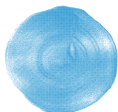




Let's talk about  
**Leadership**  
Conversation Cards

# The Leadership Framework.



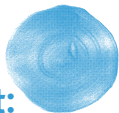
These cards aim to provide an overview and basic understanding of the Leadership Framework.

They're to be used with the 'A Leadership Framework' guide book.

Further detail on what each element of the Framework means can be found in the Leadership Framework book.

# Think of a leader I admire.

They can be from any context:



What is it that I particularly admire in them as a leader?

What examples can I give that demonstrate these qualities?

How have these qualities impacted me?

# Think of a leader I admire from the Bible:



What is it that made them effective as a leader?

What examples can I give that demonstrate these qualities?

How did these qualities help them to fulfil God's plans and purposes?

# What about me as a leader?

Or someone with  
leadership potential:

What leadership qualities do I have?

What examples can I think of that  
demonstrate these?

How have these qualities been used in my  
service to God so far?

How might they be used in the future?



# Character

Conversation Cards



**Commission**

Adventure Together

# Character

Christ-likeness

Attitude

Walk with God

Commitment

Charisma/Clout

Chemistry



# Preparation

**Does their character reflect something of Jesus and of Biblical descriptions of those who carry responsibility?**

**Are they self-disciplined, teachable and able to submit to leadership?**

**Are they consistently stuck in to church life and naturally influencing those around them?**



# General character



Where do I want to be more like Jesus?

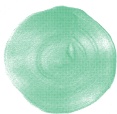
What frustrates me?

What tips me over the edge?

Can I remember a time when I failed badly?

How did I react?

# Self- reflection exercise



Read 1 Corinthians 13 but swap 'Love' for 'Jesus'. Now say it in the first person – 'I am'...

Then ask yourself: which bits feel true for me and which bits do I need to grow in?



# Attitude

**Who do I value feedback and input from? How often do I actively seek feedback from them?**

**What was the last piece of negative feedback I received? How did I respond?**

**When was the last time I backed down or submitted to someone?**

# Walk with God



**How am I currently pursuing a deeper relationship with God?**

**Where do I get stuck – find it hard to make progress – in my relationship with God?**

**What is my ‘favourite sin’? Why do I find this one a particular struggle?**



# Commitment

(putting God first)

**How do I contribute to the life of my church?  
(Do I go above and beyond; am I consistent  
and reliable etc?)**

**Where do I find it easy to be generous and  
committed, and where do I find it hard? (In  
terms of money, time or resources)**

**What does 'taking up my cross' mean to me at  
the moment?**



# Clout

**What examples do I have of people following my advice or coming to me for it?**

**Are there any examples in my life where people take my lead when I don't have an official position?**

**How would others describe my style / my influence or impact on others?**



# Chemistry

**Do I feel strongly about the vision of the team? Is there a 'heart alignment' in vision and priorities? Or would I be a better fit elsewhere...?**

**How would others describe my style / my influence or impact on others?**

**What feedback have I had about my contribution to a team – in church or work – both positive and constructive?**

# Beliefs and behaviours



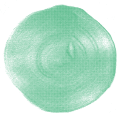
**What do I understand to be the central beliefs of my church / the Commission family of churches?**

**What do I struggle with in Commission?  
How might I resolve or reconcile these?**

**What's really important to me?  
(Personal values and behaviours)**



# Self- reflection exercise



Insecurity can be a key issue that impacts how we lead, yet we all have vulnerabilities. What triggers my insecurity? Why? And how do I manage it healthily?

How do I feel when someone else does better than me?

How easy do I find it to give others the limelight, the credit or an opportunity that could be mine? How do I want to be in these areas?



# Calling

Conversation Cards

# Calling

Anointing

Spiritual Gifting

Passion/Heart

Prophetic/Apostolic call out

Story/Testimony

Availability

Recognition



# Preparation

**What's their story? Do they feel called to lead, and if so, why?**

**What confirmations or encouragements have they had about their calling and from whom?**

**Does God have anything to say to them through me?**

**What might be the implications of them stepping into a role with more responsibility now or in the future?**

# Anointing & Gifting



**What's been my personal experience of using spiritual gifts? What has happened as a result of me exercising them?**

**How do I see my use of spiritual gifts developing in the future? What might be holding me back in this area?**

**Has my gifting been for my local church or have I operated across a broader sphere or feel I may have the potential to do so?**

# Passion / Heart



**What am I most passionate about?  
(Place? People group? Topic? Etc.)  
Take a few minutes to describe this passion  
and how I came to have it**

**How has my passion influenced  
my service within the church?**

**What frustrates me most in this area?  
How might I channel this frustration  
for good?**

# Story & Confirmations



What's my story? Do I feel called to lead, and if so, why?

What prophetic or apostolic input has played a part in me getting to this point?

