

DEVELOPING A HEALTHY LEADERSHIP CULTURE

Defining a Healthy Leadership Culture

What does healthy leadership look like?

Acts 20:17-38

1. Healthy leaders love people (v17)
Leadership culture starts to go wrong when leaders lose their love for those they are called to serve.
2. Healthy leaders model humble transparency (v18-19)
Leadership culture starts to go wrong when leaders are too concerned with their image and feel they need to project strength.
3. Healthy leaders are relational (v20-21 cf: 25-27)
Leadership culture starts to go wrong when leaders become detached from their people.
4. Healthy leaders accept that ministry is costly (v22-24)
Leadership culture starts to go wrong when leaders seek to avoid the cost of ministry and put their own comfort before the needs of others and the gospel.
5. Healthy leaders understand they are only stewards (v28-31)
Leadership culture starts to go wrong when leaders treat those they are called to serve as belonging to them and forget that they are under-shepherds, accountable to the Chief Shepherd.
6. Healthy leaders recognise they are dispensable (v32,36-38)
Leadership culture starts to go wrong when leaders think they are indispensable and seek to control, micro-manage or coerce those around them.
7. Healthy leaders focus on serving others (v33-35)
Leadership culture starts to go wrong when leaders become self-serving and obsessed with being personally fulfilled.

DISCUSSION QUESTIONS

1. Which of these characteristics most challenge you personally, and why? Which (if any) may be lacking among your leadership team?
2. What are the challenges to modelling humble transparency in your context? What are your fears/concerns about showing weakness? How does Paul's example help you?
3. When might you be tempted to use your leadership position for your own advantage? What guardrails can you put in place to help fight this temptation?

