



Principles of Leadership Development

1. Produce a Leadership Environment

Recruit a Team.

Bring in motivated enthusiastic people who fully embrace the vision and are ready to serve. With a team in place, energy increases, community flourishes, and fresh ideas abound!

Empower.

Avoid micro-managing; empower. Your team does not need you to hover over them. Show that you value them by asking questions and offering direction, but trust God in them to do great things.

Celebrate.

Celebrate individual acts of service and team results that have made significant impacts. Make certain to *publicly affirm* those team members and leaders who are doing well.

Be Flexible.

Standards of excellence are important and the essentials must be firm, but non-essentials need some flexibility. If the focus is on what is most important, reaching the lost for Jesus, while maintaining established team expectations, the outcome will always produce desired results.

Ask for feedback.

Ask your leaders and team for feedback and be open to making changes. Your openness alleviates fear and creates trust.

Lead Relationally.

Get to know your team as *people*! Learn about their family, life, walk with God, and dreams for the future.

Set a Great Example.

Be motivated, enthused, energized, and passionate! Your leaders/team will serve to the level of enthusiasm you model for them.

*“Always stay life -
giving. Be
married to the
outcome, not the
system.”*

(Pastor Chris Hodges)

2. Recognize Leadership Potential

Look for individuals who have a proven circle of influence, who have already shown faithfulness in some ministry capacity, and who possess a love for God and people that is contagious. Once the potential is recognized, simply conduct the leadership interview. Get to know them, their gifts and passions and skillsets, and their heart for serving the Lord. The goal is to release the full potential in an individual, not simply fill a leadership slot on your team. The interview is a part of the leadership application and honor code which are located on resource site in the growth track book.

3. Train and Release

Let people walk with you through life for a season, with the goal of releasing confident and competent leaders into ministry. How?

You Do it!

Don't try to sell your team, just bring them in and let them become a part of it. See if it is a fit.

You Do It- They Watch.

Clearly explain the roles and responsibility of the position. Establish standards of excellence, fully train them in the skills necessary to succeed.

They Do It- You watch.

This is pivotal to ensure the right person is in the right position. Serve alongside them; watch until you are confident in releasing them fully. Make corrections, affirm them, use teachable moments, and give honest feedback.

They Do It!

Releasing a leader is not subtraction- it's actually multiplication. By letting go, you exponentially increase Kingdom impact through multiplication of vision, heart, and ability.

"So Christ Himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ."

Ephesians 4.11-13, NIV

4. Coach Continuously

The goal is to remain in relationship with the new leader, continually equipping them, building them for works of the ministry. How?

- **Monthly Leadership Meetings** – bring your lead team together to cast vision, address issues, build community, and set spiritual foundation through prayer.
- **Continuing Education Courses** – create re-training moments for all teams in order to keep both the mission and responsibility of the ministry in front.
- **Quarterly Leadership Roundtables** – host all those serving in a specific leadership Role and focus on training in all the practical and visionary aspects of their ministry.
- **Conferences** – spiritual growth – ensure that your team is participating in conferences and events to challenge and grow their faith throughout the year.
- **Small Groups** – relational growth – real life change happens in the context of relationships.
- **Core Values** – example: Highlands Core Values - Love for God, Love for People, Work Ethic, Attitude
- **One-on-One Interactions** – use teachable moments to continually train, develop and affirm.

5. Measure what Matters

In setting measurable goals for each of these four principles, team health and leadership ability is confirmed.

Leadership Environment:

Ask: How many leadership positions are open? What is leadership/team turnover rate?

Leadership Potential

Ask: Who am I targeting for leadership? Who is on my leadership bench? Who have I taken through the leadership interview?

Train and Release

Ask: How much time do I invest in training new leaders? How competent are the leaders I have released?

Coach Continuously

Ask: Who are you coaching and in what capacity? How many leaders attend your monthly meeting? How many leaders are active in a small group?

Additionally: Quarterly Ministry Evaluation Meetings

These meetings are for clear communication, setting of goals/expectations, problem-solving and personal touch for the leader.

Team Coach Responsibilities

Why do we exist?

To create a place people love, so they can experience a loving God.

What do we do?

We help people Know God, Find Freedom, Discover Purpose, and Make a Difference

How do we behave?

We love God, love people, pursue excellence, and choose joy.

Am I ready to be a coach?

- Am I living by 1 Timothy 3:2, self-controlled, wise, respected by others, hospitable?
- Am I continuing to add the virtues of 1 Peter 3:8 to my life?
- Have I developed a captain to take my place?
- Do I consistently follow the for C's with my team? Care, Celebrate, Communicate, Coach.
- Who have I called up to take their next step?
- Are you teachable and open to leadership speaking into your life?

COACH'S RESPONSIBILITIES

1. MONTHLY ONE-ON-ONES WITH CAPTAINS.

2. CULTURE CONTROL

3. 4 C'S WITH CAPTAINS

4. CREATE OPPORTUNITIES FOR GROWTH

MEASURE WHAT MATTERS

In setting measurable goals for each of these four principles, team health and leadership ability is confirmed.

