

## Advanced Kingdom Leadership Course

### Module 1

#### Session Four: Defining Leadership

##### Overview

This session begins a deeper focus on leadership itself. Leadership is defined primarily as the intentional development and movement of people toward maturity, effectiveness, and the fulfillment of their God-given calling.

##### 1. Leadership is People Movement

Leadership can be defined in a simple way: leadership is people movement.

This movement is not primarily geographical movement, but developmental movement.

Leaders move people from:

- Infancy to maturity
- Ignorance to knowledge
- Immaturity to character and wisdom
- Low skill levels to high skill levels

The goal of leadership is to help people grow and become effective in fulfilling their calling and responsibilities.

##### 2. Leadership Begins with Development

Leadership is fundamentally about developing people.

Every organization ultimately rises or falls based on the growth and development of the people within it.

Effective leaders focus on helping individuals grow in:

- Character
- Skills
- Wisdom
- Responsibility
- Influence

### 3. The Family as a Model for Leadership Development

The development process can be understood through the example of a family.

Parents raise children through different stages of life, adjusting their leadership approach as the child matures.

#### Infancy

In the earliest stage, the relationship is almost entirely love-based.

Parents pour into the child through care, protection, and nurturing.

#### Toddler and Early Childhood

As children grow, parents begin to introduce correction, instruction, and training.

They begin teaching responsibility, behavior, and interaction with others.

#### Childhood and Adolescence

As maturity increases, parents provide guidance, training, and opportunities to develop skills and character.

The goal is to prepare the child for independence and adulthood.

#### Adulthood

Eventually the relationship changes as the child becomes independent and begins building their own life and family.

This model illustrates how leadership must continually adjust as people grow.

#### 4. The Importance of Intentional Leadership

Effective leadership requires intentionality.

Leaders must be able to see the long-term outcome they are developing people toward.

This involves understanding the unique identity and calling of each individual.

Leaders must ask questions such as:

- Who is this person?
- What gifts and abilities do they have?
- What direction might their life be headed?
- How can I help them develop toward that future?

#### 5. Discernment in Leadership

Every individual is unique and develops differently.

A leader must learn to discern the unique characteristics, personality, and calling of the people they lead.

In a family, each child has different interests, personalities, and abilities.

The same is true in the church, workplace, and other environments.

Leaders must learn to identify what could be called the 'fingerprints of God' on a person's life — the unique combination of gifts, passions, and experiences that shape their destiny.

#### 6. Leadership in Every Sphere of Life

People development is important in every sphere of life:

- Families
- Churches
- Businesses
- Organizations
- Friendships and communities

Many organizations invest heavily in leadership development because cultivating leaders within an organization is often more effective than constantly recruiting new leaders from outside.

## 7. Becoming a Developer of People

A central goal of leadership is to become a developer of people.

Great leaders do not simply accomplish tasks — they multiply their influence by raising and developing other leaders.

This ability to cultivate people is one of the most important skills a leader can develop.

### Questions

1. How does the idea of leadership as 'people movement' change the way you view leadership?
2. Who are the people in your life that you are currently helping to develop?
3. What steps can you take to become more intentional in developing others?

### Activations

- Identify one person you can begin intentionally developing as a leader.

- Reflect on the stages of development described in the family model and consider how they apply to people you lead.
- Ask God for wisdom to recognize the unique calling and gifts in the people around you.