

LEADING FOR TRANSFORMATION ...

NURTURING THE TRUST OF THOSE WE LEAD

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LEADING DECISIVELY! LEADING FAITHFULLY

Reflections & Markers

**As *Christian* leaders,
we can serve as *decisive* and *faithful* leaders
with *integrity* and *grace*
as our *testimony of faith*
and *growth in grace*
continually transform the way
we live in and *lead* our faith communities.**



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**The way we preach on Sunday,
live in the home, work in the community,
and lead a board meeting on Tuesday evening
should give *evidence* to an increasing
“*conformity to the mind of Christ*” (II Corinthians 3:18),
and a *nurturing of trust in those we lead.***



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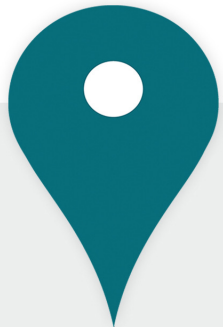
"Many people claim to be loyal, but it is hard to find a trustworthy person."

Proverbs 20:6 (NCV)

Is this passage still true today? Of others? **Of us?**

Of the faith communities, local congregations,
and ministry organizations we lead?

How can we lead in such a way that those we lead say,
"I deeply trust you?"



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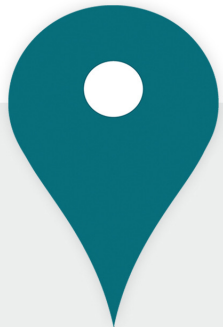
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Five “Growth-producing” questions related to trust

1. ***“Do I do what I say I will do...consistently?”***
2. ***“Am I honest with others and seek **their** best in conversations with them...and about them?”***
3. ***“Do I speak directly to those who differ with me and do I hold these conversations confidentially?”***
4. ***“Do I have the ability to do what I say I can do, and do it well?”***
5. ***“Am I a leader whose presence others welcome or dread?”***

If TRUST is the foundational building block of a decisive and faithful leader, then what are some TRUST-DEVELOPING Leadership Qualities I need to nurture?



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SPIRIT-EMPOWERED, TRUST-DEVELOPING QUALITIES OF A DECISIVE AND FAITHFUL LEADER

1. *The Qualities of Integrity and Consistency.*
2. *The Qualities of Communication and Transparency.*
3. *The Qualities of Confidentiality and Courageous Conversations.*
4. *The Qualities of Credibility and Humility.*
5. *The Qualities of Presence and Caring Relationships.*



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The Qualities of Integrity and Consistency.

“Do I live the way I say I live...consistently?”

“Do I do what I say I will do...consistently?”

“Christian leader when asked, “how do you want to be remembered,” replied, “...as man of integrity....a consistency between my public and private life. A complete person.”



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Focus on Integrity and Consistency.

How do you define **Integrity**?

Honesty, consistency. The same inside and outside.

(It is the #1 trait people want in leaders)

From a biblical viewpoint....

To live in light of what is important to God.

We live our lives consistent with what we profess by faith.



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Focus on Integrity and Consistency.

Five questions have helped me in my pursuit of Integrity

Will this action I am considering strengthen me spiritually?

Would I want my son, my wife, or my best friend to copy this action of mine?

Does this action violate a biblical principle?

Does this action strengthen the body of Christ?

Would an unbelieving friend be attracted to Christ and the Christian faith by my behavior?

Integrity Counts. Really counts!



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Focus on Integrity and Consistency.

Psalms 78:72 (NIV)

Psalms 25:21

Luke 16:10

II Peter 3:11-12

“In the future, only integrity matters. Without integrity, there is no future.”

Illustration: Daughter’s conversations with her father.

”Dad, you promised me you were going to clean this up,” she said. “You’re writing a book about words, but you don’t keep *your* word.”

Integrity: who we are when no one else is around.

Integrity: who we are in the pressure times of our lives.



