



# CODE BLUE

TRAINING FOR LOCAL LEADERS



MODULE ONE

## LEADERSHIP

Session 1 - Understanding Your Personality  
Session 2 - Introducing Leadership  
Session 3 - Leadership Non-negotiables  
Session 4 - 'Courageous Leadership' Video Presentation

## PARTICIPANT'S MANUAL

The Salvation Army

Australia Territory



## LEADERSHIP

### Session 3: Leadership Non-Negotiables

**AIM:**

This session is designed to help participants think about some 'essentials' in leadership. It covers some basic leadership behaviours and principles. These principles are a combination of some of the Church's leading voices on leadership.

### INTRODUCTION

Last session we spent most of our time looking internally – discovering areas of our character that need refining. Who we are personally is without doubt the defining mark of a leader. If we struggle in particular areas or feel far from God, it will show in our leadership – or lack of it.

When we acknowledge our character weaknesses before God and others, it frees us and marks a new beginning on our leadership journey.

This session focuses on what *leaders are* and what they *actually do*.

Leaders have specific roles – such as leading teams, groups or ministries. But being a leader is more than administering the mechanics of a week-in-week-out ministry. There are other things a leader needs to be thinking about, evaluating and looking toward.

These 10 'non-negotiable' characteristics we look at today are a combination of ideas and stories from some of the churches most influential leadership voices. Some of them may be familiar to you. We have included a bibliography of books if you wish to explore these ideas further.

These ideas make good common and spiritual sense and you may find a new idea to work on over the next year. This list is not exhaustive – but it's a good start.

### OPENING ACTIVITY – LEADERSHIP TASKS (20 Minutes)

We do many tasks in our roles as leaders, or team members of ministries. We are going to spend the next 20 minutes looking at some of these tasks.

Take some time to think about some of the week-to-week tasks that comprise your role.

**Questions for group discussion:**

1. What takes up most of your time in leadership?
2. What things do you wish you could do more?
3. How often do you think about how you could become a better leader?
4. How often do you think about the future of your ministry, what you want it to look like, or who will be leading it when you resign?



## THE GIFT OF LEADERSHIP – THE BIG QUESTION (10 minutes)

Many leaders do not have the spiritual gift of leadership. You might be included in this group of people. Some leadership experts say that only natural leaders should lead. Yet, not all ministries have this luxury.

### ***What does the gift of leadership look like?***

The gift of leadership means you have a *natural ability* to influence people, get others to follow you and make decisions. Others would also confirm these abilities.

It may also mean that you have a natural tendency to influence people outside of a leadership role. For example, in a social group you may be the person who makes a decision about where to eat, what movie to see etc.

Don't fret if you find yourself in a leadership type role, but have other gifts that are stronger – such as administration or mercy.

### ***I am not a natural leader, but I have leadership responsibilities***

Many of us are in this situation. We have stepped into a position out of necessity or for a short period, but know at our core that we are not the best person for the job. We do know, however, that God blesses our efforts and equips us even though we are not naturally 'at home' in the role.

Here are some tips should you be questioning your role in leadership:

- Determine your s\_\_\_\_\_ g\_\_\_\_\_ (more on this in Module Two) and use them to complement your leadership.
- Understand the s\_\_\_\_\_ and w\_\_\_\_\_ of your personality type (think back to session one).
- Help others on your team know their strengths and weaknesses so you can c\_\_\_\_\_ each other.
- Ask God to help you d\_\_\_\_\_ areas of weakness.



## Ten Leadership Non-Negotiables

### 1. Leaders are \_\_\_\_\_

Key word: AVAILABILITY

Biblical example: Noah (Genesis 6:9-22)

Key Concept: Leadership is a God-given appointment, even if only for a specific time or purpose.

**Practical application:**

Discuss your current (or future) leadership assignment. How can you see that this is where God has placed you for this time?

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### 2. Leaders seek \_\_\_\_\_

Key word: PRAYER

Biblical example: David (Psalm 17)

Key Concept: Regardless of their performance, leaders are in constant communication with God.

**Practical application:**

Write down your major leadership prayer concerns. What have you felt God prompting you about recently regarding your ministry?

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### 3. Leaders have \_\_\_\_\_

Key word: INFLUENCE

Biblical example: Jesus (Mark 3:7-11)

Key Concept: If no one is following you, you are not leading.

**Practical application:**

List names of people your current leadership influences. How do you measure whether your leadership is effective?

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**4. Leaders are \_\_\_\_\_**

Key word: GROWTH

Biblical example: Peter (John 21:15-25)

Key Concept: Whether through mistakes, teaching or watching, there is always something new to learn and do.

**Practical application:**

List other leaders – in your corps or in other churches – who you admire. What do you admire in them? What other ways have you sought to broaden your knowledge in your area of ministry?

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**5. Leaders are \_\_\_\_\_**

Key word: VISION

Biblical example: Ezekiel (Ezekiel 36:33-38)

Key Concept: God sees for our ministry what we cannot.

**Practical application:**

List below the big dreams you (or your team) have for the ministry of which you are currently part. What concrete plans are in place to develop these dreams?

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**6. Leaders \_\_\_\_\_**

Key word: TEAM

Biblical example: Moses (Exodus 18:7-27)

Key Concept: Together everyone achieves more.

**Practical application:**

Are you part of a team or building a team of people around you? How do you get people to 'buy in' to the vision? What tasks in your leadership should you be handing to others?

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**7. Leaders build \_\_\_\_\_**

Key word: CONFIDENCE

Biblical example: Daniel (Daniel 3)

Key Concept: Once people trust you, and see your trust in God, you can lead them anywhere.

**Practical application:**

Write down names of people in the corps or on your team who *you know* have confidence in you and the decisions you make. How can you build trust with people?

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**8. Leaders take \_\_\_\_\_**

Key word: CHALLENGE

Biblical example: Esther (Esther 4, especially verses 12-16)

Key Concept: The challenge in leadership is knowing when to take certain risks – and taking them!

**Practical application:**

Is there something in the ministry you are a part of that needs to change? What risks are involved in making these changes?

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**9. Leaders ask for \_\_\_\_\_**

Key word: MENTORS

Biblical example: Timothy (1 Timothy 4)

Key Concept: You learn by keeping close to those who have done it before.

**Practical application:**

Who do you bounce your ideas off? Can you think of a time when it would have benefited you to seek a second (or third) opinion before launching into something new? Write your thoughts here.

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## 10. Leaders leave a \_\_\_\_\_

Key word: IMPACT

Biblical example: Paul (2 Timothy 4: 6-8)

Key Concept: It's not what you do that will make you memorable, but who you are.

### **Practical application:**

When you resign from your ministry position, what will people remember of you? What would you like them to remember?

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## NEXT STEPS

In pairs, review the 10 principles and discuss areas where the principle is being practised in your ministry and areas to be worked on. Use the lines below to reflect.

### **Confirming areas of leadership**

These are the areas where you feel you are doing well, or working toward. They may be areas of which you may have been unaware. Are you a good delegator, risk-taker or pray-er? Celebrate it!

Two areas I am doing well in: \_\_\_\_\_

How I know I am doing well: \_\_\_\_\_

How this benefits my ministry: \_\_\_\_\_

### **Work areas of leadership**

These may be leadership ideas that you have never thought of, have struggled with or wish to improve upon. Remember, doing one thing better will improve your leadership noticeably.

Two areas that need work: \_\_\_\_\_

How these hinder my ministry: \_\_\_\_\_

Ideas to help me begin: \_\_\_\_\_

## PRAYER & CLOSE