**Leaving JRAG … access to top leaders … 5 questions … $2,000 more offered.**

* Who are the people in your life that ask you the best questions?
* What makes their questions so helpful/powerful?
* What training have you received to help you ask powerful questions?
* What obstacles will you face as you learn the art of asking great questions?
  + Poor Listening Skills
  + Loss of Curiosity
  + Lack of Margins – little time to ask or process with others
  + Pride – feeling like you have to have all the answers or be smartest person
  + Wiring … Wow (optimist) vs. How (pessimist)

Leaders should cultivate the ability to ask powerful and probing questions. Jesus was a master at this. He asked more than 150 unique questions during His ministry on earth. He also modeled the answers to all of these questions!

**1. Am I Teachable?** (Personal Growth)

“Jesus grew in wisdom and stature, and in favor with God and man.”

Luke 2:52 (NIV)

“He went to Nazareth, where he had been brought up,

and on the Sabbath day he went into the synagogue, as was his custom.”

Luke 4:16 (NIV)

Am I investing in myself? Is it your custom to be a life-long learner? *Growth*-oriented rather than *goal* oriented – I haven’t arrived. Continual personal growth plan … make decisions and then manage those decisions.

Remain teachable … *everyone can teach me something*.

(vs. Arrogant – *no one* or Naïve – *someone*)

With whom do you need to be meeting? What can you do to identify and concentrate on your strengths? What resources should you be tapping into **(VARK)**?

Books, audio books, podcasts, videos, online, DVD’s, blogs, conferences, etc.

How do you capture what you’re learning? Evernote, Wunderlist, Basecamp, Notes, Overcast, etc.

As you learn … reflect on what you’re learning. Reflection turns experience into insight but evaluated experience is the best teacher.

In what ways do you remain committed to continually leaving your comfort zone?

*To whom are you passing along what you’re learning?* A learner builds a reservoir of learning. A leader builds a reservoir of learning and then becomes a river of learning to others.

**2**. **Am I Genuinely Interested In Others?** (Motive)

“As he came closer to Jerusalem and saw the city ahead, he began to weep.

‘How I wish today that you of all people would understand the way to peace.

But now it is too late, and peace is hidden from your eyes.’”

Luke 19:41–42 (NLT)

*Zacchaeus, woman at the well, Lazarus, woman caught in adultery, Malcus & criminal.*

“I hope in the Lord Jesus to send Timothy to you soon,

that I also may be cheered when I receive news about you.

I have no one else like him, who will show genuine concern for your welfare.

For everyone looks out for their own interests, not those of Jesus Christ.”

Philippians 2:19–21 (NIV)

Mature leaders place what’s best for others above themselves. Whose interests are you looking out for?

* + Manipulation—Moving people for personal benefit.
  + Motivation – Moving people for mutual benefit.

Leaders see before others see and more than others see. Since leaders “figure it out first” they can take advantage of others. People are wondering these things about you: Can you help me? Do you care about me? Can I trust you?

Watch out for *Compassion Fatigue*!

“Whoever wants to be great must become a servant. Whoever wants to be

first among you must be your slave. That is what the Son of Man has done:

He came to serve, not to be served—and then to give away his life

in exchange for many who are held hostage.”

Mark 10:43–45 (The Message)

**3**. **Am I Developing Leaders?** (Legacy)

Another variation of this: *Am I Investing My Time With the Right People?* (Relationship)

“The apostles gathered around Jesus and reported to him all they had done and taught. Then, because so many people were coming and going that they did not even have a chance to eat, he said to them, “Come with me by yourselves to a quiet place and get some rest.” So they went away by themselves in a boat to a solitary place.”

Mark 6:30–32 (NIV)

“[Jesus] took Peter, John and James with him and went up onto a mountain to pray.”

Luke 9:28 (NIV)

Those you lead need and want a relational connection with you. They’re asking the Passion Question: *Am I Doing What I Love and Loving What I Do?*

They’ll never fulfill God’s call on their lives doing work in a culture they despise. They want to know if you care about them. If you help to fuel their passions it will give them energy. They won’t cut corners or give you less than their best. They won’t over-promise and under-deliver.

***Favorites – Contacts*** *…*

* *Character*
* *Competency*
* *Chemistry*
* *Culture*
* *Calling*
* *Capacity –* Can they? *(ability)* Will they? *(attitude)*

5 Step Equipping Process

1. I do it.
2. I do it and you are with me.
3. You do it and I am with you.
4. You do it.
5. You do it and someone is with you.

*“The ultimate test for a leader is not whether he or she makes smart decisions and takes decisive action, but whether he or she teaches others to be leaders and builds an organization that can sustain its success even when he or she is not around. True leaders put ego aside and strive to create successors who go beyond them.”*

*(Lorin Woolfe)*

**4. Who are the Young Eagles that I should be inviting to the table?** (Mission)

“Jesus went up on a mountainside and called to him those he wanted,

and they came to him. He appointed twelve that they might be with him and

that he might send them out to preach and to have authority to drive out demons. These are the twelve he appointed: Simon, James and his brother John, Andrew, Philip, Bartholomew, Matthew, Thomas, James son of Alphaeus, Thaddaeus,

Simon the Zealot and Judas Iscariot, who betrayed him.”

