

# LEADERSHIP WINESKIN

## LEADERSHIP SESSION

### SHARPEN YOUR AX

PERSONAL GROWTH & DEVELOPMENT

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### REVIEW - WHAT IS A NEW WINESKIN LEADER?

A New Wineskin Leader is one who leads with the right Lens, Mindset and Culture

- **New Lense** - How we see
- **New Mindset** - How we think
- **New Culture** - How we do/operate

### WHAT ARE THE TRAITS OF A GOOD LEADER (A NEW WINESKIN LEADER)

#### 1. Is an inspirational leader

- Primarily inspire action in others through leading by example, casting vision, setting expectations and celebrating wins.

#### 2. Values Excellence

- Sets, upholds and inspires a collective standard
- Attention to detail

#### 3. Operates based on Organizational Standards vs. Personal Standards

- It is a personal Standard/Conviction

#### 4. Takes Ownership & Follows Through

- Executes
- Ensures things that are supposed to happen, actually do happen
- Accountable
- Takes Initiative
  - Self-starting, taking appropriate action without prompting from next levels of leadership
  - Close the loop (follows up instead of having to be followed up with)

#### 5. Evaluates things regularly and adjusts

- HONEST Assessment
- Making sure the ministries we lead or oversee are advancing, improving, and accomplishing what they should be.
  - Delegate - but **also evaluate what they delegate** -

#### 6. Is Solution-minded

- Avoids bringing problems or even ideas without at least also bringing potential solutions

#### 7. Leads from ahead

- Visionary-minded, sees potential, sees where we are going and helps others see
- Anticipates changes, needs, improvements and the opportunities of where God is taking us

#### 8. Continues to Grow

- Intentional about continuing to learn and grow
- Is not reliant on the growth, knowledge or accomplishment of yesterday, but actively invests in growth today in order to become what they should be tomorrow.

## QUESTIONS?

Are you satisfied with our church continuing to be the church it is now for the next 10 years?

Are you satisfied with your area of ministry continuing to operate on the level it is now for the next 10 years?

**If not**

For the church or your ministry to change, grow, and improve, what needs to happen?

Does your personal growth match your desire to see Unity become all it can be?

*It is either naivety or pride to think we can become what we are supposed to be tomorrow solely based on what we learned or accomplished yesterday.*

**Whether or not we do / become / accomplish what we are supposed to tomorrow depends on what we build into ourselves today**

**Have we positioned & equipped ourselves to run with God**

- **Jeremiah 12:5 NIV** - “If you have raced with men on foot and they have worn you out, how can you compete with horses? If you stumble in safe country, how will you manage in the thickets by the Jordan?”
- **God wanting to do great things in and through us and God being able to do great things in and through us is 2 DIFFERENT THINGS**

## ECCLESIASTES 10:10

<b>NIV - New Int'l Version</b>	<b>CJB - Complete Jewish Bible</b>	<b>ICB - Int'l Children's Bible</b>
If the ax is dull and its edge unsharpened, more strength is needed, but skill will bring success.	If the [hatchet's] iron [blade] is blunt, and [its user] doesn't sharpen it, he will have to exert more effort; but the expert has the advantage of his skill.	Cutting logs with a dull ax makes you work harder. <b>A wise man will sharpen</b> his ax. In the same way, wisdom can make any job easier.

**IF we are not intentional about sharpening our skills and keeping them sharp, our work will be increasingly more difficult and more ineffective**

**\* Does skill matter?**

- Play skillfully - Psalm 33:3
- David was chosen because of his skill - 1 Samuel 16:17-18 NASB
- Building the Temple - get the most skilled craftsmen and workers - **Exodus 35:30-35 ESV, 36:1 MSG**

**LAW OF THE LID** - Leadership is the lid on your potential - Apply this same principle to the areas we lead and serve in. Your LID for your area of leadership/ministry becomes the lid for that ministry

**Key Points From:** [Productivity Secrets From Genesis - Myron Golden \(excerpt\)](#)

### 1. You can't draw water from an empty well

- Are you full of, and able to pour out what He is calling for?

