

LEVELS OF LEADERSHIP

Introduction

The time comes when we have to move from the identification of a leader's potential – the 'born' factor to the 'made' process.

Indicators which would suggest that a person has leadership potential

- **Intellectual** strength
- **Well established**, sound beliefs
- **Capacity** for sound judgement
- The capacity to **handle complexity**

The five **levels** of leadership development are really **places** of leadership development. In very large organisations there can be up to 8 such levels but in church life at this time, 5 levels are sufficient.

Important Notes:

1. **At each level** I will give an example of the typical leadership role within C3Rockingham context in 2008.
2. **Some leaders** will be functioning at this level within their role, others will be below and others will be functioning at higher levels.
3. **The goal** is to have everyone functional at the minimum level required
4. The **Leadership Development Program** that I am currently working on has a threefold focus
 - i. **Identifying** leadership levels of C3R leaders
 - ii. **Up skilling** leaders through leadership development
 - iii. **Growing** every leader to their full leadership potential

Level One: **DOING**

Qualifications

1. Proven **commitment** to **Purpose** and **Values**.
2. Proven **competency** in an area of **ministry**.

Role

1. To undertake the leading of an area of ministry or group.
Example: **Connect Group Leaders**

Level Two: **SUPERVISION**

Qualifications

1. Proven commitment to Purpose and Values.
2. Proven competency in an area of ministry.
3. Proven **competency** in **leading** an area of ministry or group.

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Role

1. To supervise (mentor) people leading an area of ministry or group; or
2. To pastor at least 25 people.
*Examples: **Network Pastors***

Level Three: SYSTEMS

Qualifications

1. Proven commitment to Purpose and Values.
2. Proven competency in an area of ministry.
3. Proven competency in leading an area of ministry or group.
4. Proven competency in **supervising** people leading an area of ministry or group, or **pastoring a group of 50 people.**

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Role

1. Develop, modify and implement systems of programs of up to one year's duration; or
2. Pastor a group of 50 people.

Example: **Managers, Elders, growing dept. leader (men)**

Level Four: STRATEGIC PLANNING

Qualifications

1. Proven commitment to Purpose and Values.
2. Proven competency in an area of ministry.
3. Proven competency in leading an area of ministry or group.
4. Proven competency in supervising people leading an area of ministry or group.
5. Proven competency in **developing, modifying and implementing** systems of programs of up to one year's duration; or proven competency in **pastoring at least 50 people.**

Role

1. To develop, modify and implement strategic plans of up to three year's duration; or
2. Provide specific ministry or technical skills at a level above those possessed at Levels 2 & 3.

Example: **Line Leaders, Associate Senior Ministers, Board**

Level Five: VISION - THE BIG PICTURE

Qualifications

1. Proven commitment to Purpose and Values.
2. Proven competency in an area of ministry.
3. Proven competency in leading an area of ministry or group.
4. Proven competency in supervising people leading an area of ministry or group, or pastoring a group of at least 50 people.
5. Proven competency in developing, modifying and implementing systems for programs of up to one year's duration.
6. Proven competency in developing, modifying and implementing **strategic plans of up to three years of duration.**

Role

1. To provide the strategic leadership for the church as a whole for a period of three to five years.

Example: **Senior Ministers**

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Creating a Leadership Development Pathway

1. Identification of people with Leadership Potential
2. Involve Potential leaders in a level one leadership task
3. Recognise that each level has 3 phases
 - a. Learning to do the job
 - b. Doing the job
 - c. Ready to move on to a more complex task
4. A mentorship strategy
5. A process of personal development
6. Identifying leaders by levels
7. Moving people sideways
8. developing peer clusters
9. Annual assessments