Go up to your house in peace; see, I have heeded your voice, and I have granted your petition.’” 1 Samuel 25:32-35, NRSV)

Hannah – 1 Samuel 1

“But Hannah answered, ‘No, my lord, I am a woman deeply troubled; I have drunk neither wine nor strong drink, but I have been pouring out my soul before the Lord. Do not regard your servant as a worthless woman, for I have been speaking out of my great anxiety and vexation all this time.’ Then Eli answered, ‘Go in peace; the God of Israel grant the petition you have made to him.’ And she said, ‘Let your servant find favor in your sight.’ Then the woman went to her quarters, ate and drank with her husband, and her countenance was sad no longer.” (1 Samuel 1:15-18, NRSV)

Martha – John 11

“When Martha heard that Jesus was coming, she went and met him, while Mary stayed at home. Martha said to Jesus, ‘Lord, if you had been here, my brother would not have died. But even now I know that God will give you whatever you ask of him.’ Jesus said to her, ‘Your brother will rise again.’ Martha said to him, ‘I know that he will rise again in the resurrection on the last day.’ Jesus said to her, ‘I am the resurrection and the life. Those who believe in me, even though they die, will live, and everyone who lives and believes in me will never die. Do you believe this?’ She said to him, ‘Yes, Lord, I believe that you are the Messiah, the Son of God, the one coming into the world.’” (John 11:20-27, NRSV)

- What obstacles did each biblical woman have to overcome on her journey? What insecurities might have threatened to get in the way? Which obstacle or insecurity most connects with your own journey?

- What support or accountability might each woman have had along the way? What support or accountability might be important for you at this time in your spiritual journey?

4. NEXT STEPS

Monthly coaching pairs/triads:

Each month, you will receive an outline that will help you explore important leadership topics by yourself and in your peer coaching triads. The upcoming months topics are:

- Month 6 **Transformation:** How will you grow in Christ?

Next Video Conference date:

Future In-Person Retreat:

Clarifying Questions:

This month, we are revisiting the clarifying questions we explored last month. Consider them now, and see how they may be 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?