**“Humility is often our ability to learn despite what we already know” - Derek Grier**

### 2. Intentional Consistency

- LEADERS ARE LEARNERS
  - It's perpetual - Personal growth and development is a DAILY and ongoing investment
  - The level you stop learning is the level you stop improving

### 3. The results we see or don't see are in proportion to the development of our skill

- Depth:Reach - Our reach is driven by our depth
- The difference between what we are now and what we could be is found in what you haven't learned and implemented yet.

#### 4. **Growth is the solution to being stuck**

- When you learn something you didn't know before - something can now happen that couldn't happen before.

## **NOT KNOWING IS NOT AN EXCUSE FOR NOT GROWING**

If I am the "lid" to the ministry I lead, and my area is not growing, improving, staying up-to-date etc., not knowing how to improve it is not an adequate reason for it to remain how it is.

- **Leaders who embrace ownership** understand and feel a sense of responsibility, that makes it impossible to continue to let not knowing be an excuse without significant effort to find out what needs to be done.
- **Phases of Leadership Growth (From The 21 Irrefutable Laws of Leadership - Ch 3 The Law of Process)**
  - **I don't know what I don't know**
  - **I know that I NEED to know**
  - **I know what I don't know**
  - **I know and grow and it starts to show**
  - **I simply GO because of what I KNOW**

## **WHY IS GROWTH & DEVELOPMENT IMPORTANT**

### 1. **It causes you to improve and advance things by default - as a byproduct**

### 2. **It distinguishes you as a leader**

- Warren Bennis & Burt Nanus: "It's the capacity to develop and improve their skills that distinguishes leaders from followers"
- It positions you to stay ahead (Inherent in leadership is being ahead)

### 3. **Proficiency produces credibility**

- People don't want to follow someone who isn't knowledgeable and effective (excellent)
- You will attract what you are
  - Level 6 leaders will seldom attract level 9 or 10 leaders, and if they do, they typically don't retain them.
  - Adding high-level people naturally raises the water level

### 4. **Prevents irrelevance**

- Irrelevance undermines reach & retention
  - Reach - getting the attention of those you are trying to reach
  - Retention - keeping the attention of those

## **WHAT SHARPENS THE AX?**

Growing in our - WHO, WHAT & HOW (for our context)

### ● **WHO you are - Spiritual**

- Spiritual formation and growth into living a life that reflects the image of Christ
- Developing who you are overall

### ● **WHAT you know - Knowledge**

- Being aware of and knowledgeable about current innovations, best practices, how others are doing things, new ideas, new technologies
- Allowing things to peak your interest
- Exposure - intentionally exposing yourself to other things

- **HOW you do what you do - Skill/Ability**
  - Growing in the skill
  - Growing in using current innovations and trends of your skill - avoid being outdated

## 4 KEYS TO EFFECTIVE PERSONAL GROWTH

### 1. Have big eyes

- Avoid small thinking
- Look to learn from sources that are where you'd generally want to go

### 2. Be creative

- With the sources you use
  - Read - books, articles, blogs, research
  - Listen - books, podcasts, talks
  - Watch - YouTube
  - Attend - Conferences, webinars, online courses
  - Connect - reach out to others, go see what others are doing
- With what to learn
  - New technologies and methods
  - With learning what you already know in new ways (personality types etc.)
  - Learn other skills that are connected to what you do but maybe not the primary skill
    - Leadership
    - Engagement and how to recruit
    - Learn how to relate to and understand people
      - Maybe it is not the knowledge or skill of your area but growing in how to work with and communicate with people.
    - Even in overall areas of strength - there may be areas of weakness
      - Like worship leaders who are great at music but not strong in administration
        - Admin will affect morale, effectiveness, trust, culture, retention

### 3. Do Something... ANYTHING

- You may not always be able to invest a lot of time, but you can always invest some time.

### 4. DON'T LET YOUR LIMITS LIMIT YOU

- You may need to grow instead of avoiding certain areas of weaknesses
- Yes "SHAPE"... but often what God calls us into/to do has more to do with our experiences and His purposes than our strengths and our bent.
  - **Expound**
    - I have found that God has continually called me into areas that didn't feel like my major bent - but I had to decide
    - Ask Him for the strength, do the work of discipling yourself and growing in order to fully fulfill the thing God has called you into

### 5. Depend on God

- Let Him guide your development
- Ask Him to show you how to grow
- Ask for His help in areas that are challenging for you