What confirmations or encouragements have I had about my calling (and from whom?)



# Availability

**What are the implications of me stepping into a role with more leadership responsibility now or in the future?**

**Are these implications practically manageable – if not, do I feel God is saying ‘not yet’ or to ‘go for it’ regardless?**

**What changes might I make to free up my availability?**



# Capabilities

Conversation Cards



**Commission**

Adventure Together

# Capabilities

## Core Capabilities

Leading Self

Leading Others

Leading Leaders

## Leadership Impact

Visionary or Strategic People

Theological or Thought

Organisational

Pioneer

# Preparation



**Do they lead themselves well, taking personal responsibility for their growth and their actions?**

**Are they self aware? Do they have an accurate understanding of who they are and how they're perceived by others?**

**Do they demonstrate practical leadership skills? (Such as ability to engage others)**

# Self- Awareness



How would I describe myself?  
What are my strengths and weaknesses?

How do I know when I'm feeling upset about something? What's my first response?

Have I ever upset someone else?  
What happened and how did I handle it?

# Managing myself



**When busy or pressured, how do I approach things to make sure everything gets done?**

**How do I maintain intimacy with God?  
What do I love to do? What do I find hardest?**

**How do I know when I'm reaching my limit work-wise or emotionally?  
What do I do when I realise?**

# Accountable & Teachable



**Who has permission to speak into my life?  
How often do I speak with them and what  
sort of things have I discussed?**

**What's the most difficult piece of feedback  
I've received about myself or something I've  
done? What was the impact on me?**

**What do I do/have I done to stretch myself  
out of my comfort zone or to create  
opportunities for learning? (What do I have  
in mind next?)**

# Self- reflection exercise



**What's my natural leadership style?  
Have I researched this and asked  
others' opinions?**

**What's my preferred way of learning?**

**Where do I need to grow the most,  
as a leader?**

# Style, impact and interpersonal skills



How do I come across to others?  
How would they describe me?  
(And is this how I want to be perceived?)

How do I approach disagreement or  
conflict with others?

What kind of people do I find it easiest to  
relate to – and hardest?



# Ability to grow and release others



**How often do I give positive and specific feedback, on a person's character, gift or a job well done?**

**How often do I give constructive, specific feedback on where a person could improve what they're doing or address a character/heart issue – speaking the truth in love?**

**When was the last time I stepped back from a responsibility or role to let another flourish?**

# Able to adapt leadership style to different situations



**How does my leadership style change under pressure?**

**What challenges have I had leading volunteers? What's worked and what hasn't worked?**

**Can I give an example of adapting my approach to best bring out the gift in another individual?**

# Getting things done through others and in teams



**Describe an example of where I've built a team.**

**'A leader with a team or a team with a leader.' What's the difference in my experience?**

**Give an example where I've gone along with a majority decision that I disagreed with. How did I reconcile that dilemma?**

# Developing direction

How do I determine what's important for me to be involved in?

How do I manage my time to focus on those things?

How hard do I find it to trust the detail to others?

# Creating an environment where other leaders flourish



What do I think 'culture' means?  
What do I do to help create a positive culture?

Do I demand too much or too little of others?

How do I involve others to help identify those who could lead?

# Making things happen



**How do I empower others?  
How do I hold them accountable?**

**How do I get things done when  
I have no direct role-related influence?**

**How do I proceed when I can't get 100%  
agreement amongst my team?**

# Finger on the pulse



**How do I stay in touch with what's going on at the 'grass-roots' in my church?**

**When was the last time someone outside of the leadership team came to me with feedback? How did I respond?**

**What do others think of the church / ministry / team I lead? What's that based upon?**

# Accountability

**Who am I accountable to? How does that accountability work in practice for me?**

**Can I give an example of specific apostolic or prophetic input (or sense of God's leading) into my life/church/ministry over the past year? How did I respond?**

**Who are my closest confidants outside of my local church and how real am I with them?**



# Self- reflection exercise



Where do I spend most of my time  
as a leader?

THE EISENHOWER MATRIX		
	Urgent	Not Urgent
Important	<b>DO</b> IT TODAY	<b>SCHEDULE</b> A TIME TO DO IT
Not important	<b>DELEGATE</b> IT TO SOMEONE ELSE	<b>ELIMINATE</b> STOP DOING THIS



# What Next?

Conversation Cards



**Commission**

Adventure Together

# Some big questions.



**What's stopping me from taking on more leadership responsibility now?**

**What needs to happen for me to take on more leadership responsibility?**

**What is God saying to me?**

**What will I ask God for?**

What are the key one or two things  
I've learned from today's conversation?

What might be the 'next best step(s)'  
in developing myself as a leader?

What would I want the outcome(s) to be?

What help or opportunity might I need to make  
this happen?

What do I need to do and by when?

When and how will I review progress against any  
desired outcome?

Book my next Leadership Conversation...

