



The Key for Successful Leadership

Pastor Bernd C. Trümper

The Order

There is a perfect plan or perfect will of God for every person on this earth. One part of it is to be a real disciple of Jesus!

Mt. 28: 17-20

Mark. 4: 3-8

Mark 4:20

"And these are they which are sown on good ground; such as hear the word, and receive it, and bring forth fruit, some thirtyfold, some sixty, and some an hundred."

John 15: 1-8

Disciples are recognized by three things:

- I. They are hearers of the word
- II. They receive the word
- III. They bear fruit

To us as leaders there is only one leadership style that produces disciples over a long period of time

It contains:

- I. Leading through personal example
- II. The realization of the duty of discipleship

Serving Leadership

I. My serving heart

Mark 10:43+44

James 4:6

1. Effective leadership comes from within
 - God wants to change my heart.
 - He is interested in changing me into another human being - into a good and careful human being.
1. Real leadership comes from a serving heart, from within, and then turns outside in order to serve other people.
 - I am primarily a servant and only in second place a Leader. Therefore I want to assume control only when I see it as an opportunity to serve others.
 - I am called for a leadership role, not driven to it.
2. Leaders with a serving heart have certain characteristics and values:

Character and Qualities of serving leader:

1. My main goal is the welfare of the people that I lead.
2. I get personal joy from seeing the growth and development of the people that I lead.
3. I feel loving concern for the people that I lead,
4. I would like to sustain friendship, I ask myself: Do my actions respond to the needs of the people that I lead"?
5. I am ready to listen; I attach value to feedback and advice, on all information that help me to be able to serve others better.
6. I have my ego under control, I therefore don't think of myself as more inferior, I think only less of myself; that I don't let go first outside God.

**People are more important than goals!
Serving people is always more important than
leading people!**

II. My serving mind

	False Service	True Service
<i>Service originates from</i>	Force	Listening to God
<i>The motivation to serve</i>	Opinion of other people	Opinion of God
<i>The approach to service</i>	I do only the most necessary thing	I give my best
<i>The underlying attitude</i>	I First	God First
<i>The spirit of the ministry</i>	Pride	Gratitude
The results	Selfishness	Adoration

Mt. 6:33

But seek ye first the kingdom of God, and His righteousness; and all these things shall be added unto you.

Proverbs 29:18

Where there is no vision, the people perish: but he that keepeth the law, happy is he.

A clear Vision has 4 aspects:

- **Purpose** (what the content of the vision is, why is it there)
- **Picture** (How will it look like when this vision is realised?)
- **Values** (How do we behave, as we go about the vision, how do we handle people, money etc.?)
- **Goal** (on what do I concentrate my energy, and that of other people? What do I want to achieve?)

Effective Management

- **Result Planning** (all good performances always have clear goals set at their beginning)
- **Coaching** in the implementation phase, how do I attain my goal?
Measure plans - doesn't leave the people alone, co-worker patronage conversations. Observe a person's performance, give praise, and tips for improvement.
- **Accomplishment Evaluation**, what did it bring? How did the person develop? Were the goals reached? If not, why were they not attained? What can be changed or made better?

**5 steps on turning potential
winners into actual winners?**

- 1. I tell them what they should do**
- 2. I show them what they should do**
- 3. I let them try it themselves**
- 4. I observe their performance**
(It often is forgotten! If I stop to observe the performance, I stop to be a coach)
- 5. I praise their progress or correct their direction**
(I would like to notice it when my co-workers make advances)

5 Qualities Growing Communities

- 1. The pastor must be capable to lead the community**
 - a. Does he love us
 - b. Can we trust him?
 - c. Above all can he lead us?
- 2. A community must be sufficiently big in order to be able to counteract the diverse needs of the people**
 - a. a pastor can lead 80-120 people
- 3. It needs a balance between large, middle and small groups**
 - a. big church service
 - b. group with 80-100 people
 - c. small groups
- 4. Mobilizing of honorary Co-workers**
 - a. The pastor cannot be the single worker of the community
- 5. Evangelisation must have highest priority**
 - a. The story of the lighthouse keeper, who helped out fishing boats with diesel reserved for emergency electric power.
As a blackout came, there was no diesel for the emergency electric power. The consequence: ship accident during the blackout. He was active, but neglected his actual goal!

III. My serving hands

12 Steps of a Serving Leadership Style:

1. Admission / oath of disclosure: I still so often am egoistic.
2. belief: God can turn me into a serving person
3. I decided: I want to learn from JESUS to serve while leading
4. Far-reaching and fearless inventory performed, "foxes" are discovered
5. Admission, before me, God and people, how far I still am distant from a serving leadership style
6. Readiness, to let God empty from me all faults of character
7. God asks: Even out my deficiencies, protects me from the temptations of power and money!
8. Draw up a list of damaged people
9. Make reparations, if it will not in turn cause harm.
10. I do permanent personal inventory: If I behaved incorrectly, I immediately admit this!
11. Through silence, prayer and Bible study, align my behavior first as a servant and then as a leader to Jesus' behavior
12. Only then: Pass on this message to other people in leadership.