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Self-evaluation questions regarding Integrity and consistency

1. “Is my **behavior** predicable or erratic?”
2. Do I **communicate** clearly or carelessly?
3. Do I treat **promises** seriously or lightly?
4. Am I **honest** or dishonest?” (Credibility, p.108-9)
5. Do I keep conversations **confidential** or do I “gossip”?
6. *Why* do the people I lead **trust** or distrust me?



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The Qualities of Communication and Transparency

“Am I honest with others and seek *their* best in conversations *with* them and *about* them?”

“Do not lie...speak truthfully...! Speak only what builds others up, according to their needs, that it may benefit those who listen.”

Ephesians 4:25, 29



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Focus on Communication and Transparency

Speaking the truth in love*

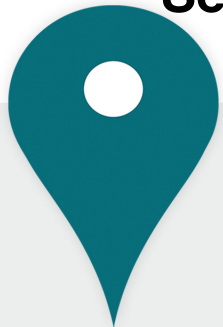
Ephesians 4:16, 25-32

Four motivations
Four commands
Four prohibitions

“God is grieved when....” Ephesians 4:30a

“Be imitators of God, therefore...and live a life of love....”
Ephesians 5:1-2

***See Text, Chapter Two. Figure 2.1. “A Communication Model”**



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Focus on Communication and Transparency

Questions to consider from Ephesians 4:29:

1. Do I speak more negatively than positively?
2. Do I respond quickly before I have all the facts?
3. Do I talk about people behind their backs, saying things I would not say to them?
4. Do I stress unimportant issues?
5. Do I make excuses?
6. Do I avoid reality questions?

What are “*Unfair Communication Techniques*”?

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Focus on Communication and Transparency

As leaders, through the words we use, we:

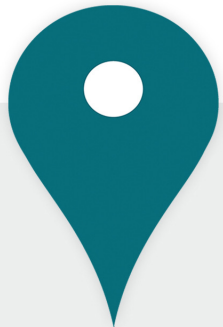
Encourage or discourage...

Lift them up or put them down...

Speak positively or negatively...

Focus on “them” or focus on self.

Discussion: How have I been “blessed” or “hurt” by words?



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3

The Qualities of Confidentiality and Courageous Conversations

“Do I speak directly to those who *differ* with me and do I hold these conversations *confidentially*?”

“A gossip” Proverbs 11:13

Jesus: Matthew 5:37

Paul: “*Speak the Truth in Love*” Ephesians 4: 15

Paul: “*Do not let the sun go down on your anger.*” Ephesians 4:26-27.

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Focus on Confidentiality and Courageous Conversations

“Vigorously discuss policy options and make decisions **within** board meetings! Or Family. Or Church.

Communicate board action outside of board meetings with **unified** support! **Accept** board decisions...! (“It’s OK!”)

Keep confidential conversations,
CONFIDENTIAL!

“**Guard** your heart and **guard** your word!”



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Focus on Confidentiality and Courageous Conversations

Questions regarding “courageous conversations”

Does what I say *build up* or *tear down* the other person?

Would I say what I am saying *directly* to the person involved?

Do I know *all* the facts or am I responding to half-truths, partial facts or limited information?

Is my response triggered more by *emotion* than by reason?

Is the issue really deserving the *energy* that I am giving it?

Can the situation be seen from a *different* perspective?

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Focus on Confidentiality and Courageous Conversations

Insights on “courageous conversations” from Romans 15:7

- 1. Good and godly people often see things differently.*
- 2. Many issues over which we experience conflict are culturally, ethnically, local community, even family-based, and not a violation of scripture.*
- 3. Differences that divide us have the potential to alienate members of the body of Christ and to impact negatively the work of God.*
- 4. Respecting those who differ with us is to love them as God loves them.*
- 5. Acceptance of others implies that we can learn from them.*



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Focus on Confidentiality and Courageous Conversations

GROUP DISCUSSION:

REVIEW THE GUIDANCE IN EPHESIANS 4

REGARDING *WHEN*

WE MUST *ENGAGE* IN

“*COURAGEOUS CONVERSATIONS!*”



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The Qualities of Credibility and Humility

***“Do I do what I say I can do,
and do it well?”***

Colossians 3:23 *“Whatever you do, work at it with all your heart...”*

Philippians 2:3 *“In humility, value others above yourselves...”*

Proverbs 11:2 *“...with humility comes wisdom.”*



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Focus on Credibility and Humility

“What is “credibility”?” (See Text)

How do *OTHERS* perceive me and my trustworthiness?

