

Creating Leaders

The United States generates more energy than any other country in the world – and wastes more than half of it. Rather than focusing on inventing new sources of energy, there is a growing trend to concentrate on a vast source of existing energy – by increasing the efficiency of current operations.

Church leader, sit up and take notice: what works in the business world can provide help in your world too. Your “leadership engine” is probably not working as well as you would like. If your church is like most churches, you are always looking for more leaders. How about looking right under your nose: your next, and best, leaders are probably already working in a ministry at your church. All you need to do is become more “efficient” at discovering and then transitioning these individuals into ministry leaders.

Transitioning a Volunteer into a Leader

The word “leader” and any derivative of it are sure to capture the attention of those responsible for the vision, direction, and operation of the church. Pastors especially are always looking for the latest help in providing more resources to help guide the ministries of their churches. Even the smallest church needs many leaders to effectively minister to their members and the community.

How does a leader go about developing other leaders? There is certainly no shortage of books, conferences, and courses on the subject. Web resources also provide a wealth of information for the leader interested in setting up such a program.

My leadership library consists of hundreds of books accumulated over the years. I use them on a regular basis, but one in particular seems appropriate for highlighting here. Warren Blank’s *The 108 Skills of Natural Born Leaders* provides some very solid leadership principles that you can readily adapt to your own situation. Here are some excerpts from his chapter on leadership development.

- Attract Rising Stars
- Use “World Class” as the Standard
- Coach and Train
- Polish the Whole Diamond
- Appraise Continuously
- Empower for Results
- Teach Situational Wisdom in the Action Continuum
- Push Constant Preparation
- Use Diversity as a Strength
- Differentiate Between Can’t and Don’t
- Be an M&M: Model and Motivate Excellence
- Pace the Marathon Race
- Be First Follower Ready
- Lead Up to Formalize Leader Development

Master leaders know that people in key positions around them are like the DNA in their organization. Their skill level directly affects overall leadership effectiveness. Developing others becomes a form of gene therapy. The best leaders offer nutrients to help the already existing genes emerge into practical skills. They also splice in new genes to develop new skills. Natural born leader status goes to those who skillfully develop others to become master leaders.

Creating Leaders is also available as a Leadership Seminar menu selection

KEYWORDS: Leadership Development, Leadership

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