

Daddy, Where Do Leaders Come From?

A lot has been written about “leadership development”. Though I enjoy John Maxwell, Bill Hybels, Jim Collins, Patrick Lencioni, Ken Blanchard, and several others, I have the sense we tend to complicate the leadership development process. I would also suggest there are no “new” leadership development processes, rather mere “repackaging” of timeless “models”.

To develop my thesis, I want to share three different perspectives on developing leaders. Though only one of the perspectives shared is specifically focused on “growing leaders”, I believe all three apply.

First, I read a **LinkedIn** post in June 2014 that claimed...**"Master Any Skill with These 3 Simple Steps"**. Here are the three steps to "mastery" the author, Adam Toren, outlined...(1) **Watch** (a teacher/expert), (2) **Do** (the task yourself), and (3) **Teach** (the task to others).

While Toren’s article focused on “mastery” of a skill/task, I believe the same process can be applied for developing key leadership skills and experiences. The most important step in this development process is selecting the right leader to “watch”. Though it should be pointed out that one can learn a great deal from poor leaders (i.e. what not to “do” or “teach”).

Second, I read the book "**Activate**" by Nelson Searcy and Kerrick Thomas. In the chapter titled "**Rethinking Small Group Leadership**", the authors suggested the following model to “grow new leaders”...

1. I *do* and you *watch*.
2. I *do* and you *help*.
3. You *do* and I *help*.
4. You *do* and I *applaud*.

Again, who you “watch” determines the skills/behaviors you emulate, and ultimately the quality of leader you become. Notice as well, both of these “models” mirror the **master/apprentice** model that has existed (and worked) for thousands of years!

Third, is this incredibly powerful statement by the Apostle Paul, writing to the first century Christian church in Corinth, where he says...**"Be imitators of me, as I am of Christ."** (1 Corinthians 11:1). Paul says “do as I do” and be assured, that as you “watch” me, know that I am modeling Christ.

Paul not only recognizes the essential element of “leading by example” but anchors his actions and leadership to the only perfect leader to ever walk the earth.

Three action points to consider...

1. Be a leader like Paul in whatever role you lead/influence others (family, workplace, team, etc.).
2. Pray for more leaders like Paul.
3. Pray those who fail to lead like Paul will see their influence diminish...we don’t need bad examples to “watch”.