

[TREM, CHURCH GROWTH]

Pastors Leadership Guide

[TREM – Leadership Series for the Month of February 2020]

THE INFLUENCER: A Portrait

**Framework**

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| Format for Tuesday & Friday Sessions   * 40mins for teaching * 20mins for group discussions (this can be varied to address peculiarities)   **Note:** Time should be allotted for lessons learnt in the previous class or assignments given to be addressed  **Objectives:**  At the end of each session members will:   * Develop the skills in becoming more effective in their current roles * Build interpersonal skills in becoming more confident in leading others * Understand how to use their influence gained in driving for result through people * Gain personal mastery in becoming the best version of themselves | | |
| **Sunday** | **Tuesday** | **Friday** |
| **Session 1:** Integrity  2nd, 2020 | **Session 2:** Nurtures other People  4th, 2020 | **Session 3:** Faith in People  7th, 2020 |
| **Session 4:** Listens to people  9th, 2020 | **Session 5:** Enlarges People  11th, 2020 |  |
| **Session 6:** Navigates for other People  16th, 2020 | **Session 7:** Connects with People  18th 2020 | **Session 8:** Empowers People  21st, 2020 |
| **Session 9:** Reproduces other Influencers  23rd, 2020 | Questions & discussions   * Implications for personal growth * Implications for growing or church, ministry groups   25th, 2020 |  |

The Portrait of a Person of Influence

**Introduction**

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| The word INFLUENCE is an acronym and our discussions would be to go through the letters in painting a portrait of who a person of influence is.  To aid in our discussion we would be making some references from the John Maxwell book stated below |

Some Key Thoughts from the Book: Becoming a Person of Influence by John Maxwell

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| **NOTE TO PASTOR: THE POINTS LISTE ARE TO HELP GUIDE IN YOUR DISCUSSION – USE THE POINTS AS YOU BEST FIT** |

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| **Session One: Integrity**  **A Person of Influence Has... Integrity with People**   * The dictionary definitions of integrity are: “adherence to moral and ethical principles; soundness of moral character; and honesty.” Integrity is a vital piece to achieving business and personal success. Research studies conclude that integrity is the most needed quality to succeed in business. A person whose integrity has been compromised will find it extremely difficult to advance in any organization.   **Three Truths About Integrity**   1. Integrity Is Not Determined by Circumstances. 2. Integrity is Not Based on Credentials. 3. Integrity is Not to Be Confused with Reputation.   **Integrity Is Your Best Friend**  Having integrity enables you to:   * Keep your priorities right * Stay the right course even when the wrong course is easier Keep going when others criticize you unfairly * Accept valid criticism and learn from them * Keep growing   **Integrity Is Your Friends’ Best Friend**   * When people know you are a person of integrity, and they do not have to worry about your motives, they welcome your efforts at influencing them and adding value to their lives.   **The Benefit of Integrity: Trust**   * Trust is like glue, holding people together, bonding personal and professional relationships. Trust is the result of having demonstrated consistent and solid character.   **The Benefit of Trust: Influence**   * Earning people’s confidence is one key to influence. Your integrity must be without question to be able to influence others.   **Developing and Living Qualities of Integrity**  Apply these principles daily:   * Model consistency of character. Employ honest communication. Value transparency. * Exemplify humility. * Demonstrate your support of others. Fulfill your promises. * Embrace an attitude of service. * Encourage two-way participation with the people you influence.   **Become a Person of Integrity**  Consistently being a person of integrity may mean having to make tough choices. But always choose integrity. Remember to:   * Commit yourself to honesty, reliability, and confidentiality * Decide ahead of time that you don’t have a price. * Major in minor things. Consistently do what is right in the little things. Each day, do what you should do before doing what you want to do. |

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| **Session Two: Nurtures other People**  **2.A Person of Influence... Nurtures Other People**   * Nurturing involves encouragement, recognition, assurance of security and giving hope; all these acts are borne out of a sincere concern for others. A good way to illustrate nurturing is to look at a mother taking care of her offspring. A mother protects, feeds, encourages, loves, and sustains the child. Follow the maternal example to be a person of influence. * When you encourage people, you make them feel good about themselves. This makes them open to your influence. Your goal, in influencing people, is to encourage them to a stage where they can be responsible for their own growth and confidence. Making them dependent on you is counterproductive and unhealthy for you as well as the person you are influencing.   **A Nurturing Influencer Gives:**   1. **Love.** Express your love by telling them how much they mean to you, writing caring notes, patting them on the back, hugging them, making them feel appreciated. 2. **Respect.** People respond well to people who respect their feelings, preferences, opinions, and contributions. Treat people with respect and you will find it easier to influence them. 3. **Sense of Security.** People feel secure about you when they see consistency between your actions and your words and when they see you conform to a high moral code. They desire to follow you. 4. **Recognition.** Feeling appreciated builds up and motivates people. Recognition means remembering names, taking time to show you care, making people a priority, and acknowledging their accomplishments. 5. **Encouragement.** People are able to endure suffering and overcome adversity when they are supported and given encouragement. Give it, and people will follow you. Withhold it, and you cause a person to be unhealthy and unproductive.   **The Person You Are Influencing Receives:**   * **Positive Self-Worth**. Self-confidence, feeling good about them, enables people to succeed in all aspects of their lives – work, school, relationships, and more. * **Sense of Belonging.** This is one of the most basic human needs. People will do anything to belong. As a nurturer, you should look for ways to include others. * **Perspective.** A person who is nurtured gains a perspective of himself and what he can possibly do. Nurturing makes people realize their value. * **Feeling of Significance.** A person who feels significant feels the freedom to be her own person and live positively for herself and for others. * **Hope.** A nurturer builds up hope. She reveals to you your potential and believes that you can reach that potential.   **Becoming a Natural Nurturer**  Anyone can be a nurturer to other people by:   * Committing to them * Believing in them * Being accessible to them Giving with no strings attached Giving them opportunities Lifting them to a higher level |

