



Session VI: Five Leadership Patterns

Four Dysfunctional Leadership Patterns

- I. The _____ Leader: This leader confuses control with influence. Think of the Pharisees in Matthew 23:1-4.
 - A. Problem: Controlling leaders aim at the _____ and not the heart. Therefore they fail to develop other leaders, at the most they create followers.
 - B. Application: You can have control or you can have growth, but you can't have both.
 - C. The Gospel Truth: God is Great, So I don't have to be in control.
- II. The _____ Leader: This leader focuses on what's _____, and rarely what's right. The Critical leadership pattern has a hard time seeing how far you've come and focuses too much on how far you still have to go. 1 Corinthians 1:1-9.
 - A. Problem: The Critical leadership pattern drains _____ out of people's lives. Critical leadership can also create a culture where people start trying to hide their sins from professional sin hunter. This creates a superficial MC full of hypocrisy.
 - B. Application: The insecure leader gives blame, but the strong leader takes responsibility. Celebrate evidences of Grace *and* show what can be done better.
 - C. The Gospel Truth: God is good, so I don't need to look elsewhere.
- III. The _____ Leader: An avoiding leader tries not to get involved in the anxiety of other people. When a leader is generally afraid of confrontation, it becomes a major issue for the whole MC. 1 Samuel 2:12; 22-25; 27-35
 - A. Problem: The avoiding leader creates _____ and undisciplined followers. They don't confront, coach, or draw lines in the sand. Sin goes unchecked. This leader is often a _____.

- B. Application: You can't correct what you are unwilling to confront. Confront problems early and solve them quickly. Small problems ignored become big problems.
- C. The Gospel Truth: God is glorious so I don't need to fear others.
- IV. The _____ Leader: A rescuing leader dives in and is always ready to help, but sometimes they help too much. They care so much about the people they lead, they start doing all the work for them.
 - A. Problem: To the rescuer, this feels good, loving, and helpful, but everyone else knows it has the opposite effect. The leader is providing a short-term solution to a larger problem.
 - B. Application: Once the rescuing stops, the growth begins. Leaders who truly care about the people they lead will let them fail from time to time, so they can learn from their mistakes and improve.
 - C. The Gospel Truth: God is Gracious, So I don't have to prove myself by rescuing others.

Four Steps to Developing Leaders Through Discipleship

- I. _____ **is the first step to growth and development.** As discipling leaders we know who we are, our own weaknesses and such, but we *must* also help people see themselves as they are, and not as they perceive themselves to be.
- II. **Questions help people grow more than _____.** When we are developing leaders we must resist the urge to tell them what they need to hear or to dump advice on them. It is far more helpful to ask thoughtful open ended questions that lead people to the discovery of truth. When they discover truth they retain that truth.
- III. **People will not listen to us or follow us unless they _____ us.** How do you build trust? Gospel + Compassion + Time.
- IV. **Leaders are developed in Missional Community not in a _____.** We must give emerging leaders responsibility in MC if we want them to grow. This usually requires a shift in our thinking about leadership.