

“Leadership is the art and science of inspiring others to reach their full potential in the pursuit of a common vision”

Dr. James Bultman



Today Scripture Reference
I Corinthians 4:17

For this reason I am sending to you Timothy, my son whom I love, who is faithful in the Lord. He will remind you of my way of life in Christ Jesus, which agrees with what I teach everywhere in every church.

Recent Testimony

I want to say that the class opened my eyes to a whole new level of leadership in my life. My mindset idea of leadership is one who is very aggressive, very outgoing, competitive, domineering, and forceful. I am much more laid back, a bit shy and I don't sweat the small stuff, unlike a lot of other leaders, which probably will work for them but not me. So needless to say, this class was very educational.

My intentions for this class was to make sure I was not missing some important pieces of being in a leadership role, kind of like the puzzle you showed, and now I realize that I can do it.

Tammy Lyons
Bethel Church
Crown Point, Indiana

[E-Leadership Message Board](#)

Copyright © 2008
TheChristianLeader.org

Permission granted to reproduce in its entirety
including headers, pictures & TCL logo

www.thechristianleader.org

The TCL E-Leadership Resource Grooming Your Replacement (I Corinthians 4:17)

There will come a point in your life where you will have a choice in whether or not you are willing to take an initiative in reproducing yourself. Some leadership trainers highlight the aspect of reproduction or multiplication. However, we all know some of us would cause more problems if we multiplied how we practice leadership. So first we must evaluate ourselves to find out whether or not it would be useful to have more than one of us around!

Might I suggest a slight difference between multiplying ourselves and helping to groom another leader? While I might be splitting hairs, I would encourage the “grooming grammar” instead of reproduction and/or multiplication. When we think of reproduction or multiplication we tend to think of training someone to be just like us. We might end up teaching them to do what we do. That might be a scary thought for some followers!

One way to stay on the right track is to be strategic about your own development so you can help others. While it is simple to say we will groom our leaders like Christ, there is so much in the diversity of leader's methodology in business and the church that it is hard to know where to start. TCL's plan has three phases:

1. Explore your leadership philosophy.
2. Study the Bible's leadership theology
3. Develop Biblical methodology.

Back in 1980's, as a young manager of about 50 workers, I sat down at my desk one day and pondered why I had such a high turnover rate of employees. Some I had terminated, but many just did not show up from time to time and never came back (I was a Christian but very immature spiritually). I still remember the defining moment when I actually realized that the problem was me.

Then I changed my methodology. I began to refrain from the manager mindset of “My way or take the highway”. When someone got stressed, I began to help people work through their problems. If they wanted to bail I asked them to reconsider, and even suggested they take a day off to make a good decision. That one simple thing began to transform what people thought about me and in the level of the work they did. I now know it had something to do with patience and grace!

Hopefully, most of you are past the spiritually immature stage. However some of you may not be. Spiritually unready people have Donald Trump methodology like I use to have. To some of you I say it is time to change. Just realize where you are at and commit to grow through your own personal Bible study. Above all be patient, and learn about leadership from God. You will know when to proceed to the next step and into the grooming process.

Even after being spiritually ready, there are reasons why we do not groom others.

1. We are afraid the one we groom might do our job better, thus we might lose our job.
2. We have no idea that God wants to give us something bigger than what we are already doing.

I would suggest that these reasons are not because we are spiritually weak. I would suggest that they are the result of poor leadership theology. It says something about your belief of how God cares for His leaders. Your theology is solid when you don't worry about losing your job and are readying yourself for the next assignment God is preparing for you.

The third phase is to groom your replacement with solid Biblical methodology. Now that I have studied the theology of leadership I can better groom another leader by explaining what I learned in the 80's about grace in managing people. I could not do that in the 80's because I did not completely know what I was doing.

Finally, it should be a relief to know we don't have to reproduce ourselves. We just need to groom our replacements to lead like Christ! Many of you could set aside your fear and start doing that right now.

Ron Porter
Founder – TheChristianLeader.org