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| **Session Three: Faith in People**  **3.A Person of Influence Has... Faith in People**   * Having faith in people goes beyond just speaking words of encouragement. It is more than just thinking well of somebody. Faith is action-focused. Believing in someone makes you an influencer and can enable that person to attain greatness. Putting your faith in others may mean taking chances, but the rewards far outweigh the risks.   **Facts About Faith in People**   1. Most people don’t have faith in themselves. 2. Most people don’t have someone who has faith in them. 3. Most people can tell when someone has faith in them. 4. Most people will do anything to live up to your faith in them.   **Becoming a Believer in People**   1. Believe in them before they succeed. 2. Emphasize their strengths. 3. List there past successes. 4. Instill confidence when they fail. 5. Experience some wins together. 6. Visualize their future success. 7. Expect a new level of living. |

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| **Session 4: Listens to People**  **4.A Person of Influence... Listens to People**   * Listening is an indispensable skill for leaders. Without this ability, you cannot influence others. It is more important than talent, discernment, or charm. It is valuable because:  1. Listening shows respect. 2. Listening builds relationships 3. Listening increases knowledge. 4. Listening generates ideas. 5. Listening builds loyalty. 6. Listening is a great way to help others and yourself.   **Common Barriers to Listening**   1. Overvaluing Talking 2. Lacking Focus 3. Experiencing Mental Fatigue Stereotyping 4. Carrying Personal Emotional Baggage Being Preoccupied with Self   **Developing Listening Skills**  Author Brian Adams offers the following statistics to describe our daily activities:   * 9 % of the day is spent on writing * 16 % is spent reading * 30% is spent speaking * 45% is spent listening   This convinces us how important listening is. Listening is not just the physical act of hearing. A student once said, “Listening is wanting to hear.”  **Becoming a Better Listener**   1. Look at the speaker. 2. Don’t interrupt. 3. Focus on understanding. 4. Determine the need at the moment. 5. Check your emotions. 6. Suspend your judgment. 7. Sum up at major intervals. 8. Ask questions for clarity. 9. Always make listening your priority. |

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| **Session 5: Enlarges People**  **5.A Person of Influence... Enlarges People**   * Enlarging people takes an even stronger commitment, for it means coming alongside the person you want to influence and really getting involved in his life. It involves mentoring. Mentoring is influencing others to turn their potential into reality. It is moving people to grow and develop their areas of strength. Enlarging others help them to: * Raise their level of living as they develop gifts, talents, skills, and broaden their problem-solving abilities. * Increase their potential for success as they improve their attitudes and learn new ways to think. Increase their capacity for growth as they become better equipped. * Increase the potential of your organization as people achieve their potential.   **Make Yourself An Enlarger**  First, you have to be constantly growing and enlarging yourself before you are able to help others do the same. Examine yourself if you are moving towards achieving goals or if you are becoming complacent. Do not allow a day where you do not engage in an activity that brings about your personal growth. This helps you in your task of enlarging others.  **Carefully Choose Persons to Enlarge**   * Though you want to model integrity to all people, you have to be selective in choosing whom to enlarge.   Seek out the most promising people around you, those who are most receptive to growth. Keep the following guidelines in mind:   1. Select people whose philosophy is similar to yours. 2. Choose people with potential you genuinely believe in. 3. Select people whose lives you can positively impact. 4. Develop men and women to a level beyond their abilities. 5. Start when the time is right.   Remember to get people’s permission before you start the efforts to enlarge them. Both mentor and protégé should agree and give it 100% effort.  Make it a Priority to Take Them Through the Enlarging Process by:   * Seeing their potential * Casting a vision for their future Tapping into their passion * Addressing character flaws * Focusing on their strengths * Enlarging them one step at a time * Putting resources in their hands * Exposing them to enlarging experiences * Teaching them to be self-enlargers |

