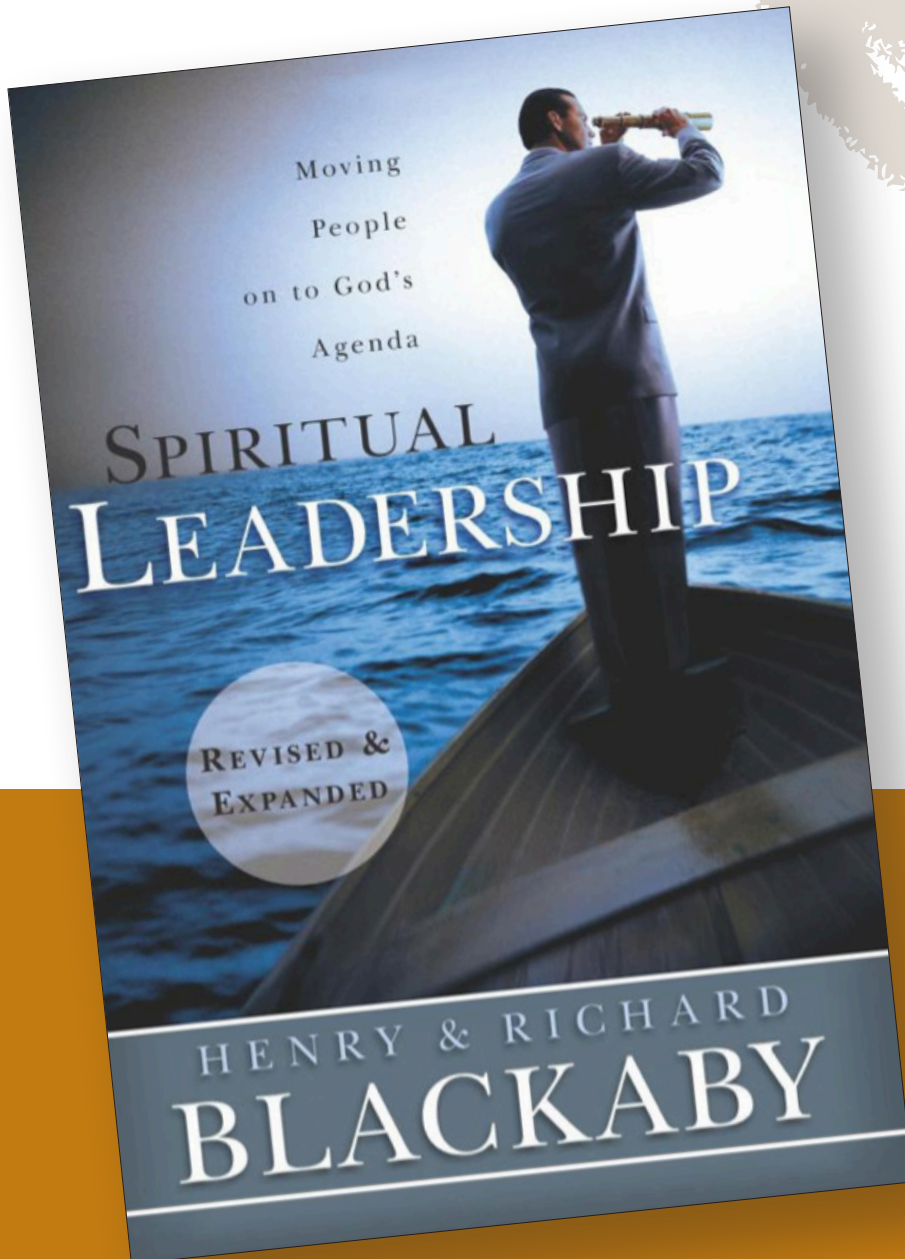


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Spiritual Leadership | *Henry & Richard Blackaby*

Spiritual Leadership: Moving People On To God’s Agenda, Revised and Expanded
Broadman & Holman: Nashville, TN, 2011. 432 pages.

Holding a leadership position in a Christian organization does not make you a spiritual leader. Nor does working a secular occupation preclude you from being a spiritual leader at your workplace.