- 1. “Is my behavior predicable or erratic”?**
- 2. Do I communicate clearly or carelessly?**
- 3. Do I treat promises seriously or lightly?**
- 4. Am I forthright or dishonest?”** (*Credibility, p.108-9*)
- 5. Do I keep conversations confidential or do I “gossip”?**
- 6. Why do the people I lead trust or distrust me?**

QUESTION: IS THERE A “CREDIBILITY” GAP?

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Focus on Credibility and Humility

Relationship of CREDIBILITY AND “COMPETENCY”?

See text, Chapter Six

Competency: having the necessary skills or qualities to do what is needed for the assignment.

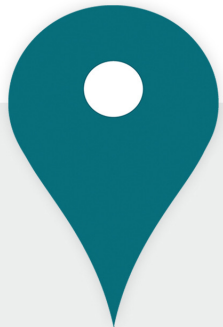
Those whom we lead “look to us to be able to accomplish what needs to be done. If we consistently fall short, trust will dissolve.”

Text, Chapter Six.

Integrity (consistency between words and deeds)

Competency (the ability to address the organization's needs)

Temptation: Competency may lead to pride.



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Focus on Credibility and Humility

**”A leader’s trust is won very slowly,
but it can be lost quickly.”** (See Text)

The Relationship of *Competence* to *Humility*

“*In humility, value others above yourselves...*”

Philippians 2:3

“*...with humility comes wisdom.*”

Proverbs 11:2

**“Wisdom’s instruction is to fear the Lord, and humility
comes before honor”**

Proverbs 15:33



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Focus on Credibility and Humility

“Leadership is a relationship....”

Credibility, pages 52, 254. See also Text

“People want a leader who is *trustworthy, is competent, has a vision of the future and is dynamic and inspiring.*” *Credibility*, page 48

Six Practices of Credibility:

Discover Yourself

Appreciate Constituents

Affirm Shared Values

Develop Capacity

Serve a Purpose

Sustain Hope *Credibility*, pages 51ff



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Focus on Credibility and Humility

Think of a time you followed the direction of someone **WITH CREDIBILITY AND HUMILITY**

1. What was the situation?

2. What three of four words would you use to describe how you felt?

3. What leadership action did this person take to get you to want to perform at your best?

4. How did you feel about working with leaders you admired?



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5

The Qualities of Presence and Caring Relationships

“The most important attribute of a leader...is what the leader brings in his or her presence. And the presence he/she needs is *a non-anxious presence.*”

“Let your gentleness be evident to all. Do not be anxious...” Philippians 4:5-6

“Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well.” Thessalonians 2:6b-8



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Focus on Presence and Caring Relationships

Our character and leadership should clearly reflect God's character as He personally equips us through His Spirit.

We are conduits of God's caring or compassion.

"Clothe yourselves with compassion, kindness, humility, gentleness and patience....

