**TALKS ON LEADERSHIP**

**FOCUS ON ADDED VALUE IN LEADERSHIP**

**Exodus 18:13-26**

Effective leadership is one that enables the team to achieve desirable results. The focus of leadership should be on results. That is where the leader can add value in contrast to routine leadership where emphasis is on fulfilling day-to-day activities without significant distinction or differential advantage. This seminar will define added-value focus in leadership, identify the flexibility required and give you practical hints that will enable you do this in practice.

**THE FOCUS OF SATISFACTORY LEADERSHIP**

Added value leadership focuses on increasing the effectiveness of members and fulfilling a task with increasing satisfaction. In other words, each member grows and the team achieves excellence. Moses was challenged to move from routine leadership to one which enlarged the capacity of others to lead. All Israel profited. What is the focus?

* Numbers 27:15-17: Leadership gives direction and structure. It gives members focus and fulfilment.
* II Samuel 5:1-3: It is the one who adds value that is the real leader though he may have someone above him!
* I Kings 5:1,6-11; Ezra 3:7; Acts 12:20-22: Leadership identifies and develops critical competences, which are so basic that if they are missing, the entire church becomes dangerously dependent (I Samuel 13:19-23).
* Matthew 4:18-20; Acts 4:13: Christ’s call to Peter and the rest was to add value to them: “I will make you fishers of men.” Later the Jewish leaders could see the value: they were bold!
* Acts 5:34-40; 22:3: Paul did not become a Pharisee by birth; someone taught him. Gamaliel added value to him.
* Acts 18:24-28: Priscilla and Aquila were not intimidated by Apollos’ gifts; rather, they supplied what was missing to make him even better than themselves. Apollos could thereafter add value to others. He was not intimidated because they couldn’t work miracles like Paul; but added value his own way. By the way, Apollos could possibly have been more useful than watering in a few places if he were more ‘disposed’ 🡪 I Corinthians 16:12.
* Acts 19:9,10: Paul added value; he achieved a multiplier effect because he identified and developed talent.

The main point is that you should not be a leader who just keeps things or people running alone; you need to move individuals and the organisation you are leading to a higher level of functionality and proficiency.

**THE FLEXIBILITY OF SITUATIONAL LEADERSHIP**

There is a concept known as ‘Situational Leadership’. It simply means you adapt the leadership style to the situation on ground. You can apply it in two ways. One, as the team goes through different maturity stages, you need to adapt your leadership to meet their need and get the best from them. And two, in a team where maturity levels of individuals differ, you must adapt your method to the needs of each individual. Four our use, it follows a cycle like this:

* Instruction for beginners. This is the investment stage to train a beginner the basics of the task. Focus on growth.
* Involvement of growing members. At this point, the member becomes a contributor. Focus on productivity.
* Incorporation of experts. Focus is on shared leadership where experts lead their domain areas.
* Independence of partners. Define governance strategy. Then agree on programmes, results and accountability. Then delegate. Focus is on expansion through division. E.g. Church planting.

Situational leadership varies with the level of maturity of the individual or team, but also on the nature or stage of the task. The way we lead a Church will evolve as we go through different stages of growth and responsibility.

**THE FULFILMENT OF SKILL-BASED LEADERSHIP**

Skill-based leadership focuses on developing in your members specific skills needed to get to a higher level of expertise. This entails coaching an individual or the team so they can do what you can do. It follows this cycle:

* Identification (Matthew 4:18-20): Locate the area where coaching is required or select candidates for coaching.
* Instruction (Matthew 5:1,2): Instruct the individual or team on what is to be done and how to do it.
* Interaction (Mark 3:13-15): Do the task while he watches or they watch. Emphasis is on hands-on instruction.
* Inspection (Mark 6:30): Let him/them do it under your direct supervision. Watch, correct, encourage, evaluate.
* Intervention (John 21:15,16; I Timothy 1:3,4; Titus 1:5): Let him/them do it alone and report. Check.

As a good leader, there should be others in your team who are better in specific areas than you. You should not feel threatened by this. Rather, help them to make better use of their skills and supply the ones that are missing. Jesus was a skilled carpenter but He had to rely on Peter for fishing and sailing. He added value in other areas.