



# **Leadership Development Journal**

## Introduction

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*"As part of our approach to leadership development in 2009, we will be inviting you to participate in a journaling process. The ability to reflect on your leadership practices as part of a learning process is an important skill of any leader and will assist you in developing your leadership skills." Karl Faase*

To get the most out of this journaling process we would like you to do the following:

- Complete the readings and reflection questions on a regular basis.
- Meet regularly (e.g. once a month) with a peer leader or team leader to discuss your reflections.

The journal is divided into 3 sections, with each section containing readings and questions for reflection relating to various topics as outlined below.

### Part 1: (March – May)

This part contains activities & readings relating to the following modules:

- Definitions of leadership
- Spiritual Maturity
- Leading people & teams

### Part 2: (June – August)

Complete Activities relating to the following modules:

- Communication
- Organisation & Change

### Part 3: (September – November)

Complete Activities relating to the following modules:

- Planning
- Managing Risk

# Part 1: March - May

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## Readings for March

### *Definitions of Leadership*

- Level 5 Leadership: The Triumph of Humility and Fierce Resolve by Jim Collins
- Ministry in Three Dimensions by Steven Croft pages 17-41
- Mark 10:35 -45; Philippians 2: 1-11

### *Questions for Reflection*

*The following questions are designed to stimulate your thinking and assist you draw out key principles that may be applicable to your leadership practices. Use the questions as a guide to assist you journal your thoughts and ideas. These notes can be used as a basis for discussion with your peer or team leader.*

1. Summarise the key points for you from each of this month's readings.
2. What reactions did you have to each of the readings?
3. In your life, who has been the most competent leader you have had the privilege to work with, what made them such a great leader?
4. How do Croft's three dimensions of Christian leadership influence your thinking on Christian leadership?
5. Considering Jim Collins classification of leadership levels, at what level do you currently operate?
6. Compare the concepts raised by Collins with Jesus' teaching on servant leadership (refer to the bible passages above). What principles do you need to begin to apply to your own leadership practice?
7. What aspects of your current approach to leadership do these readings challenge?
8. What might you do differently as a result of the insight you have gained from these readings?
9. How clearly defined is the vision for your ministry area? Sum up the vision in your own words.
10. What resources or assistance will you need to implement your insights in regard to your leadership practice?







# Readings for April

## *Spiritual Maturity*

- Philippians 3; Galatians 5:16 - 25; 2 Timothy 2:11-26; 2 Peter 1
- Overcoming the Dark Side of Leadership by Gary McIntosh & Samuel Rima pages 81-137

## *Questions for Reflection*

*The following questions are designed to stimulate your thinking and assist you draw out key principles that may be applicable to your leadership practices. Use the questions as a guide to assist you journal your thoughts and ideas. These notes can be used as a basis for discussion with your peer or team leader.*

1. Summarise the key points for you from each of this month's readings.
2. What reactions did you have to each of the readings?
3. How has each of the scripture readings challenged you? What steps do you need to take to deepen your spiritual maturity?
4. What does 'pressing on to the goal' (Phil 3) mean to you in your leadership practices?
5. From where do you draw your energy and empowerment to serve? Is this a healthy and sustainable source?
6. How consistent is your practice of spiritual disciplines such as prayer, bible reading, reflection, worship, retreat time?
7. Of the five areas of the Dark side of Leadership which is relevant to you?
8. What steps could you take to guard against the Dark side of your leadership?
9. When have you experienced joy and laughter lately?
10. What aspects of your current approach to leadership do these readings challenge?
11. What might you do differently as a result of the insight you have gained from these readings?
12. What resources or assistance will you need to implement your insights in regard to your leadership practice?







# Readings for May

## Leading People & Teams

- Conquer Team Dysfunction by Patrick Lencioni
- Belbin's Team Roles handout
- Strengths Based Leadership by Tom Rath & Barry Conchie

## Questions for Reflection

*The following questions are designed to stimulate your thinking and assist you draw out key principles that may be applicable to your leadership practices. Use the questions as a guide to assist you journal your thoughts and ideas. These notes can be used as a basis for discussion with your peer or team leader.*

1. Summarise the key points for you from each of this month's readings.
2. What reactions did you have to each of the readings?
3. Considering the 5 dysfunctions discussed by Lencioni, what level of dysfunction are you currently facing in your ministry team? How is it impacting your team?
4. What could you do to address these dysfunctions? What support will you need?
5. Can you identify people within your team who play each of the Belbin's Team Roles? How balanced is your team?
6. What roles are missing from your team? How could this be impacting on the effectiveness of your team?
7. What strengths do you bring to your leadership practices?
8. How does your team respond to your leadership approach? *You may also wish to ask your team to give you feedback on their satisfaction with your leadership approach.*
9. What aspects of your leadership skills do you want to build on further?
10. What aspects of your current approach to leadership do these readings challenge?
11. What might you do differently as a result of the insight you have gained from these readings?
12. What resources or assistance will you need to implement your insights in regard to your leadership practice?







## ***Stop and Take Stock***

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1. Take some time to look back through your journal. What are the key themes you notice?
2. What aspects of your journey will have significant impact on you and your approach to your leadership practice?
3. How are you going with implementing your leadership development goals?
4. What obstacles are you encountering?
5. What assistance do you need to implement your ideas?