CARE

Ask: Have you been praying for your team? Do you know what is going on in their lives? Has anyone fallen through the cracks?

Ask: What is your team turnover rate? Has anyone recently left your team? Why?

CELEBRATION

Ask: What great things has God done through your team recently? Who on your team has exhibited the leadership values in an impactful way?

COMMUNICATION

Ask: Have your schedules been created on time? Have you been leading with "why"?

Ask: What are you doing to keep your Team Members looped in to what's happening on your team?

COACHING

Ask: Who am I targeting for leadership? Who is on my leadership bench? Who have I taken through the leadership interview?

Ask: How much time do I invest in training new leaders? How competent are the leaders I have released?

Ask: Who are you coaching and in what capacity? How many potential leaders did you bring to the Dream Team Leader meeting?

Team Captain Responsibilities

Why do we exist?

To create a place people love, so they can experience a loving God.

What do we do?

We help people Know God, Find Freedom, Discover Purpose, and Make a Difference

How do we behave?

We love God, love people, pursue excellence, and choose joy.

Are you ready to be a Dream Team Captain?

- Have you faithfully served on the Dream Team for a season?
- Are you in a Small Group?
- Do you live your life by the honor code?
- Are you faithful and obedient with the first 10%?
- Are you teachable and open to leadership speaking into your life?

THE 4 C's OF A LEADER'S RESPONSIBILITIES

1. ***CARE*** for your team members personal and spiritual needs.

“People don’t care how much know until they know how much you care.” – John Maxwell

Lead Spiritually

- Pray for each of your Team Members on a daily basis. Praying for them will develop a deep sense of care for them.
- Share scripture, devotionals, articles or other spiritually uplifting messages with your team.
- Get a pulse for each team members spiritual maturity level and find ways to encourage growth.
- Take time to pray for each other in your weekly huddle.

Lead Relationally

- Get to know your people! Learn about their family, life, walk with God, and dreams for the future.
- Connect personally with your team weekly through text messages and phone calls.
- Create a communication group (Facebook, GroupMe, Slack, etc.) where Team Members can encourage one another, share needs and celebrate together.
- Create times throughout the year for your team to be together in a casual setting.
- Rally the team around a Team Member going through crisis or life event.

2. ***CELEBRATE*** the wins together.

“Celebrations infuse life with passion and purpose.” - Terrence E. Deal

Celebrate Publicly

- Celebrate individual acts of service and team results that have made significant impacts.
- Make certain to publicly affirm those team members and leaders who are doing well.

Celebrate Values



- What gets rewarded, gets repeated. Connect Team Members' positive behavior to the leadership values of our church. Love God, Love People, Pursue Excellence, Choose Joy.
- Always point your team's success to God. Some plant, some water, but the Lord brings the increase.

Be Flexible

- Standards of excellence are important and the essentials must be firm, but non-essentials need some flexibility. If the focus is on what is most important, *reaching the lost for Jesus*, while maintaining established team expectations, the outcome will always produce desired results.

3. COMMUNICATE with your team early and often.

"Overcommunication is not in the dictionary. Therefore it cannot be done." - Pastor Adam

Start With Why

- Always lead with the "why" behind the "what". Team Members must be inspired not just instructed.
- Vision is the great motivator. Keep the vision at the front of every conversation, every huddle, and every meeting.

Follow With What

- Communicate clear expectations to your team about their role and responsibilities. The gap between expectation and reality is where frustration lives.
- Ask your leaders and team for feedback and be open to making changes. Your openness alleviates fear and creates trust.
- Provide timely feedback to Team Members so they know whether or not they are meeting the expectations. Don't assume their behavior will change on its own.

The Lord is in the Details

- Never assume that your Team Members know what's happening, have heard about changes, or don't need to know. Giving details prevents them from filling in the gaps themselves.
- Captains are responsible to schedule Team Members four weeks in advance.
- Communicating the details shows Team Members that you care about them and value them. Make sure they know about meetings, times, curriculums, deadlines, changes, opportunities, and obstacles.

4. COACH your team to greatness.

"A good coach can change a game. A great coach can change a life." - John Wooden

Set a Great Example

- Be motivated, enthused, energized, and passionate! Your leaders/team will serve to the level of enthusiasm you model for them.
- Lead the way in worship. Sit down front. Give generously. Serve humbly. Be positive.

Recognize Leadership Potential

- Recruit. Recruit. Recruit. Bring in motivated, enthusiastic people who fully embrace the vision and are ready to serve.
- Look for individuals who have a proven circle of influence, who have already shown faithfulness in some ministry capacity, and who possess a love for God and people that is contagious.
- Once the potential is recognized, simply conduct a leadership interview. Get to know them, their gifts and passions and skillsets, and their heart for serving the Lord.
- The goal is to release the full potential in an individual, not simply fill a leadership slot on your team.

Train, Empower and Release



- You Do It - They Watch.
 - Clearly explain the roles and responsibility of the position. Establish standards of excellence, and fully train them in the skills necessary to succeed.
- They Do It - You watch.
 - This is pivotal to ensure the right person is in the right position. Serve alongside them; watch until you are confident in releasing them fully. Make corrections, affirm them, use teachable moments, and give honest feedback.
- They Do It!
 - Releasing a leader is not subtraction- it's actually multiplication. By letting go, you exponentially increase Kingdom impact through multiplication of vision, heart, and ability.

