

**LEADING
WELL WITH
OTHERS**



ONLINE
January 2024

WELCOME

Welcome to this online morning on Leading Well with Others. In this session we will begin with a brief look at leadership and why it is good to invest in lead with others before exploring five ways to do that effectively. We look forward to sharing the morning with you.

WHY HAVE YOU COME TO TODAY'S SESSION?

LEADERSHIP AND MINISTRY

LEADERSHIP

IS

ORDERING and MOBILISING

A COMMUNITY

AROUND

THE PERSON OF JESUS

and THE PRIORITIES OF HIS KINGDOM

MINISTRY IS ANY ACTIVITY WHICH SERVES THE NEEDS OF PEOPLE

Helping people grow in godliness - praying - evangelism - caring teaching/preaching - visiting

LEADERSHIP IS ANY ACTIVITY WHICH DIRECTS, INFLUENCES OR FACILITATES MINISTRY BY OTHERS

Training - vision - thinking - planning - growing leaders - releasing ministers

TIMINGS

- 9.30 Welcome and Prayer
- 9.45 Leadership and Ministry
- 10.00 Why Lead with others?
- 10.15 Five Ways to Lead Well with Others
- 10.25 Break
- 10.35 Foster Collaboration
- 11.00 Shape Culture
- 11.15 Nurture People
- 11.25 Break
- 12.00 Create Safe Space
- 12.15 Enable Structures
- 12.30 Close

Timings are for guidance only, apart from the end time. We will finish by 12.30.

LEAD ON

Sign up today for a free monthly email with articles, resource recommendations and reviews for all interested in improving their leadership. Either scan the QR code below or sign up at www.cpas.org.uk/leadon.

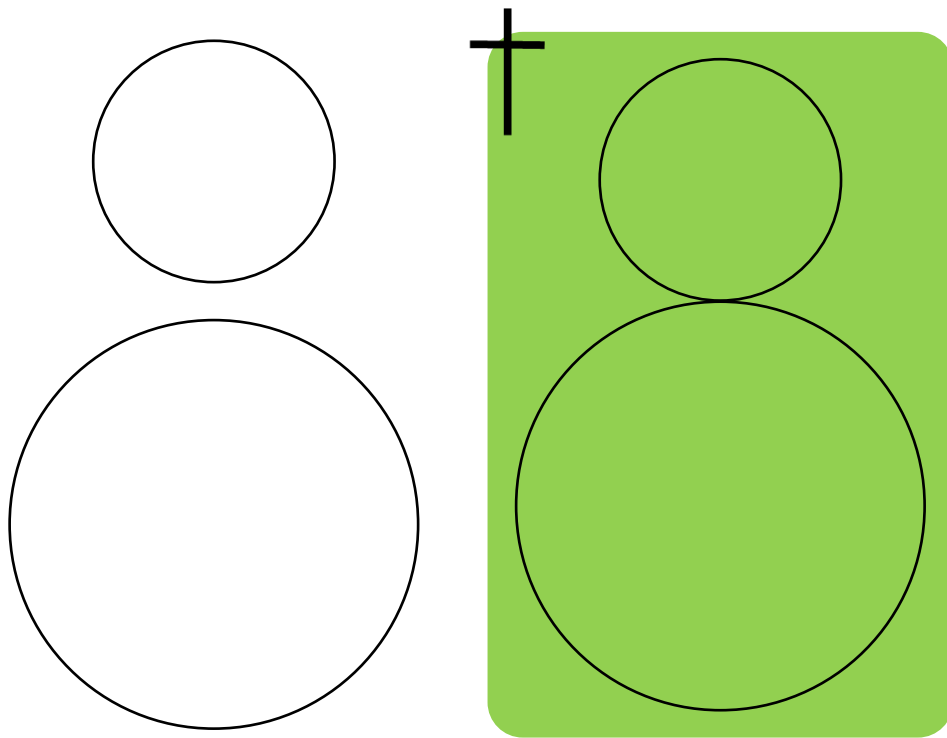


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Pragmatic Reasons for Leading with Others

No one leader...

- Has all the necessary gifts.
- Can do it all.
- Can handle the complexities.

WHAT STRIKES YOU AND CHALLENGES YOU?

WHAT QUESTIONS DO YOU HAVE?

FIVE WAYS TO LEAD WELL WITH OTHERS

1. Foster Collaboration

Recognising that we seek to join in with what God is doing, and that leadership is best exercised with others, collaboration is the action of working interdependently with others in a mutual, caring and complementary way towards a shared kingdom-honouring goal.

COLLABORATION

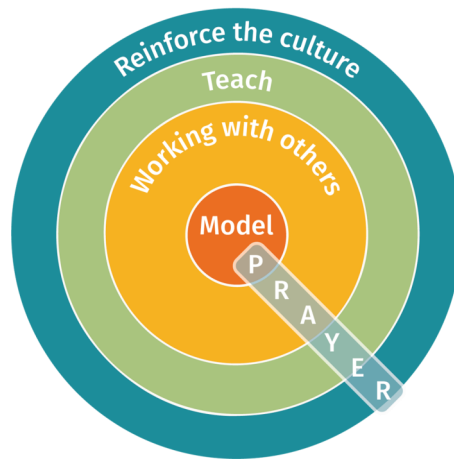
- With God and with others
- Active intentional choice
- More than delegation
- Kingdom Honouring

WHAT STRIKES YOU FROM THIS DEFINITION?

