

Advanced Kingdom Leadership

Module 8 – Session 6: Leading Through Leaders and Cultural Transmission

Overview

This session concludes the discussion on culture and momentum by focusing on the role of leaders in transmitting culture throughout an organization.

Culture spreads through leadership influence, and leaders must intentionally model and transfer the values, priorities, and practices that define the organization.

Leading Through Leaders

A key leadership level involves leading through other leaders rather than leading every person directly.

Effective leaders develop a core group of leaders who carry the culture and extend leadership influence throughout the organization.

Culture Begins With the Leader

Culture must first be embodied by the primary leader.

If leaders do not personally live out the values and practices they teach, it becomes difficult to establish an authentic culture.

People are far more influenced by what leaders demonstrate than by what they simply say.

Culture Moves Concentrically

Culture spreads outward in concentric circles.

The leader models the culture first, then transfers it to the leadership team, and from there it spreads to the broader organization.

Developing Leaders Who Carry Culture

Leaders must intentionally train and mentor other leaders to adopt the same vision, values, and priorities.

When leadership teams consistently embody these principles, culture becomes stable and sustainable.

The Importance of Alignment

If leaders within the organization do not reflect the same values and priorities, the culture becomes fragmented.

Unified leadership ensures that the organization moves forward with clarity and momentum.

Momentum Through Leadership Multiplication

As leaders develop other leaders who carry the culture forward, the organization gains strength and momentum.

Multiplying leaders allows culture to expand while maintaining alignment with the original vision.

Leadership Application

Evaluate whether the leaders around you are consistently modeling the values and priorities of the organization.

Invest time in mentoring and developing leaders who can carry the culture forward.

Questions

Are the leaders in your organization reflecting the culture you want to build?

How effectively are you transmitting your vision and values to other leaders?

What steps can you take to strengthen cultural alignment among your leadership team?

Activation

Identify key leaders in your organization and intentionally invest in their development.

Focus on helping them understand and embody the vision, values, priorities, and practices that define the culture.