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| **Session 6: Navigates for Other People**  **6. A Person of Influence... Navigates for Other People**   * Everyone will encounter unpleasant situations, setbacks, or problems. Navigating means helping others through these situations. The authors compare this process to building bridges for people to cross from where they are to where they want to be.   **A Navigator Identifies the Destination**  Help people recognize where they want to go. Here are some clues to discovering their destination:   * What do they cry about? What touches their hearts? What are their passions and compassions? * What do they sing about? What gives them joy? What gets them enthusiastic? * What do they dream about? What are their visions and dreams?   **A Navigator Plots the Course**  Help people turn their visions and dreams into reality by plotting a course and setting goals. Give attention to these areas:   * Where they need to go * What they need to know * How they need to grow   **A Navigator Thinks Ahead**  Prepare people for the things they are going to face. Recognize problems before they become emergencies. To help them prepare for potential difficulties, help them understand that:   * Everybody faces problems. * Successful people face more problems than unsuccessful people. Money doesn’t solve problems. * Problems provide opportunities for growth.   **A Navigator Makes Course Corrections**  Even the best-planned programs can go off-course. You need to equip people with problem-solving skills so they can get back on course. It would help to:   * Teach them not to listen to doubting critics. * Coach them not to be overwhelmed by challenges. * Encourage them to seek simple solutions. * Instill confidence in them.   **A Navigator Stays with the People**  Take the trip together with the people you are guiding. Travel alongside as a friend. |

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| **Session 7: Connects With People**  **7. A Person of Influence... Connects with People**  Connection is important for successful mentoring. Here are nine steps for connecting with people.   * 1. Don’t take people for granted.   2. Possess a Make-A-Difference mindset.   3. Initiate movement toward them.   4. Look for common ground.   5. Recognize and respect differences in personality.   6. Find the key to others’ lives.   7. Communicate from the heart.   8. Share common experiences.   9. Once connected, more forward.   **Cultivating A Make-A-Difference Mindset**  You have to:   1. Believe you can make a difference. 2. Believe what you share can make a difference. 3. Believe the person you share with can make a difference. 4. Believe that together you can make a big difference. |

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| **Session 8: Empowers People**  **8. A Person of Influence... Empowers People**   * People are like ordinary paper that can become treasures in the hands of artists. When you empower people, you enable them to reach the highest levels of their personal and professional potential. Show people that you believe in them completely. Trust them with decisions. Give them permission to take on challenges. Delegate. Aim for a win-win situation where the empowerer loses nothing in the process of sharing authority with others.   **Qualifications of an Empower**   1. Position 2. Relationship 3. Respect 4. Commitment   All four are requisites to empowering.  **Empowering Others to Their Potential**  Empowering takes a process of successively increasing the challenges and enlarging the authority. It starts from simple tasks that grow to more complex ones. Use the following steps in empowering others:   * 1. Evaluate them on their knowledge, skill, and desire.   2. Model for them the right attitudes and work ethics.   3. Give them permission to succeed. Expect it. Verbalize it. Reinforce it.   4. Transfer authority to them. Share your power and ability to get things done.   5. Publicly show confidence in them.   6. Supply them with honest, positive feedback. Privately coach them through mistakes and inadequacies. Applaud them when they make progress.   7. Release them to continue on their own as soon as they are ready.   **The Results of Empowerment**   * As you empower others, you will see the benefits to you, the persons you empower, and the organization. You will enjoy the freedom of being able to accomplish more in your personal and professional lives as you let others handle more responsibilities. Your organization moves towards success. The persons you empower enjoy the personal and professional growth that results from being mentored and empowered. Furthermore, the persons you empower start affecting your organization and society as they also start to influence other people and positively change their lives. Empowerment is more than just giving other people something to do. It’s sharing your power so that many other people can benefit from your abilities. |

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| **Session 9: Reproduces Other influencers**  **9. A Person of Influence... Reproduces Other Influencers**  The ultimate goal of an influential leader is to multiply his capabilities and gifts by reproducing other leaders who will in turn influence other leaders. The outcome of doing so are:   1. Raising your influence to a new level 2. Raising the new leader’s potential 3. Multiplying resources 4. Ensuring a positive future for the organization   **Becoming a Reproducer**  Multiply your influence by following these principles:   * Lead yourself well. * Look continually for potential leaders. * Put the team first. * Commit yourself to developing leaders, not followers.   **Moving From Maintenance to Multiplication**  These five stages of living show us to strive for the highest level of influence: Multiplication.   * 1. Scramble. The morale in their organization is low and the attrition is high.   2. Survival. The organization is average and static with no one being developed to full potential.   3. Siphon. Some people are being developed to be better leaders but relationships are not strong enough to keep them in the organization.   4. Synergy. People are empowered to reach their full potential. There is great interaction that moves the organization to success.   5. Significance. People reach their potential, stay in the organization, and reproduce more leaders. |