Mark 3:13–19 (NIV)

Another way of asking … *Am I Taking Others to a Higher Level*?My success is determined by the seeds I sow, not the harvest I reap. Speaks to longevity.

I’ve made it a personal priority to make sure that our young eagles have a place at our leadership table. I see it as my role to enhance their influence within our church, making sure that they are supported, protected, and listened to. But it’s not always appreciated. One person’s emerging influence is always another person’s waning influence.

Young eagles are born to fly. It’s their nature. It’s how God made them. If they can’t fly high in our church, they’ll bolt and fly elsewhere. And sadly, if and when they do, they’ll take most of the life, vitality, and the future of the church with them. How are you and your church responding to young eagles? Are they written off, tolerated, or celebrated? Are they encouraged to fly or asked to clip their wings? Larry Osborne …

* Are young eagles empowered and platformed?
* Are young eagles in the loop or in the meeting?
* Who gets to ride shotgun?

Empowerment without a platform is like responsibility without authority. It’s frustrating for everyone involved. Platforming is granting someone the symbols of power and prestige. It tells everyone that this person has significant juice, influence, and power.

Leaders who willingly share the symbols of organizational power experience a completely different reality. Since their young eagles (and any other eagles they have on the team) don’t have to go elsewhere to fly, they tend to stay. When a congregation has other gifted, powerful, and appropriately platformed leaders to choose from, people will start turning to them for spiritual counsel and significantly lighten the pastoral load.

This approach doesn’t create any more role confusion than having multiple partners in a law firm or business venture. We all know our roles. But we also all share a platform that says loud and clear, “I’m not the only important person around here.”

Letting others take the lead sends a strong message, as long as two conditions are met: (1) They do a good job at it. A stumbling or embarrassing performance in the spotlight helps no one. It doesn’t platform someone; it devalues them. (2) They aren’t seen as a substitute. If the only opportunity to take the lead happens when you’re out of town, it doesn’t platform someone; it positions them as an understudy.

One way or another, young eagles will fly. It’s our choice as to where. If your leadership team chooses to shut them out, please don’t complain when they fly down the street and plant a church that sucks away all the kids, young families, and energetic folks who used to join you for Sunday services.

<http://www.essentialleadershipapps.com/dream--philosophy.html>

**5. What Dimension Of Extraordinary Leadership Is Most Needed?** (Adaptability)

“‘Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.’ The second is this: ‘Love your neighbor as yourself.’ There is no commandment greater than these.”

Mark 12:30–31 (NIV)

What does love require? What is needed ... heart, soul, mind or strength?

**Mind** – They are strong in mind. It’s about strategy, practices and operational tasks. They have an eye for details and almost always have a call-to-action. They’re the ones who are planning and thinking ahead. They’re hyper about policies and procedures. The bad side of this is that those who are strong in this dimension don’t slow down to see people and how they’re impacted by decisions. They’ll miss out on how people are feeling, and they may overlook how they’re feeling.

**Strength** – These are visionary leaders. When they can provide the vision, they provide hope. They know where they want to go, although they may not tactically get there. They see the possibility, and they have ideas. On the downside, they have a new idea every day, and this can be exhausting to the rest of the team. They need to be able to discern God’s calling and discipline themselves to follow it.

**Heart** – Heart people think of people first, and they’re aware of how others are impacted. They’re the people, who, when a new initiative is made, will be more concerned about how everyone feels about it. They’ll be aware and sensitive to how the team is affected. Unfortunately, these people may be at odds with the visionary. They are likely to get bogged down in the fear of taking on everyone’s feelings, and it’s easy to get stuck there.

**Soul** – Soul is the spiritual component of leadership. It’s about the prayer life of leaders, and it keeps them rightly balanced to the reality that the accomplishments belong to God. These people have an understanding that they lead because of His provision. They are the ones who are praying for your team and praying for wisdom. The only down side is that if they work in the business world, these people may not be able to pray openly at work, but they’re still able to pray for jobs, relationships and the families of those they work with on a personal level.

Assessment: <https://www.onlineassessmenttool.com/extraordinary-leadership-assessment/assessment-32462>

To hear Jenni interviewed about this book, listen to these podcast interviews:

The Carey Nieuwhof Leadership Podcast: Episode 71 - Jenni Catron on Becoming an Extraordinary Leader <http://careynieuwhof.com/2016/01/episode71/>

The Church Leaders Podcast <http://www.churchleaders.com/podcast/268915-jenni-catron-on-what-makes-extraordinary-leadership.html>

**6. What’s Not Clear?** (Vision)

Is there a clarity around the following …

* Our Mission & Vision … Core Values … Culture.
* Our Roles … Expectations … Boundaries (helps to increase security).
* Our Commitment To Foster Trust Rather Than Suspicion. [Succession Planning]

*Trustworthy people address the gaps they have created.*

*I commit to do what I say I’ll do, and when I don’t, I’ll tell you.*

*You won’t hear it from anyone else before you hear it from me.*

*I commit not to overpromise & under deliver.*

*But if it looks like that is the way things are headed, I’ll tell you.*

*(Avoid surprises)*

*If you confront me about the gaps I’ve created, I’ll tell you the truth.*

*(Don’t cover up mistakes)*

* Where We Are Stuck – Relationally, Organizationally, Financially, Spiritually, Etc.
* Who Has Ownership, Responsibility & Authority (Helps To Empower Others).