Henry and Richard Blackaby believe that spiritual leadership is not an occupation – it is a **calling**.

No matter what their occupations, more and more men and women are taking their calling as spiritual leaders seriously, and they are dramatically impacting the world and extending God’s kingdom.

The Leader’s Challenge

Modern history is once again calling upon men and women to rise up and fulfill their God-given destiny to impact their world. True spiritual leaders do not wring their hands and wistfully recount the better times of days gone by. Genuine leaders understand they have but one life to live and so they expend it with purpose and passion. God placed you on earth at this particular crossroad in history. You live in a time of great challenges but enormous opportunity.

The Leader’s Role: What Leaders Do

Jesus has established the model for Christian leaders. It is not found in his “methodology.” Rather, it is seen in his absolute obedience to the Father’s will. Current leadership theory suggests good leaders are also good followers, and this is particularly true of spiritual leaders. Spiritual leaders understand that God is their leader. If Jesus provides the model for spiritual leadership, then the key is not for leader to develop mission and to set the direction for their organizations. The key is to obey and to preserve everything the Father reveals to them of his will.

Ultimately, the Father is the leader. God has the vision of what He wants to do. God does not ask leaders to dream big dreams for him or to solve the problems that confront them. He asks leaders to walk with him so intimately that, when he reveals what is on his agenda, they will immediately adjust their lives to his will and the results will bring glory to God. This is not the model many religious leaders, let alone business leaders, follow today, but it encompasses what biblical leadership is all about.

Spiritual leadership is moving people on to God’s agenda.

Distinctive Elements of Spiritual Leadership	
1	The spiritual leader’s task is to move people
2	Spiritual leaders use spiritual means
3	Spiritual leaders are accountable to God
4	Spiritual leaders focus on people
5	Spiritual leaders influence all people, not just God’s people
6	Spiritual leaders work from God’s agenda
7	Spiritual leaders hear from God



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The Leader's Preparation: How God Develops Leaders

God appoints leaders. People may apply for various leadership positions, but God is the one who ultimately determines which leadership roles they will have and which ones he will bless. Leadership development comes through character maturation because leadership is a character issue.

Character building can be a slow, sometimes painful process. But the person willing to allow God to complete the work will know the joy of being used by God. Even better, those who submit their lives to God's refining process will experience the profound joy that comes from knowing God in a deeply personal way.

Significant character development occurs as God redeems people from their mistakes. God uses life's experiences to teach leaders what they are really like. Wise leaders allow God to make the most of their mistakes. Those willing to submit themselves to the Lord's leadership development process have the opportunity to accomplish God's purposes in their generation.

Sources of Vision
1 Because it's there
2 Duplicating success
3 Vanity
4 Need
5 Available resources
6 Leader driven
7 Values and purpose
8 God's revelation

Worthy Leadership Goals
1 Developing people
2 Equipping others to lead
3 Glorifying God

The Leader's Vision: Where Do Leaders Get It, and How Do They Communicate It?

Vision is crucial for an organization. Its source is God's revelation. God's revelation can often be stated as a promise and can be expressed through an image. When leaders successfully communicate vision to their people, it will be God who sets the agenda for the organization, not the leader, and the people will experience what God can do.

The Leader's Goal: Moving People on to God's Agenda

When Jesus was seeking twelve disciples, he bypassed the professional religious establishment and enlisted businesspeople, including two pairs of fisherman and a tax collector. He found people who understood how the world operated and who were unafraid of working in the middle of it. He chose people who spoke the language of the marketplace. When God places someone in a leadership position, he has a purpose. A Christian's first calling is to honor God.

God has a specific agenda for every person and organization. However, developing your people, equipping leaders, and most importantly, glorifying God ought to be bedrock objectives of every leader.

Legitimate Sources of God's Influence on a Leader's Character

1 God's hand
2 Integrity
3 Successful track record
4 Preparation
5 Humility
6 Courage

A Leader's Character: A Life That Moves Others to Follow

Whether you are a CEO, pastor, or a parent, you should periodically review your leadership performance. Ask yourself these questions: "Why are people following me? Is it because they are paid to do? Is it because they can't find a better job? Is it because they believe it is



Spiritual Leadership | *Henry & Richard Blackaby (cont'd)*

their duty? Or do they see God's work and recognize his hand on my life? Do I have a track record of success? If my employees received more lucrative job offers, would they choose to remain with me? If a larger congregation providing more extensive programs was located near my church, would my people continue in my church? What motivates my people to follow?

