

THE FIVE PHASES OF LEADERSHIP: AN OVERVIEW FOR CHRISTIAN LEADERS

Justyn Terry (Langham, Cumbria)

Justyn Terry, Vice Principal at Wycliffe Hall, recently invited the CPAS Leadership Enablers to teach for a couple of days on leadership. This prompted me to read his book, *The Five Phases of Leadership*, which I think is a must-read for both new and experienced church leaders, providing a comprehensive overview of practical Christian leadership and ministry.

This book stands out from other leadership texts because it emphasizes the various seasons of leadership rather than just the characteristics, skills, or styles that define a good leader. In Justyn's own words, '...as I read widely about leadership, there was one book I could not find: the book that put together the whole leadership life cycle from start to finish. I wanted a sense of where to begin, what comes next, and what happens after that, right through to the finish.' (p.1). This approach provides an enormously helpful roadmap for leaders at any stage of their journey.

The five phases of leadership set out in the book are these:

- **Phase 1 – Establish trust:** 'establishing trust is the foremost task of the leader' (p.26).
- **Phase 2 – Cultivate leaders:** Leaders must identify and develop other leaders to expand their influence and fulfil their mission (p.29).
- **Phase 3 – Discern vision:** 'clarify what the future would be like if the church were really to thrive' (p.45).
- **Phase 4 – Implement plans:** setting goals and devising plans to achieve them is crucial for realising the vision (p.61).
- **Phase 5 – Transition out:** 'transitioning out well is hard to do. There may be a temptation to leave too soon... or too late' and that's why Justyn says it's helpful to think it through in advance (p.105).

Each chapter of 'The Five Phases of Leadership' is thoughtfully structured, featuring real-life case studies that illustrate each phase in action, key components of each phase distilled into core headings, and summary reflections that integrate the concepts.

This book is informed by many years of parish ministry and experience with leaders and ordinands in theological colleges in both the US and the UK. I highly recommend it for its practical insights and applicability.

Review by Matt Hogg, CPAS Leadership Enabler

