

Leadership: Leading Followers

1. What did Pastor Alessi mean when he said that Jesus “demonstrated fluid leadership”?
 - a. Adjust to the changing climate of his followers and challenges.
 - b. More than one way to resolve conflict.
 - c. One tool in your tool box.
 - d. Situational leadership.

What is a follower?

- a. People that we serve.
- b. Followers exist in a wide variety of talents and abilities.
- c. Leading people where they are.
- d. Responsible leaders are those who are able to react to followers with different skills and maturity levels in the way the situation calls for it.

What can help people identify their gifts?

- a. Give them a safe place to work.
- b. Assessment.
- c. Reading followers and responding to them in an appropriate and corresponding manner.

What is leadership at its heart?

- a. Positioning myself when opposition comes will determine success.

Briefly list the five things of responsible leadership.

1. Reacts
2. Adapts
3. Flexible
4. Reading
5. Assessment

Give the four levels of readiness.

Directional Leadership vs. Relational Leadership

1. **Avoidant** - procrastinate, intimidated by task, not finishing, asking elementary questions, defensive (*Telling style leadership - defining roles and responsibility, close supervision, simple, no feedback*).
2. **Open** - Excited, enthusiastic, moderate performance, receptive, interesting (*Selling style - providing explanation, support and encouragement*).
3. **Knowledge** - shows ability, fearful to take the next step, overwhelmed, reluctant, confused, frequent feedback (*Participation style - encouraging input, listening, support,*).
4. **High Performer** - Operates alone, performs at a high level, informs superior of progress, results oriented, shares good news and bad news, makes decisions, aware expertise (*Delegating Style- big picture, follower makes decisions*).

2. According to Ken Blanchard, how are we both leaders and followers?
 - a. People have a chance to make others get better and others help us get better.
3. List the six types of leadership styles and a brief definition of each.
 1. Commanding - Give clear direction
 2. Visionary - Move people to a shared vision, but now how to get there.
 3. Affiliative - Creates connection and harmony within the organization.
 4. Democratic - Value commitment via participation and listening.
 5. Pace-setting - Builds challenges and setting goals.
 6. Coaching - Connects wants to organizational goals, helping people find strength and weakness.
4. What did John Maxwell have to do first before people had confidence in him and his abilities? When are great leaders at their best?
 - a. Build credibility.
 - b. Great leaders at their best when pressures on.
5. What is often not “always relished by one who enjoys exercising authority himself?” What are some of the positive effects of delegation mentioned by Sanders?
 - a. Delegation to others of responsibility.
 - b. Projects succeed, confidence and trust.