LEADING TRANSFORMATION #69:

CONTINUATION—EMPOWERING LEADERSHIP

Leadership effectiveness is not determined by what a leader does but by what others do because of what the leader’s actions. Along the same line the success of leaders is not measured only by the immediate results of their actions, but by the number of multiplying Empowering Leaders they raise for the vision. It is these multiplying Empowering Leaders who ensure continuity of ownership, responsibility and sponsorship for the vision into new eras.

Therefore, to ensure CONTINUATION emphasis needs to be put on building MULTIPLYING EMPOWERING LEADERS for the vision. But what does it take?

The foundations for effective Empowering Leadership include INNER SECURITY, and AFFIRMATIVE MIND AND LIFESTYLE. Leaders who have inner security are not threatened by the success of others. To the contrary they get deep satisfaction from helping others reach their maximum development and performance potential. Leaders who have affirmative attitudes see what others can become, in spite of obstacles and limitations that they have to overcome. Affirmative leaders believe in others. Without Inner Security and Affirmative Minds, it is not possible to practice Empowering Leadership, let alone develop Empowering Leaders.

EMPOWERING LEADERS

1. MODEL THE WAY by clarifying values and setting examples in the best interest of the institutions they serve and the leaders they need to empower.
2. IDENTIFY AND CONCENTRATE ON PROMISING LEADERS by encouraging a culture of growth by identifying and developing competencies needed for leading change.
3. INSPIRE LARGER-THAN-LIFE VISION by envisioning the future and enlisting others to share in this ideal potential.
4. ALIGN LEADERSHIP TO STRENGTHS AND CALLING by identifying and equipping leaders for key roles that are consistent with their personal gifting and passion.
5. DELEGATE by equipping, motivating and assigning responsibilities to these potential leaders.
6. INCREASE LEADERSHIP CAPACITY by identifying pools of talent that could potentially fill and perform highly in key roles of organizational leadership.
7. COACH by assessing and coaching potential leaders to be ready for advancement into key roles with a future orientation.
8. FOCUS ON MULTIPLICATION by building leaders who own the vision, mission and values of the institution and can develop new breakthrough creative ideas.

REFLECTION QUESTIONS

1. On a scale of 1 to 5 (1 Weak, 5 Excellent), how would you rate yourself in relation to Inner Security and Affirmative Mind and Lifestyle?

2. What would you need to do differently in order to radically improve in Empowering Leadership?