Spiritual influence does not come automatically, haphazardly, or easily. It is not something upon which leaders can insist. It is something God must produce.

Leader's Influence
1 Leaders pray
2 Leaders work hard
3 Leaders communicate effectively
4 Leaders serve
5 Leaders maintain positive attitudes
6 Leaders encourage others
7 Leaders focus

The Leader's Influence: How Leaders Lead

Influence is a powerful force in human affairs that carries tremendous responsibility. Therefore, a weighty issue for leaders is their management of influence. When people trust their leaders, they give them the benefit of the doubt. Such power can seduce leaders into using people to achieve their own ambitious ends. Influence used selfishly is nothing more than crass manipulation and political scheming. People need to know their leaders have their best interests at heart.

People today are eager to find someone who knows how to exert a positive influence on their lives. God gives spiritual leaders the ability and opportunity to do that. Few endeavors can bring the same level of joy and satisfaction than influencing people to achieve God's best for them and their organization.

Guidelines for Decision Making
1 Leaders seek the Holy Spirit's guidance
2 Leaders are teachable
3 Leaders know their history
4 Leaders plan
5 Leaders are accountable to God

The Leader's Decision Making

Leaders may struggle to make decisions because they have no clear picture of where their organization is going. It's surprising how many leaders settle for managing the day-to-day operations of their organization with no comprehensible idea of where God is leading them. Every decision is a step toward a destination.

When leaders have received God's vision for the future, they will gain a clear sense of direction on which to base decisions. Then options will eliminate themselves because they are obviously contrary to, or a deviation from, the organization's God-given destination.

Decision-making need not be an ominous task. God is willing to dispense the wisdom necessary for problem solving and making good choices. With so much at stake in leaders' decisions, it is imperative they accept every resource God offers if they are to widely and effectively lead their organizations to be on God's agenda.



Spiritual Leadership | *Henry & Richard Blackaby (cont'd)*

Leaders Take Control of Their Time

- 1 Leaders subjugate
- 2 Leaders eliminate
- 3 Leaders cultivate
- 4 Leaders delegate
- 5 Leaders concentrate

The Leader's Schedule: Doing What's Important

No one should determine leader's schedules but themselves, as God guides them. They must understand God's will and, from that perspective, set their priorities. Doing so requires identifying the most important things in their lives and arranging their schedules so none of these priorities are neglected.

Staying organized is a deliberate and ongoing process. An uncluttered schedule one month can deteriorate into a calendar filled with extraneous activities the next. Wise leaders regularly prune their schedules of unnecessary commitments. They learn to delegate and say no. Great leaders want their lives to count so they use their time wisely.

To Bring About Change, Leaders:

- 1 Seek God's direction
- 2 Discern the organizational culture
- 3 Provide a clear picture of the desired destination
- 4 Cultivate a sense of urgency
- 5 Enlist advocates
- 6 Provides support
- 7 Follow through to the finish

Leadership and Change

Through God's leading, effective leaders make organizations better. They take weak institutions and make them stronger. They lead unprofitable companies into profitability. They take declining churches and make them vibrant. They steer successful organizations and bring operational maturity to ensure continued excellence and expanded success. Change is not always easy. It has cost many leaders their jobs. Yet in the rapidly changing world in which leaders function, they must understand how to implement change in their organization. They have no choice. They either change or perish. Leaders therefore must be prayerful, artful, wise, and skilled change agents.

Building Effective Teams

- 1 Leaders develop a dynamic culture
- 2 Leaders maximize diversity
- 3 Leaders love their people
- 4 Leaders maintain focus
- 5 Leaders foster healthy communication
- 6 Leaders maximize their people

Building Effective Teams

Leaders can initiate personal growth all by themselves. But to change and grow organizations, leaders depend on other people. To launch a movement, leaders must interface with numerous people. Great leaders multiply their efforts by developing teams. A skilled team can accomplish far more than a talented individual. The key to success in today's complex, rapidly changing world is developing a diverse, skilled, flexible, and creative team with the freedom to grow – and fail – in pursuit of its mission.



