

## MODULE III

### LEADERSHIP PRINCIPLE RESEARCH PAPER

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This paper will focus on the principles, skills and keys of leadership. I will look at many examples, and examine many successful leaders who share their years of wisdom and experience.

1. You Have a Title - Do your people have a Leader? ... The essence of Leadership is not about privileges, rank or power, but being responsible for other people.
  - “For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many,” Jesus Christ.
  - According to John Maxwell “leaders become great because of their ability to empower others.”
  - The leader is also a person of integrity. The person of integrity is complete and whole as a human being. Image is about outward appearance and integrity is about character from the inside.
  - George Barna says “A christian leader is someone who is called by God to lead. Leaders have Christlike character and demonstrate competence.”
  - A good leader is accessible, stays connected and listens.
  
2. Be a Leader who makes a difference ... Leadership is about developing others.
  - Pastor Chuck Swindoll list seven essential skills that leaders need:
    - Passion for the project.
    - Ability to motivate others.
    - Unwavering confidence in God.
    - Resilience and patience through opposition.
    - Practical, balanced grip on reality.
    - Willingness to work hard and remain unselfish.
    - Discipline to finish the job.

Success in developing others includes trust, honesty, providing tools and resources, and constructive feedback.

- Dr. Robinson in his book “50 Leadership keys that Works” lists seven things that great leaders have.
  1. Truth and knowledge.
  2. Excellence in wisdom.
  3. Discernment and discretion.
  4. Honesty and integrity.
  5. Humility.
  6. Spirit-led discipline and surrender.
  7. Live within limits.

3. Characteristics of a Proven Leader ... Leadership is about setting goals, discipline and growth.

- Spiritual leadership Prayer and meditation of God’s word, restlessness, positivity, Intense, self-controlled, thick-skinned, Energetic, Articulate, and able to teach.
- Leaders set goals, have a vision and an action plan.
- Leaders develop their skills on a daily basis.

4. Leadership Skills ... Leadership is about organizational, team building, and strategic skills.

- Communicates mission, vision, and values of the organization.
- Develop and deploy team members.
- Does not micro-management.
- Leadership is courageous and strong.

5. Things Great Leaders do and know ... Leadership is about character, vision, trust and humility.

- Leader is a visionary.
- Leader is a student.
- Leader has passion.
- Leader is a team builder.
- Leaders have integrity.

6. Mistakes Leaders makes ... Leaders learn from mistakes.

- Dr. Robinson, briefly lists the mistakes leaders often make.
  - Failure to accept personal responsibility.
  - Failure to develop people.
  - Failure to influence vs. controlling.
  - Failure to maintain loyalty vs. Comprise.
  - Failure to Lead everyone differently vs. the same way.
  - Failure to focus on vision vs. problem.
  - Failure to create boundaries vs. a spirit of familiarity.
  - Failure to define expectations.
  - Failure to provide adequate teaching and coaching.
  - Failure to confront.
  - Failure to recognize everyone in the team.
  - Failure to inspire vs. manipulate.

7. Transformational Leadership

- Philips V. Lewis, on Transformational Leadership.
  - Managers make sure that things work well. Leaders create that which works better.
  - Managers solve today's problems. Leaders create a better future.

- Managers focus on the process. Leaders focus on the product.
- Managers focus on efficiency. Leaders focus on effectiveness.
- Managers worry about the present. Leaders look forward to the future.

## 8. Leaders Build Teams

- Dr. Robinson explains great leaders know how to motivate talented, gifted team members to do their best work.
  - Gift team members need trust and space.
  - Great leaders do not Micromanage.
- John Maxwell lists the “Seven Deadly Sins.”
  - Pride
  - Greed
  - Lust
  - Envy
  - Gluttony
  - Wrath
  - sloth

John Maxwell stated the following in his book, *Developing the Leader Within You*: “Those closest to the leader will determine the level of success for that leader.”

The leaders surround themselves with strong, motivated leaders, they will help to make them a better person or surround themselves with negative people you will become worse.

9. Leadership is about courage.

- Reflection helps us develop our skills and its effectiveness.
- Courage requires self-confidence, conviction and leadership.

10. Leaders add value to their team

- John Maxwell's definition of success is knowing your purpose, reaching your maximum potential and benefiting others.

11. Leaders are always upfront.

- The first leader is someone who is in front of an organization.
- Signs of burnout and ineffectiveness are too much expectations and unfit roles.
- Leaders should be ahead, but not too ahead away from their followers.

12. Leaders resolve conflicts.

- Leaders are chief problem solvers. The role of a leader in conflict is to find a common ground and solutions.
- According to Mr. Yperen leadership is not about leaders but followers. Shepherds always point to Christ.
- Questions to own the problem (1) Do you want to be well? (2) Willing to put everything on the table for evaluation? (3) Own the part of the problem?

13. Leaders are the keepers of culture.

- One primary responsibility of leadership is to understand the values and climate of the organization.

14 . Leaders pass the baton.

- Pray
- Select
- Develop
- Support
- Commission

Conclusion

According to John Maxwell, when a leader can't or won't empower others, what happens? The organizations will not grow or succeed, leadership is about making an impact the higher up you go. The first steps for improvement are recognizing weaknesses, making corrections, and cultivating strengths. Leaders are stewardship of people, community, and other leaders. Leaders must be willing to do the necessary, even in the face of stiff opposition. When problems are neglected, morale drops and performance decreases. True leadership is always out front and making an impact.