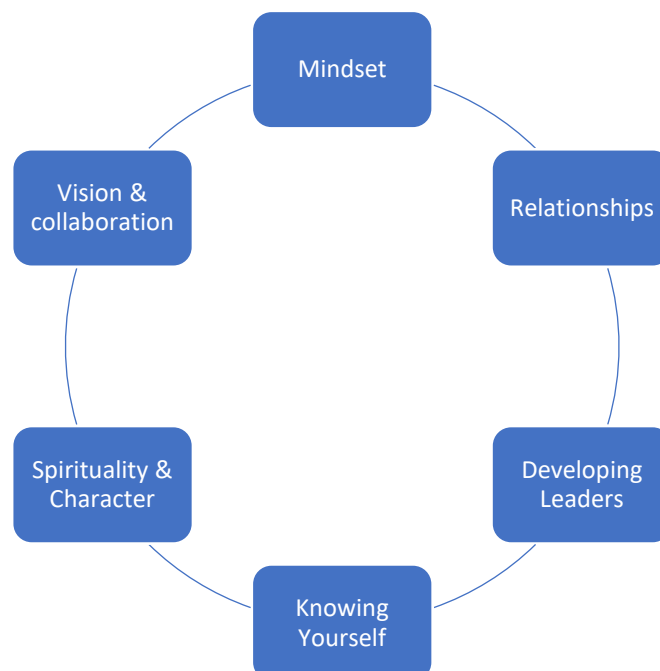## REVIEW AND DEVELOPMENT FOR THE NEW YEAR

This year

- What are you grateful about achieving this year?

- What tough experiences have you come through?

- In what ways have you grown: 1) as a leader? 2) as a person?

Pause to give thanks to God in prayer.

Next year

Note that this is not an exhaustive list of all leadership traits, and they are not in any order.

Mindset includes confidence but also how we can respond negatively to criticism. Do we take criticism personally, instead of seeing it as an opportunity for growth? When we are criticised at work do we feel like every area of our lives is darkened?

Relationships includes the ability to relate well to a wide variety of people, to listen deeply, and to foster trust, especially with key leaders. Relationships includes the ability to work through tension with the relationship intact (this won't happen in 100% of situations!). Conflict can arise when relationships are not strong.

Developing Leaders follows on from relationships, with a knowledge of each leader – their gifts, capacity, and weaknesses, along with a written plan to develop and support them in their leadership. This will involve input, often with other leaders (eg. An equipping segment of 20 minutes at the start of each leadership team meeting), individual mentoring, and resourcing (books, conferences, etc.). Ultimately your goal is to develop them to the point where they can lead an area of ministry without you, recruit others and develop them. You must have humility and the theology (plurality of leadership Eph 4:11-12) to make this a priority, otherwise you will end up *doing ministry* (instead of leading it) and cultivating dependence on you.

Knowing Yourself

This includes your gifts and strengths. I often use an APEST assessment to help those in ministry nail down their top two letters and how the combination of these shapes their ministry. I sometimes use a Wagner-Houts to clarify top spiritual gifts. This also includes personality, and while its not perfect, the Myers Briggs Type Instrument can help us understand how we work best and how we can work well with others. Roy Oswald and Otto Kroeger in *Personality Type and Religious Leadership* (Alban) delve into the strengths and areas for growth that type combinations bring to ministry.

Of course, while development of weaknesses may be important, knowing what we are not good at can be freeing as we recognise that others in our team have gifts and strengths that complement ours.

Spirituality and Character

Sometimes it can be hard to pin down a growth pathway, and 'I must read the Bible and pray more' doesn't always result in the growth that we had hoped for. It is important to recognise that we are all wired differently, and MBTI can give us some spiritual practices that help us more naturally connect with God. I find that Enneagram helps people to identify specific areas for growth, as well as a tool for assessing that growth.

Vision & Collaboration

A specific vision, along with a clear strategy, is one of the most powerful tools at your disposal for releasing energy and aligning hearts, minds and action. By vision I mean a clear and measurable picture of where a church believes God wants them to be in three to five years' time. I have a workshop that I run with congregations to assist them to arrive at that clear vision, and collaboration by leaders and congregations releases the energy of buy-in. The associated benefit, especially in smaller churches, is that it displaces controllers and instead makes vision the primary organising theme.

Give yourself a rating (1 to 10, with 10 strongest) in each of these areas.

What are your two strongest areas, and how can you make the most of them?

What are your two less established areas, and how can you develop them?