



Leadership Collaborative



LEARNING • SUPPORT • ACCOUNTABILITY

MONTH 12

JOURNEY IN REVIEW: A LOOK BACK TO GO FORWARD!

FINAL REFLECTIONS

There is joy in reaching the end of a long journey. There is a sense of accomplishment, of achievement, of completion, and of relief. We come to the end of our LC journey after 12 months of community, of learning, of growth, of challenge and of change.

Our process began by looking within and seeking to lead ourselves better. It continued through expanding our leadership capacity by using our gifts and influence in an increasingly outward direction, desiring greater change and impact in our community. It culminated in understanding that leadership is not the accumulation of more followers; instead, it is the investing of oneself in the lives of others for the development and empowerment of more leaders.

This last month will be a time to focus inward again, as we share our insights and what we've learned from our overall journey. The following outline and questions provide opportunity for contemplation and deliberation and will be the center of our final Zoom session. Give yourself some time and space to think deeply about them and come prepared to share about your own growth as well as helpful tips and best practices that can benefit each of us and the organizations we lead.

REVIEW MONTHS 1 - 6: PERSONAL LEADERSHIP

All leadership begins on the inside—leadership development is an “inside” job.

- **Character for leadership:** People buy into the leader first, then the vision.
- **Competence:** Leadership absolutely determines a person's level of effectiveness.
- **Credibility:** Trust is the foundation of leadership.

Determine your personal leadership:

- My call and life mission is to ... *(Month 1)*
- My life values and beliefs are ... *(Month 2)*

- My top priorities/roles/responsibilities are ... *(Month 3)*
- What steps did I take relationally to deepen my personal leadership journey? *(Month 4)*
- What did I learn about personal accountability and the action steps needed to develop as a leader? *(Month 5)*
- In what ways did I move to a greater place of radical obedience and commitment to Christ in my leadership journey so far? *(Month 6)*

REVIEW MONTHS 7 – 9: ORGANIZATIONAL LEADERSHIP

Organizational Leadership is about the:

- **Courage to lead:** having the faith that God has called us into community and directed us as leaders, and bravely taking the first step
- **Confidence to lead:** having a strong foundation that is regularly nurtured and affirmed
- **Competence to lead:** having the gifts and skills necessary to be an effective leader to others

Leadership ability helps determine a person's level of effectiveness. Good leaders learn to adopt these growing competencies within their own community/ministry context:

Trusting God.

- How can I develop a foundation of trust that begins with trust in God and expands to include confidence and faith from my community in my abilities and me? *(Month 7)*

Developing Vision.

- What ways can I discern and follow a Godly vision for my life and leadership that leads to personal and organizational transformation? *(Month 8)*

Embracing Change.

- How can I move beyond the status quo and help people develop their abilities to discern, and make Godly decisions to make things better? *(Month 9)*

REVIEW MONTHS 10-12: MULTIPLYING LEADERSHIP

Multiplying leadership leads to lasting leadership. It takes a leader to raise a leader. To add growth, a leader leads followers, but to multiply growth, you will have to lead leaders.

Current reality

- Who are the developing leaders in my context? What does this look like? (*Month 10*)

Discipleship

- How do I go about developing leaders? What are the current leadership development systems in my ministry/organizational context? (*Months 11-12*)

As you reflect back on this 12-month journey, what were some of your most significant takeaways?

Which monthly topics were the most engaging with room for growth? Which were the least engaging? Why?

Have any of your answers to the monthly topics/questions changed since you first explored them? How and why?

Finally, how has your view of leadership changed because of your learnings on our journey? What are your top three transformative thoughts?

FINAL REFLECTION

Psalm 78:72:

- "God cared for them with a true heart and led them with skillful hands" (NLT).
- "His good heart made him a good shepherd; he guided the people wisely and well" (MSG).

Leadership takes skill competency, organizational leadership, and heart, character, and personal leadership

What have you learned over this journey about how to cultivate your skills and heart as a leader? What is the connection between a good heart and leading wisely and well?

FINAL QUESTIONS

Here are the four questions that you have been exploring throughout your 12-month leadership journey. Take one more time to review them, and write down your answers. 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?