WHAT BARRIERS TO WORKING COLLABORATIVELY DO YOU/MIGHT YOU EXPERIENCE?

WHAT COULD YOU DO TO FOSTER INCREASED COLLABORATION IN YOUR CONTEXT?

2. Shape the Culture



- Model.
- Work with others.
- Teach.
- Reinforce the culture.

WHO ARE YOU WORKING WITH?

3. Nurture People

LUKE 6:12-19

The Twelve Apostles

¹²One of those days Jesus went out to a mountainside to pray, and spent the night praying to God. ¹³When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles: ¹⁴Simon (whom he named Peter), his brother Andrew, James, John, Philip, Bartholomew, ¹⁵Matthew, Thomas, James son of Alphaeus, Simon who was called the Zealot, ¹⁶Judas son of James, and Judas Iscariot, who became a traitor.

Blessings and Woes

¹⁷He went down with them and stood on a level place. A large crowd of his disciples was there and a great number of people from all over Judea, from Jerusalem, and from the coastal region around Tyre and Sidon, ¹⁸who had come to hear him and to be healed of their diseases. Those troubled by impure spirits were cured, ¹⁹and the people all tried to touch him, because power was coming from him and healing them all.

- Jesus knew them.
- Jesus prayed.
- Jesus chose 12.
- Jesus invested in them.

WHAT ELSE HAVE YOU NOTICED FROM THIS PASSAGE?

THREE ELEMENTS TO NURTURE PEOPLE

- Identify.
- Invest.
- Entrust.

WHAT HELPED YOU TO GROW AS A LEADER?

FOR FURTHER REFLECTION.

How might I take steps to ensure people are nurtured in the groups I lead and work with?

4. Create Safe Space

Collaboration is... Working interdependently with others in a mutual, caring and complementary way.

Two types of Trust (Lencioni)

1. Predictive Trust.
2. Vulnerability Based Trust.

HOW MIGHT I CREATE SAFE SPACE THAT ENCOURAGES MUTUAL, CARING AND COMPLIMENTARY CONVERSATIONS?

5. Enable Appropriate Structures

Structures serve vision and purpose not the other way around. How can we enable structures that foster collaboration and leading well with others?

For any group it helps to know:

- **Purpose**, why does it exist? And then ask is this the best type of group to fulfil that purpose?
- **Structure**, how it operates and how it relates to other groups.
- **Expectations**, our expectations of some groups/teams may need to be downgraded or upgraded.

Making sense of structures, some principles:

BE CLEAR

- Who is responsible for what, and why?

BE DETAILED

- Things come unstuck when there isn't enough detail
- What is the purpose and identity of each body or group, and the nature of the relationship between groups.
- Draw a simple organogram (showing how one group relates to another) and
- Produce a written document outlining purpose, identity and terms of working (for example budgetary limitations, parameters of authority, lines of accountability) for each group. Some people might call these terms of reference.

BE FLEXIBLE

- Things change, and structures need to be flexible to change with them.
- It is a warning sign when structures (beyond the legal requirements) are fixed rather than flexible, unable to adapt to the changing needs of the mission of a church.

BE OPEN

- It fosters collaboration if people know about what is going on and the conclusions that have been reached.
- A simple explanation (website or notice board) explaining the different groups and how they relate to each other, will help people know how to pray for each group and which group/person to go to when they have something they want to raise.
- Imperative that the PCC has approved the groups.

AND NOTE. It's a lot easier to change structures rather than tackle culture. But if you don't tackle culture changing structures will make no difference and only cause frustration

NEXT STEPS

What are your key takeaways?

What one step are you going to take as a result of today?

Who might you share this morning's takeaways with?

RESOURCES

TOP READS

- Leading Well with Others, James Lawrence (Grove L40).
- Five Dysfunctions of a Team, Patrick Lencioni (Jossey Bass).



Thrive: Helping Your Multi-Parish Benefice to Grow

Looking for ways to thrive as a multi-parish benefice? Aware of the seeds of enormous promise within MPBs, yet also facing distinctive and substantial challenges? Longing to do mission and ministry well? The Thrive Collection is designed to help leaders and churches in MPBs to meet these challenges. www.cpas.org.uk/thrive.



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How to Nurture a Faith Sharing Culture

An exciting and accessible new church resource to help leaders nurture a faith-sharing culture in their church, congregation, fresh expression or church plant. www.cpas.org.uk/faith-sharing.



Growing Leaders Resources

For details of the Growing Leaders Course and book, Teams Supplement, and the Growing Leaders – Youth Course and Growing Young Leaders book, please visit www.cpas.org.uk/growingleaders.



Venture and Falcon Holidays

CPAS runs around 90 fun-filled holidays for 8-18 year olds each year. The holidays are run by volunteers, and if you are interested in helping on one or know a young person who would benefit from a great holiday with a focus on Jesus visit www.ventures.org.uk.



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