Bear with each other and forgive one another...forgive as the Lord forgave you.... And

over all these virtues put on love....Let the peace of Christ rule in your hearts....Whatever

you do...do all in the name of the Lord Jesus.... Colossians 3:3, 12 -15, 17



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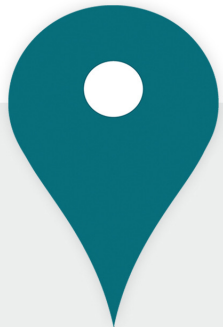
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Focus on Presence and Caring Relationships

Some Practical Steps for Cultivating Leadership Presence:

- 1. Remember the Triune God is present with you.** Deuteronomy 31:6
- 2. Guard your own heart and mind.** Proverbs 4: 23
- 3. Respect and value the other person.** Ephesians 4:25
- 4. Slow down. Listen Intently. Focus on the “others.”** James 1:19
- 5. Follow Jesus’ example.** Ephesians 5:1
- 6. Lead from your knees.** II Chronicles 20:12, 15



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Focus on Presence and Caring Relationships

Our “presence” should reflect His Presence

Our presence as leaders, particularly during conflict and stress (including our words, action, thoughts - our behavior, should increasingly reflect the Christ who indwells within us by His Spirit.

Our presence should should reflect His Presence

**Remember: it is not the leader’s presence that is most needed.
It is an awareness of His “Always Presence” to lead.**

Matthew 1:23

Matthew 28:20



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Focus on Presence and Caring Relationships

Think of different leaders you have encountered from either inside or outside of the Church.

What was it about a leader that made his/her presence welcome?

Have there been leaders whose presence you dreaded instead of welcomed? Why?

Could there be some who dread your presence?

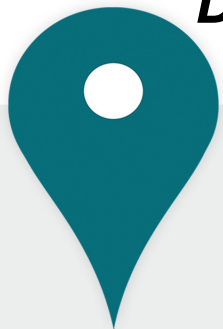
What can you do to make your presence more welcomed than dreaded?

Do scriptures come to mind that describe the evidence of the Lord's leadership as presence?

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Focus on Presence and Caring Relationships

Our compassionate heart is revealed as we enable others to see what they have not, nor cannot, see in themselves!

**”TO BE KIND IS MORE IMPORTANT THAN TO BE RIGHT.
MANY TIMES, WHAT PEOPLE NEED IS NOT A BRILLIANT MIND THAT *SPEAKS* BUT A SPECIAL HEART THAT *LISTENS*”**

Author unknown

“A NON-ANXIOUS PRESENCE”



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Let's Review

Five Trust-Building Questions

1. ***“Do I do what I say I will do...consistently?”***
2. ***“Am I honest with others and seek their best in conversations with them...and about them?”***
3. ***“Do I speak directly to those who differ with me and do I hold these conversations confidentially?”***
4. ***“Do I have the ability to do what I say I can do, and do it well?”***
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TRANSFORMATIVE LEADERSHIP QUALITIES: NURTURING THE TRUST OF THOSE WE LEAD

SUMMARY

1. *The Qualities of Integrity and Consistency.*
2. *The Qualities of Communication and Transparency.*
3. *The Qualities of Confidentiality and Courageous Conversations.*
4. *The Qualities of Credibility and Humility.*
5. *The Qualities of Presence and Caring Relationships.*



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Questions. Comments. Group Discussion.

Is there a gap between
my perception of *my* trustworthiness
and the perception of trust in me *by those I lead*?

Which of these qualities are most affirmed
by the testimonies of those you lead?

Is the lack of expression of these qualities hindering
your testimony of faith?

“Are there some *specific* steps I can take to
NURTURE TRUST OF THOSE WHOM I LEAD?”



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Trust Building Qualities and *Christian Leadership*

WHAT IS *CHRISTIAN LEADERSHIP*?

“Christian leadership is humble service to *others* for the purpose of enabling *them*, through teaching and example, to live *their* lives under the Lordship of Christ, to fulfill *their* ministry to each other, and *their* mission in the world.” (ELF)



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Questions
Comments
Group discussion



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**As Christian leaders, “Our testimony of
faith in Jesus Christ and our growth
in grace must increasingly
inform and transform the
way we lead and live
in our and organizations.”**

**This is how we *nurture the trust*
of those we lead.**

Closing prayer in groups



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The Joy & Pain in Leadership

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