Create Opportunities for Growth

- Regular Leadership Meetings – bring your team together to cast vision, address issues, build community, and set spiritual foundation through prayer.
- Continuing Education Courses – create re-training moments in order to keep both the mission and responsibility of the ministry in front.
- Spiritual growth – ensure that your team is participating in Small Groups, First Wednesday, 21 Days of Prayer, Conferences and events to challenge and grow their faith throughout the year.
- One-on-One Interactions – connect personally with Team Members to continually train, develop and affirm.

MEASURE WHAT MATTERS

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COACHING

Ask: Who am I targeting for leadership? Who is on my leadership bench? Who have I taken through the leadership interview?

Ask: How much time do I invest in training new leaders? How competent are the leaders I have released?

Ask: Who are you coaching and in what capacity?

Dream Team Leadership Levels/ Rhythms

Before Becoming a Captain:

- Faithfully serve on the Dream Team for a season.
- In a Small Group.
- Teachable and open to leadership speaking into your life.
- Faithful and obedient with the first %10
- Proven leadership/responsibility – dependable - ownership – humble

Before Becoming a Coach:

- 1 Timothy 3:2 self-controlled, wise, respected by others, hospitable
- 1 Peter 3:8 - For this very reason, make every effort to add to your faith goodness; and to goodness, knowledge; ⁶and to knowledge, self-control; and to self-control, perseverance; and to perseverance, godliness; ⁷and to godliness, mutual affection; and to mutual affection, love. ⁸For if you possess these qualities in increasing measure, they will keep you from being ineffective and unproductive in your knowledge of our Lord Jesus Christ.
- Follow the 4 C's consistently.
- Who's following them? Are they calling others up?
- Have they developed a captain to replace them?
- What are they communicating to you?
- Kingdom builders?

Intentional Rhythms:

Annual

- Dream Team Party (beginning of the year) - Celebrate what God has done in and through them.
- Team Night (second half of the year) - Vision heading into the Harvest season of at the movies.

Quarterly -

- Individual teams meet

Monthly -

- Community Night
- Share Podcast with your team and discuss big take-a-ways with your Captains and Coaches.
- One-on-one with your captain/coach to help them take their next step, check-in, call-up.

Resources:

Books

- Crucial conversations
- Thanks for the feedback
- How to Win Friends and Influence People
- Developing the Leader Within You 2.0
- The Speed of Trust
- 21 Irrefutable Laws of Leadership
- Excellence Wins

Podcast Options

- Craig Groeschel Leadership Podcast
- The Table Group Podcast

- Grow leader Podcast

Leadership Honor Code

As an essential part of the Realife Church Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a servant-leader position here at Realife Church.

While serving the Body of Christ as a servant-leader at Realife Church, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations. As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Paul said,

"This is a trustworthy saying: 'If someone aspires to be a church leader, he desires an honorable position.' So a church leader must be a man (woman) whose life is above reproach."

1 Timothy 3:1-2

Exemplifying the highest moral commitment, Realife Church leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- Profanity & coarse joking (Psalm 19:14; Matt. 12:36-37; Col. 3:8; Eph. 4:29; 5:4)
- Dishonest gain (Ezek. 22:29; Prov. 11:1; Prov. 20:17; Psalm 101:7)
- Illicit drugs (Gal. 5:19-21; 1 Pet. 5:8; 1 Thess. 5:6-8)
- Gossip (Prov. 6:28; 21:23; 20:19; Psalm 101:5; James 4:11; Rom. 1:29; 2 Cor. 12:20)
- Sexual immorality
 - Any sexual activity outside of marriage (Rom. 13:13-14; Heb. 13:4; 1 Thess. 4:3-5; 1 Cor. 6:13-18; Col. 3:5; Eph. 5:3; Gal. 5:19)
 - Being involved in a same sex relationship (Matt. 19:4-5; Rom. 1:18-32; 1 Cor. 6:9-11; 1 Tim. 1:8-10)
 - Pornography (Job 31:1; Matt. 5:27-28; Col. 3:5; Philip. 4:8; 1 John 2:16)
- Indulging in much wine or other alcoholic beverages (Gal. 5:19-21; 1 Pet. 5:8; 1 Thess. 5:6-8)
- All behaviors which might cause Christ to grieve or others to stumble.

By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each leader in the Realife Church family.

We should regard it as an essential part of development, not as an imposition or restriction.

_____ I'm fully devoted to following Jesus. I agree with the Honor Code and I am committed to following the teachings of Jesus and living the Christian life.

_____ I want to live the Christian life but I'm honestly having some struggles with the Honor Code. I want help in adjusting my life to God's standard.

_____ I can't say that I am ready to live by the Honor Code today, but I want to continue to learn more about following Jesus. My Next Step is a small group where I can learn more about the teachings of Jesus and living the Christian life.

Please print your name.

Date: ____ / ____ / ____

Please sign your name