

What did Pastor Alessi mean when he said that Jesus “demonstrated fluid leadership”?

Jesus was able to adjust to the ever-changing challenges presented to Him.

What is a follower? Those whom we serve.

What can help people identify their gifts? There are various tests available to help identify temperament and gifts.

What is leadership at its heart? Serving people

Briefly list the five things of responsible leadership.

1. Good Leaders are responsible leaders – address problems
2. Able to react to followers with different skill and maturity levels as situations require
3. Capable of responding to increased demands – work outside our comfort zones.
4. Having a great deal of flexibility and adaptability – not rigid and having many tools in the toolbox
5. Adapt to different followers as they encounter their different levels of readiness

Give the four levels of readiness.

- R1: Unable and unwilling or insecure
 - R2: Unable but willing or confident
 - R3: Able and unwilling or insecure
 - R4: Able and willing and confident
-

According to Ken Blanchard, how are we both leaders and followers?

Because we are both influencers and influenced by others, we are both leaders and followers.

List the six types of leadership styles and a brief definition of each.

1. **Commanding:** Sooth fears and give clear directions by powerful stance, commanding and expecting full compliance. Example: Donald Trump
 2. **Visionary:** Moves people towards a shared vision, telling them where to go but not how to get there – thus motivating them to struggle forwards. They openly share information, hence giving knowledge power to others. Example: jack Ma – Alibaba Group
 3. **Affiliative:** Can create people connections and thus harmony within the organization. Affiliative leadership is a very collaborative leadership style which focuses on emotional needs over work needs. When done badly, it avoids emotionally distressing situations such as negative feedback. Done well, it s often used alongside visionary leadership. Example: Richard Branson – Virgin Group
 4. **Democratic:** Act to value inputs and commitment via participation, listening to both the bad and the good news. When done badly, it looks like lots of listening but very little effective action. It is best used to gain buy-in or when simple inputs are needed. Example: Michael Dell – Dell Inc.
 5. **Pace-Setting:** Builds challenge and exciting goals for people, expecting excellence and often exemplifying it themselves. They identify poor performers and demand more of them. If necessary, they will roll up their sleeves and rescue the situation themselves. Example: Jeff Bezos - Amazon
 6. **Coaching:** Connects wants to organizational goals, holding conversations that reach beyond the workplace, helping people find strengths and tying these to career aspirations and actions. Example: Jim Hindman – Jiffy Lube
-

What did John Maxwell have to do first before people had confidence in him and his abilities?

As the new Pastor, he had to get them to buy into him, working hard to build credibility with the people of his congregation, and forging relationships with the leaders in the church. He shared his ideas, hopes, and dreams for the work, and it started to produce growth.

When are great leaders at their best? When pressure is on and things look bleakest, great leaders refuse to accept anything but victory, and do whatever it takes to secure it. This always involves getting the team to work towards that victory with him/her.

What is often not “always relished by one who enjoys exercising authority himself?” The delegation to others of responsibility, along with the authority to do the job, instead of exercising the authority himself. Leaders are often reluctant to give authority to others, and feel threatened by subordinates who are better than they are in some skills and areas.

What are some of the positive effects of delegation mentioned by Sanders?

- Frees the leader up from the burden of secondary details so he/she can focus attention on primary tasks.
- Keeps the leader from being overwhelmed or overburdened by all the responsibilities of leading the organization.
- Develops people for leadership, thus assuring the succession of leadership for the future of the organization once the senior leader is gone.