

# WHAT IS LEADERSHIP?



## GROWING LEADERS

### Employing the Most Appropriate Style

It helps to take four factors into consideration:

1. The context in which the leader/group is operating. For example, is it an emergency?
2. The task/mission of the group, its nature, importance and timescale. For example, small tasks do not need loads of consultation, they just need to be done.
3. The people being led. Their particular needs, maturity, self-confidence, knowledge of the task and preferred style of being led. For example, are they task-, individual- or people-focused?
4. The leader's preferred style of leading. For example, what plays to the leader's strength?

### Case Studies

Either use one of the case studies below or offer your own situation as a case study.

Injit is a directive leader who tends to tell people what to do and how to do it. He leads the music group of seven talented members, including two teenagers. They are preparing for the carol service. In the past there has been a fair amount of disagreement about the style of music, both from the congregation and within the music group itself. How should Injit lead at this time?

Sam is a flamboyant, risk-taking enthusiast, more interested in the 'big picture' than in chasing details. She loves new ideas and is always ready to have a go. She is the head teacher of a small primary school. In the past two years she has introduced a new syllabus and has constantly pushed for new ways of doing things. The turnover of teachers is increasing. Some say they don't feel cared for. How should Sam lead at a time like this?

Joanna is a flexible leader who tends to put people first, ensuring that everyone is involved. She leads a home group of 13 adults, aged between 23 and 87. Some of the younger members of the group have expressed frustration at the lack of depth of Bible study. Others already find it stretching enough. How should Joanna lead at this time?



### For Journalling/Mentor

- Identify an occasion when your leadership style worked well. Why was that and what can you learn from it?
- Identify a time when your leadership style didn't work well. Why was that and what can you learn from it?
- Clarify your own preferred leadership style. Is it appropriate for your current leadership situation?
- Think about those you lead. What leadership style do you need to lead them well?