

# EMBASSY

COLLEGE



**TEXTBOOK (ACADEMIC VERSION)**

## **Lectures on Leadership II**

**COURSE: EMPOWERING YOUR LEADERS (LT671)**

**Dr. Ron Cottle**



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Lectures  
*on*  
**LEADERSHIP**

**Volume II**

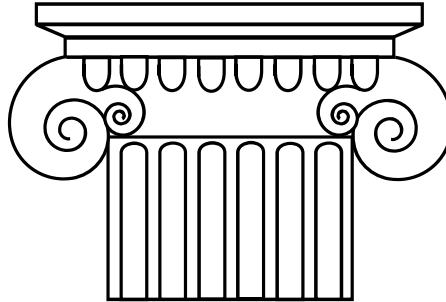
**Dr. Ronald E. Cottle**

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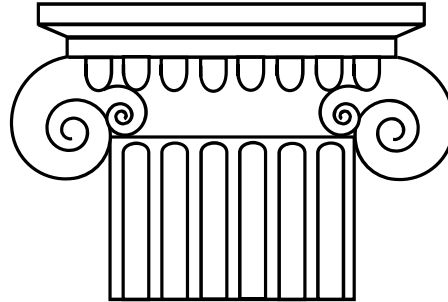
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# Chapter 1



## Empower Your Top Leaders

### Introduction

Dale Galloway said: “Some leaders want to make followers, but I want to make leaders. Not only do I want to make leaders but I want to make leaders of leaders. And then leaders of leaders of leaders!” This statement shows an understanding of a strong principle. The key to the success of an organization is in the potential of its leaders.

What kind of leaders are you raising up within your ministry or organization? Are you equipping leaders who will add to your ministry or organization? Are you releasing them to truly make a difference in your ministry or organization? Or are you simply collecting followers and making money and posting numbers?

As a leader your task is to:

- **recognize** the potential of your leaders.
- help them to **realize** that potential.
- enable their **release** into that potential.
- **resource** them in their potential.

Here are five keys to raising up leaders in your ministry or organization. Use this list to evaluate yourself. Ask yourself: "Am I doing all I can to empower my people?" Then use it as a guide to help you create an environment for leaders to grow in your ministry or organization. Remember, studies of creativity suggest that the biggest single variable of whether or not people will be creative is if they perceive they have permission.

1. **Value process more than events.** Understand that people cannot become great leaders overnight. Only mushrooms grow overnight. If someone comes to you already a leader, remember that you have not trained him. Leaders develop daily, not in a day. It is your job to provide *growth steps* for your people into self-development and leadership. *Mark* the goals and the path clearly. *Mentor* them as they progress from goal to goal. Reward their progress with appropriate praise and recognition.
2. **Give your best to your best.** Good people are hard to find, but even harder to keep! Be sure that you focus the best of your time and attention upon the best achievers in your ministry or organization. When you give your best to "those you like" but who are not your best leaders, one of

two things will happen: your best people will leave because they will sense little opportunity for advancement, or they will become disheartened and will begin to give a mediocre performance. A good rule is: spend eighty percent of your time and creative energy on twenty percent of your people.

### 3. **Understand your leaders and meet their needs.**

All leaders have five basic needs. You can learn these by studying the person in your mirror. Some have unique needs because of past experiences or failures, but all have these five needs.

a) They need *success opportunities*.

- A real leader wants not position but possibility.
- A real leader wants not a full barn but an empty field and seed for plowing, planting, watering and harvesting.

The highest reward for a man's toil is not what he gets for it but what he becomes by it.

b) They need *clear expectations*.

- Don't send confusing, conflicting signals.
- Be clear and consistent in your expectation.

The capacity to do something with an idea is what distinguishes a leader from others.



c) They need *regular evaluations*.

Real leaders want evaluation because they know that:

- We need not be tomorrow what we are today, but we can improve if we use our God-given potential.
- The potential within us is limitless and largely untapped.

d) They need *concerned coaching*.

- Real leaders don't need to be nagged.
- They are low maintenance and highly motivated people.

e) They need *appropriate praise*.

- Praise is a "spoonful of sugar" that makes everything else taste good!
- Be generous but sincere in your praise.

Your most important job is to meet the needs of your leaders.

4. **Evaluate their progress.** In order to develop and empower a leader you must explain his opportunities for advancement and lay out a clear path for his personal growth. You must also develop a fair means of regular accountability and create a procedure to evaluate progress at least twice a year. The evaluation must be:

a) **Regular:** evaluate performance at least twice a year; for example in June and December.

- b) **Fair and performance-based:** not based on personal like or dislike.
- c) **True:** don't "pull any punches." Don't "put people down."
- d) **Kind:** begin with the positive; show ways to improve the negative.
- e) **Hopeful:** if there is no hope for effectiveness, he must go.

As a leader you cannot operate out of "soul." You must operate out of "spirit." Many resist change—perhaps even fear it—but the best leaders know that change brings opportunities, and they seize the opportunities.

5. **Promote when it is deserved.** Franklin Roosevelt said: "I discovered at an early age that most of the difference between average people and great people can be explained in three words: *'and then some.'*"

Know who is going the second mile. Know who is incarnating your spirit. Know who is influencing others in the right way. And know who is providing answers and not creating problems.

Reward the leaders in your ministry who are making a real difference. If you don't reward them, they will find someone who will.

Ralph Waldo Emerson said: "It is one of the most beautiful compensations of this life that a man can not sincerely try to help another without helping himself."

## **Conclusion**

Your investment in the potential leaders in your ministry or organization will not only empower them with the tools of success, but it will also provide you with the means to set and achieve greater goals for yourself and your ministry or organization.