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The Leader's Pitfalls: What Disqualifies Leaders?

Developing a healthy awareness of the pitfalls that can bring failure and disgrace to leaders is the first step to avoiding them. The second step is putting safeguards in place that will provide protection in times of temptation or indecision. Third, leaders should keep before them the continual reminder that (1) their organization is more about people than productivity; (2) they are not indispensable; and (3) the most effective, efficient thing they can do for their organization is to maintain a close, vibrant relationship with God.

Leadership Rewards

- 1 Heaven's rewards**
- 2 Relationships**
- 3 Legacy**

The Leader's Rewards

God is absolutely just and will reward those who seek him. While spiritual leadership carries with it unique challenges and burdens, it is also accompanied by eternal rewards. If you have grown discouraged in your leadership role, take heart! God sees your sacrifice. He knows your pain. Even though people may never know all you did on their behalf, God does, and his reward is with him.

When God finds people willing to serve as he leads them, the possibilities are limitless. People everywhere are looking for someone to lead them into God's purposes, God's way. People will follow spiritual leaders who know how to lead them according to God's agenda.

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Spiritual Leadership | *Henry & Richard Blackaby (cont'd)*

Recommended Resources

1. **Download** a free chapter on “The Challenge of Empowerment” from Auxano Founder Will Mancini’s book *Building Leaders*.
2. **Read** Will Mancini’s thoughts on the 4 steps to building a leadership development pipeline.
3. Watch brief videos by **Henry Blackaby** and **Richard Blackaby** as they introduce their book *Spiritual Leadership*.
4. **Purchase** a companion interactive study by the Blackabys that personalizes the experience of learning the ways in which God develops, guides, and empowers spiritual leaders.

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Go Ahead Actions for Vision Clarity

by Jim Randall

Vision Clarity Connection

The leader's ability to receive and communicate vision is paramount to the "high calling" and responsibility of being a leader. As Henry and Richard Blackaby state, "when leaders successfully communicate vision to their people, it will be God who sets the agenda for the organization, not the leader, and the people will experience what God can do."

The problem is that many leaders see vision as something they put on ~ a "vision cloak". A cloak that hangs on the back of their office door, choosing only to wear it for special occasions or when it is called for! I have found that effectively communicating vision goes far beyond the annual state of the church address or the inscription of a formal vision statement on the foyer wall. Leaders must become everyday visionaries!

Go Ahead

How do we take our leadership and vision communication to the next level? Accept the following challenge to ...

Become An Everyday Visionary

The ministry years of Jesus modeled the concept of becoming an everyday visionary. Jesus' teachings, healings, callings, and empowering of those who followed all reinforced the mission that had been given to Him as the Savior. As a spiritual leader we too must naturally "fold in" the vision of the church into everything we say, expect, write, pray, and do. From informal prayers, one-on-one meetings, small group gatherings, leadership rallies, weekly blogs, and weekend messages the vision must drip. Make a seven day commitment to restate and reinforce your mission in virtually every environment and opportunity that you face. By the end of the week you will certainly have recalibrated and reinvigorated your ministry team. **Remove the formal cloak and let vision drip!**



More About Jim Randall

As Chief Management Officer and Lead Navigator for Auxano, Jim Randall has guided churches all over the country as a “vision strategist.” After serving as the primary developer of ministries at a 2000 attendee church, Jim became one of the founding officers of Auxano in 2004.

Jim’s expertise lies with developing ministries based upon clarified vision. He brings a breadth of leadership and church growth knowledge from his proficiency of coaching senior pastors and multiple church staffs in the vision arena, especially around organizational clarity, ministry alignment, and team synergy. Jim has demonstrated achievement as a strategic thinker with a unique ability to bring a group of people to a deep sense of personal ownership and passion.

His education includes a Master of Arts in Religious Education from Southwestern Baptist Theological Seminary and a B.S. in Religion from Liberty University. Jim lives in Merritt Island, FL with his wife, Jane and son, Jared.

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