

## Team Oasis – Week One



### **What is a Leader?**

Introduction:

Why are we here tonight? Why have we decided in 2020 that it's important to commit to inputting the leaders at Oasis on a more regular basis?

We have a mission; God has called us and placed us here in the heart of Redditch to bring the Kingdom of God to our town, to reach out, to see people come to faith in Christ, to grow.

It's a big task! A task that can only be achieved when we all work together as a body. Our desire at Oasis is that we will develop a family of leaders with a heart to serve.

*Romans 12 v. 4-8*

*<sup>4</sup> For just as each of us has one body with many members, and these members do not all have the same function, <sup>5</sup> so in Christ we, though many, form one body, and each member belongs to all the others. <sup>6</sup> We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; <sup>7</sup> if it is serving, then serve; if it is teaching, then teach; <sup>8</sup> if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.*

Note Paul encourages us to go 'above and beyond', don't just give, be generous, don't just lead do it really well.

*These evenings are about learning and equipping so that we can all make our contribution in the best way possible.*

### **Question 1 (discuss & feedback) – What is a leader?**



We all have our own ideas of what a leader is and whether or not we think we are leaders

*1 Samuel 9 v. 1-2*

**Saul looks from the outside to have the stature of a great leader**

*1 Samuel 10 v. 10*

**Saul seems to be full of God and saying the right things**

*1 Samuel 13 v. 11-14*

**Saul looked like a good leader but looks can be deceptive.**

*1 Samuel 16 v. 1-13*

When Samuel visits Jesse looking to anoint the next king, he goes right through the family of brothers, David was originally not even considered because he was the youngest, but David was a man after God's own heart.

Of course, we know that David wasn't perfect, he later became an adulterer and a murderer! Not qualities we would look for in leadership BUT the difference is that when confronted with his mistakes David repented (Psalms 51)

**Question 2 (discuss & feedback) – What sorts of qualities make a Godly leader?**



**Question 3 (discuss & feedback) – What is leadership?**

A well-known teacher on leadership is John Maxwell. John Maxwell sums up leadership like this '**Leadership is influence**', if you influence people then you are leading them. If you think you're leading but no one is following, then you're just going for a walk.

*Numbers 13 v. 1-3 & 26-33*

In this account different leaders bring back different reports of the same situation, it depends how you see things. It is important that we try and see things the way God does if we are to influence people in the right way.

Not everyone has the spiritual gift of leadership BUT everyone influences someone, and this is an area of leadership that we can all grow in.



**Question 4 (discuss & feedback) – Did you consider the connection between being a leader and being an influencer before? How do you feel about being an influencer? Why do you think it is important to have good leaders/influencers at Oasis?**



There are different types, or styles of leaders. Don't count yourself out just because you don't stand on a stage and speak, or because you're more introvert than extrovert.



There are several questionnaires on the web which will give you an idea of your predominant leadership style, here is an example of just one of them that you might like to try out and see what you think.

You can scan the QR code or use the website link below

<https://www.thecalculator.co/personality/Leadership-Style-Questionnaire-554.html#calculator-top>

This calculator gives an idea of 6 different styles of leadership and which are your strongest. Please note that this isn't about 'good' or 'bad', 'right' or 'wrong'. We are all unique individuals with different combinations of styles.

Different styles of leadership will be required at different times. There's no point employing a leader who is highly democratic if you're trying to evacuate a sinking ship!

Please try the questionnaire during the next month and bring your results with you next time.

Personal Leadership Styles



### **The Coercive Leader**

- Is the most aggressive of the six and is also known as the “do as I say” authority.
- It is the leader that leads through fear and desires immediate compliance.
- Clear and precise and can handle crisis effectively but rarely accepts feedback and can inhibit the creativity and involvement of the team.
- Can also be efficient when drastic change is needed but should not be applied if the tasks are not straightforward because they demand precision and this might lead to serious problems because of team not understanding what it is expected of them.

### **The Authoritative Leader**

- Is the visionary one of the six, providing long term direction and motivating the team.
- Known to create an innovative and agreeable environment.
- Perceived as an expert or as a figure of knowledge in the field and it is well respect for its methods.
- Credible and knows how to promote self-confidence while pursuing a strategy.
- Interested in feedback and can apply it constructively in its perpetual development.

### **The Affiliate Leader**

- The most tolerating and harmonious of all, more interested in the wellbeing of all parts involved, sometimes even overlooking the final purpose.
- The trusted leader to whom everyone can come for advice and counselling.
- Interested in cultivating a relationship with their team and tries to avoid conflict at all costs.
- Detail oriented when it comes to people and works best when they are needed to boost team morale or to give positive feedback.

### **The Democratic Leader**

- The one trying to build consensus and have everyone participate when taking important decisions.
- The leader that asks for opinions and tries to achieve their goals through fair play and communication.
- The one playing by the rules, but can sometimes be sidetracked by multiple opinions and doesn't always know how to react in emergency situations.

### **The Pacesetter Leader**

- The one building great standards and then persuading everyone to rise up to them.
- Counts on everyone and sometimes pretends personal performance accounts for what others are doing.
- Can be risky at times, especially if they inhibit people and lead them to believe they are not good enough for the job.
- A highly personal style who doesn't trust others and although it has the right expertise, sometimes gets sidetracked by lecturing others.

### **The Coaching Leader**

- The one standing in the middle of the team, motivating them and supporting them to achieve more.
- Resistant to receiving any feedback and not very interested in what others feel.
- Risks undermining the self-confidence of team but it is a style required when quick action needs to be taken but also distributed to more persons.
- Sometimes micromanages and considers everyone needs help with their tasks but it is indeed a great mentor when others are receptive to their advice.