



By Dr. David Robinson, Founder

"Leadership Development That's Accountable" (Part 4)

Do you want your leadership influence to be effective during your lifetime and beyond? Then you must design a process for developing leaders within a culture of accountability.

You can adopt the best standards of behavior but if your team leaders do not know how or are unwilling to clarify (confront, if necessary) vital issues and under-performing team members - **little else matters.**

You can have the best mission, vision and values statements coupled with an outstanding strategy, but if your leadership does not know how or fails to communicate them well - **little else matters.**

You can give out certificates, awards and incentives, but if your leaders do not know how or fail to use them to align team members' efforts to goals and values - **little else matters.**

Developing leaders and a process that creates an accountability culture is not an option but a priority. Jesus thought so when he chose to pour most of his time and effort into the lives of twelve men while the crowds constantly begged for

more. Many say it's a priority but fail to invest time, energy and resources in doing so.

- Developing leaders and leadership accountability must not be an occasional event - but an ongoing process. Our process must not be vague, random or soft.
- No organization can be relevant and last for generations without great leaders leading the way. You cannot have sustainable and measurable growth without well-trained, accountable and passionate leaders in every generation.

Team members seldom leave their ministry (assignment). They leave or quit their leaders. Your role as a leader must go far beyond solving today's problems. You must develop a ministry environment and accountability culture that keeps them coming back and reporting for duty even when times are tough and the journey seems long.

How do you develop leaders that hold themselves accountable to you, themselves and their team?

1. The Senior leader must take passionate ownership of the process or it won't happen. Even if that leader delegates

much of the process, he or she must initiate the process, pay attention, participate periodically and celebrate the final results.

2. All present and future leaders must go through your training regardless of past history or success elsewhere.
3. Allow leaders to help design their own training. Allow them to express areas of concern and need for help. Canned programs are rarely successful or sustainable.
4. Leadership development must be connected to the ministry's overall vision and individual performance goals. If they don't see it, they won't buy into it with enthusiasm.

What are the components of a good Leadership Development Process?

1. Select a qualified and passionate individual to coordinate this effort. They must understand their mission - provide trained and equipped leaders to achieve the ministry's goals and vision.
2. Teach them to know. Develop a curriculum with learning objectives that turn out leaders with the basic skills necessary to win at any level of leadership. Provide some "take aways" they can use immediately.
3. Train them to competency. Provide significant learning opportunities that are relevant, practical and focused on positive outcomes. Remember, even little wins produce confidence.
4. Practice saturation communication. At times you can provide too much information but you can never over communicate. Saturate your ministry with accurate, adequate and relevant information about your Leadership Development Process, especially the benefits. "People buy benefits - not products."
5. Do not forget the social aspects of your process. The leader sets the pace, atmosphere, themes, agenda and activities for each session. Have fun and make it enjoyable. Jesus did and that's why they kept following Him around.
6. Logistics. Leader is responsible for the facilities, equipment, materials, social aspects (food and fellowship) and cleanup afterward.
7. Accountability Your leadership development team must provide key leadership concepts at every session that are easily understood and executed by all future leaders. They must monitor assignments and progress during and after the sessions. Expectations need to be evaluated so real coaching takes place and becomes a way of life.

CONCLUSIONS:

1. We should not be creating "look-alike" leaders. Every future leader brings his or her own personality, passion and effort to the team.
2. We should bring consistency and continuity based on a foundation of trust, personal accountability and best leadership practices that are vital to success, regardless where that leadership takes place.
3. A sustainable effort will not take place without a culture of love, faith and excellence. A great ministry culture will out-perform a great strategy every time.
4. A great leadership culture combined with:
 - o A clear Mission
 - o A compelling Vision
 - o A well-planned Strategy

....will produce a ministry that makes a difference today and beyond your lifetime.

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