

# Roadmap for Leadership



Leadership development rarely happens by accident. As you consider leadership development within your disability ministry, may this model found in Exodus give you a framework to grow potential leaders into effective leaders. Be encouraged that this is a process; while there may be moments of failure and frustration, the fruit that comes from it is priceless. As you mentor individuals in your ministry, be transparent and prayerfully trust God to raise up new leaders.

## **Exodus 18:19-22**

*"Now obey my voice; I will give you advice, and God be with you! You shall represent the people before God and bring their cases to God, and you shall warn them about the statutes and the laws, and make them know the way in which they must walk and what they must do. Moreover, look for able men from all the people, men who fear God, who are trustworthy and hate a bribe, and place such men over the people as chiefs of thousands, of hundreds, of fifties, and of tens. And let them judge the people at all times. Every great matter they shall bring to you, but any small matter they shall decide themselves. So, it will be easier for you, and they will bear the burden with you."*

## **MODEL**

*"You shall represent the people before God and bring their cases to God."*

We must be the kind of leader we are looking for. Here are five characteristics of an irresistible leader:

1. **Character**  
Who are you when nobody is looking. When you have healthy character, you say what you mean, and you mean what you say.
2. **Passion**  
What keeps you up at night or grabs your heart? If you are unsure what your passion is, ask the people you are closest to what they see you get excited about.
3. **Responsibility**  
Accept appropriate blame and deflect praise. The relationship with fellow leaders should always outweigh the accomplishment of a task.
4. **Compassion**  
Compassion can be measured by how much time you spend praying for those you lead versus teaching or equipping those you lead.
5. **Generosity**  
Giving ourselves away for the betterment of those who are following us.

## IDENTIFY

*“...look for able men from all the people...and place such men over the people...”*

Identification begins with the acknowledgment of leadership calling and character. Here are three questions to consider when identifying new leaders.

### 1. **Who fills in your gaps?**

Each of us has certain skills and talents where we would score a “10” on a scale of 1 to 10. Identify the places where you are a “10,” and then ask God to bring you the individuals who are a “10” in the areas where you are weak.

### 2. **Who will replace you?**

In the process of identifying leaders to help fill your own gaps, you will undoubtedly discover people who are a “10” in the same areas that you are. Prayerfully consider their place in your succession plan.

### 3. **Who stands out as a leader?**

- Leaders take initiative—look for people who are stepping out and taking risks.
- Leaders are innovative—identify those who do not simply conform to the status quo.
- Leaders have influence—seek out the individuals that others turn to for assistance, lean on for support, or rally around during times of change and growth.

## COACH

*“...make them know the way in which they must walk and what they must do.”*

Consider the following four principles of effective coaching:

1. Believe in them. This can be expressed by giving them areas of responsibility to lead.
2. Always consider them as a person, not a tool.
3. Maintain a focus on the bigger picture.
4. Guide them to places of transformation; set them up for a series of “a-ha” moments!

## RELEASE

*“And let them judge the people at all times.”*

There must come a time when developing leaders are free to walk in the calling they have received. Here are four tips on releasing leaders:

1. Provide appropriate tasks over which leaders can take ownership. Start small.
2. Intentionally encourage leaders to try their own ideas or share their perspectives.
3. Celebrate failure as a launching pad for growth.
4. Remain available as needed.