Eight Characteristics of Growing Communities

A.	The highest Calling	<p>„Jesus said unto him, Thou shalt love the Lord thy God with all thy heart, and with all thy soul , and with all thy mind. This is the first and great commandment. And the second <i>is</i> like unto it, Thou shalt love thy neighbour as thyself." (Mt. 22: 37-39)</p>
		<p>The Bible calls this also "sanctification" and causes a growth inside. See also 1. Thess. 4 (3)</p>
B.	The highest Order	<p>And Jesus came and spake unto them, saying, All power is given unto Me in heaven and in earth.</p> <p>Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost:</p> <p>Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always , even unto the end of the world. Amen." (Mt 28: 18-20)</p>
		<p>This means that people become converted to Christ and a growth causes outside. sees also 1. Tim. 2 (4)</p>

The Study of Natural Community Development

(Christian A. Schwarz)

The study

- communities
- 32 countries
- 18 languages
- 6 continents

Intensive research

- 4.2 million separate data were collected extensively analyzed
- Reliability = precision
- Validity = relevance
- the study of the NGE measures, what is supposed to be measured.

Results of the study

- healthy communities are growing communities
- quality in communities can be measured quantitatively
- the improvement of the quality in your community often brings quantitative growth of the community with it.
- the "65-er hypothesis"
- Healthy communities with values of over 65 in all 8 quality areas are growing communities.

Eight Characteristics of Growing Communities

1. Authorizing management

Co action of pastor and community

- delegation and sharing of the service
 - replacement principle
- leadership through vision
 - the vision comes from the leader
 - the goals are worked for in the management team
 - realization happens through each individual
 - clear co-worker structures are necessary
- leadership through additional armament and Mentoring
 - regular further education of the pastor
 - also Senior pastor should have a mentor
- changes carried out

2. Gift oriented co-worker-ship

- understand one's own gifts
 - Giftworkshops
- tasks are matched to the gifts
- meaning of the service
 - importance, total connection with other services, esteem is expressed

- Coaching: supported, trained, challenged

3. Passionate Spirituality

- personal spiritual discipline
 - prayer lives
 - intercession for others
 - silence time
 - Bible study
 - prayer with partner
- common spiritual disciplines
 - prayer meetings in the community
 - prayer nights
 - evangelist uses
- contagious belief
 - genuineness
- I must keep an eye very sensitively as a pastor on following things:
- the right sequence:
 1. God
 2. Family
 3. Parish
- My own family needs my time:
 - time with the spouse
 - time with the children
 - Set time limits for oneself
- Only if my family is healthy, will the families in my community also be able to become sound.
- I can never lead people farther than the level I myself have got to.

4. Useful Structures

- organization structures and systems
 - Organogram
 - divisions in areas and departments
- leadership, overview,
 - clear competences
- vision, goals and planning
 - vision comes from the main leader
 - goals are measurable, planable, realistic, wanted, formulated positively in the past form
 - goals always are captured in writing
- creativity and the flux carry out
 - not the values changes, probably however the methods and ways (Jim Collins)

5. Inspiring church service

- The feeling has to be inspired
- Children are taken care of
- Sermons, that change life,
 - you must be everyday-useful, no high polish sermons
- Friendly to Visitors
- God-centered music, that supports the character of the celebration

6. Integral small groups

- atmosphere: Transparent, sharing, trusting
- spiritually set up
- corresponding existing needs
- reference to the daily life
- sensitively on guests detailed
- multiplicity: Disciples, leaders, groups
- committees participation of the participants

The G-12 concept

The two columns

- To love God whole heartedly
- The big order: To turn people into disciple,

The ladder of success

- Win people
- Consolidation
- To disciple them
- Sending them

7. Need-oriented evangelism

- personal evangelism
- angel scale expounds
- common evangelism strategies
- consciousness for seeking people



- welcoming of new Christians into the community

8. Affectionate relationships

- atmosphere of joy and trust
- interrelations
- confirmation and encouragement
- conscious solution of conflicts

Harvard-Study

A Harvard University study on the development of school leavers over a time period of 10 years showed the following results:

83%

Did not have any career objective - x dollar earned on the average

14%

Had clear career objectives, but had not fixed them in writing - 3x dollars earned on the average

3%

Had clear career objectives and had fixed these in writing - 10x dollars earned on the average



The angel scale

- + 3 Discovering the spiritual gifts
- + 2 Integration into the Christian community
- + 1 Understanding the consequences of the belief
- 0 Conversion (becoming born again)**
- 1 Decision on conversion (surrendering one's life)
- 2 Feeling touched personally
- 3 Positive attitude towards the gospel
- 4 Understanding the simple gospel
- 5 Interest in the Christian belief
- 6 Hazy picture of the Christian belief
- 7 Reckoning with a higher being
- 8 Rejection of all manifestations of the supernatural