

Advanced Kingdom Leadership Course

Module 5

Session Three: Leadership Models – Fantasy, Factory, and Family

Overview

This session explores three leadership models that commonly appear in organizations: fantasy, factory, and family. These models help leaders understand the importance of both measurable outcomes and healthy relational culture.

1. The Importance of Leadership Models

Leadership models provide a framework for shaping organizational culture.

Clear models help leaders guide teams toward meaningful and measurable outcomes.

2. The Problem of 'Fantasy' Leadership

Fantasy leadership occurs when leaders operate without clear goals or measurable outcomes.

Without defined objectives, leaders cannot determine whether they are succeeding or failing.

3. The Need for Measurable Outcomes

Effective leadership requires clear goals, timelines, and accountability.

Measurable indicators help leaders evaluate progress and make necessary adjustments.

4. The 'Factory' Leadership Model

The factory model emphasizes productivity and results above all else.

This approach can achieve outcomes but may create unhealthy pressure and burnout.

5. Risks of the Factory Approach

When organizations focus only on results, people may feel like tools rather than valued individuals.

This can damage relationships, culture, and long-term sustainability.

6. The 'Family' Leadership Model

The family model prioritizes both results and the development of people.

Healthy leadership cultures nurture individuals while pursuing shared goals.

7. Balancing Outcomes and Relationships

Effective leaders must balance measurable outcomes with care for the people they lead.

This balance reflects the values of the Kingdom.

8. Building Healthy Leadership Culture

Organizations thrive when leaders cultivate trust, growth, and shared purpose.

A family-centered leadership model promotes both effectiveness and well-being.

Questions

1. Which leadership model most closely reflects your current leadership environment?
2. Have you experienced the negative effects of either fantasy or factory leadership?
3. What steps could help your organization move toward a family-centered model?

Activations

- Evaluate the culture of the organization you lead or participate in.
- Identify areas where clearer goals or healthier relationships are needed.
- Ask God for wisdom to lead with both effectiveness and compassion.