**7. Am I Pleasing God?** (Eternal)

“I have brought you glory on earth by completing the work You gave me to do.”

John 17:4 (NIV)

Who is the center of your attention these days? Are you accomplishing what only you can do? How are you doing at staying focused on your “holy discontent”?

“If God has given you *leadership* ability, take the responsibility seriously.”

Romans 12:8 (NLT)

“Don't appoint people to church *leadership* positions too hastily.

If a person is involved in some serious sins, you don't want to become an

unwitting accomplice. In any event, keep a close check on yourself.”

1 Timothy 5:22 (Message)

To keep a close check on myself, I seek to honestly and humbly answer these questions:

* What would most replenish me in this current season? (rhythm – strength zone – *“no”*)
* How am I practically communicating appreciation, honor and respect to others?
* Am I being completely honest with myself? Why am I doing this, really? ... If someone in my circumstances came to me for advice, what course of action would I recommend?
* What story do I want to tell? (Especially when I don’t agree. Safely venting.)
* Is there a tension that needs my attention? (When you’re making a decision and one of the options raises a little bit of that tension, PAUSE and allow it to get as big as possible before you make the decision.)
* What would be most honoring to Jesus? (Fans pick & choose. Followers obey!)
* In light of my past experiences, my current circumstances, and my future hopes and dreams, what is the wise thing for ME to do? (Health, Time, Morality & Finances)

*Review:*

1. Am I Teachable? (Personal Growth Question)
2. Am I Genuinely Interested In Others? (Motive Question)
3. Am I Developing Leaders? (Legacy Question)
4. Who Are The Young Eagles That I Should Be Inviting To The Table? (Mission Question)
5. What Dimension Of Extraordinary Leadership Is Most Needed? (Adaptability Question)
6. What’s Not Clear? (Vision Question)
7. Am I Pleasing God? (Eternal Question)

**What questions are you asking yourself these days as a leader? What would you change? (add, subtract, alter)**

**What questions should you be asking of those you serve alongside?**

**What questions are the most difficult for you to ask? Why?**

**How has the Holy Spirit spoken to you throughout today?**

* **What surprised you?**
* **What stood out to you?**
* **What did you learn?**
* **What challenged you?**

**What will you do as a result of what you’ve heard?**

**Who do you need to have a conversation with this week to implement what you intend to do?**

**January 2012 … coaching certification training … George Krebs … discipleship initiative … *“What obstacles are you facing?”* … people seeing the need to be discipled … making time to be discipled … believing they can be coaches … making time to be a coach … and my mom’s final stages of cancer.**

**Took his coaching hat off … spoke into my life … lost his wife and mother in the same year. Because of his wisdom and the power of a question I was able to sit in the hospice room and have “no regrets.”**

**Let’s pray!**

**Recommended Resources**

5 Leadership Questions Podcast (Barnabas Piper & Todd Adkins)

Catron, Jenni. *The Four Dimensions Of Extraordinary Leadership – The Power of Leading from Your Heart, Soul, Mind, & Strength*

Chand, Samuel. *Leadership Pain: The Classroom for Growth*

Dr. Henry Cloud’s Leadership University Podcast

Joshua Gagnon Leadership Podcast

Craig Groeschel Leadership Podcast

Hartwig, Ryan T.; Bird, Warren. *Teams That Thrive: Five Disciplines of Collaborative Church Leadership*

David Kennard’s Website: <http://www.essentialleadershipapps.com>; Other contact information: [kennard@riversideconnect.org](mailto:kennard@riversideconnect.org); 412-996-7544; Twitter: @davidkennard; Facebook and LinkedIn

Nieuwhof, Carey. *Lasting Impact – Seven Power Conversations That Will Help Your Church To Grow*

Carey Nieuwhof Leadership Podcast

Nieuwhof, Carey. *Leading Change Without Losing It: Five Strategies That Can Revolutionize How You Lead Change When Facing Opposition*

Osborne, Larry. *Sticky Teams: Keeping Your Leadership Team and Staff on the Same Page*

Read To Lead Podcast (Jeff Brown)

Andy Stanley Leadership Podcast

Stevens, Tim. *Fairness Is Overrated: And 51 Other Leadership Principles to Revolutionize Your Workplace*

Vanderbloemen, William; Bird, Warren. *Next: Pastoral Succession That Works*