

FINDING YOUR LEADERSHIP STYLE



I use this list (circa 1996) with permission of is by Bill Hybels, Senior Pastor of Willow Creek Community Church in South Barrington, Illinois. He noticed at least 10 major ways gifted leaders lead their teams. These descriptions can be really useful for inspiring us to better leadership!

10 Ways to Lead God's People:

1. **Visionary leader:** These leaders have a crystal-clear picture of what they want to happen. They cast visions powerfully. They are future-oriented, usually idealistic, and full of faith.
2. **Directional leader:** At the critical intersections of an organization, this leader is able to assess the values, mission, strengths, weaknesses, resources, personnel, and openness to change of an organization—then, with remarkable wisdom, point that organization in the right direction.
3. **Strategic leader:** This person can break an exciting vision into achievable steps, forming a game plan everyone can understand and participate in.
4. **Managing leader:** Certain leaders possess the unique ability to establish mile-markers on the road to the destination, then organize and monitor people, processes, and resources for mission achievement.
5. **Motivational leader:** These leaders possess insight into who needs a fresh challenge or additional training. They can sense who needs public recognition, an encouraging word, or a day off.
6. **Shepherding leader:** This man or woman loves team members so deeply, supports them so consistently, and prays for them so diligently that the mission of the team gets achieved.
7. **Team-building leader:** These leaders find or develop leaders with the right abilities, character, and chemistry with other team members. They place people in the right positions for the right reasons who will then produce the right results.
8. **Entrepreneurial leader:** These leaders possess vision, boundless energy, and a risk-taking spirit. They function best in a start-up operation.
9. **Re-engineering leader:** Some leaders thrive in a situation that has lost vision or focus. They find out what the mission was and what it needs to be now. They decide how progress will be measured.

10. **Bridge-building leader:** This leader brings a wide variety of constituencies together under a single umbrella so that a complex organization can achieve its mission. This feat requires enormous flexibility in a leader—the ability to compromise and negotiate, to listen, understand, and think outside of the box.

Good Questions:

- What are your dominant leadership styles?
- How well does your leadership style fit the roles in which you serve your church or organization?
- What leadership styles are lacking on your team?