



Leadership Principles of a Successful Leader

Consider the following principles and ask yourself: 'In which am I successful and which do I need to focus upon to develop further?'

- ❖ **Called and therefore anointed** – Know the boundaries of your authority and stay within them.
'I was sent only to the lost sheep of the house of Israel' Matt 15:24 'All that the father gives me will come to me.' John 6:37.
- ❖ **Vision** – Vision for a school (God-directed) – Vision for spiritual teaching/assemblies – seeking first the Kingdom of God: *Matt.6:33.* Vision needs accountability structures and goals. The additional need for corporate vision owned by the team.
- ❖ **Christ-centred** – Christ is our head and we seek his kingdom and his ways.
- ❖ **A culture of honour** – Honouring of governing authority: senior leadership, governors and the government. *'I honour my Father' John 8:49.*
- ❖ **Accountability** – to God, governors, parents, staff and pupils!
- ❖ **Dependence on God** – *John 5:29*
 - Maintain your own devotional time with the Lord (not only on school issues)
 - Enquiring of God re: decisions
 - Being creative and innovative as a result
 - Keep inviting the Holy Spirit
- ❖ **Guided and committed to the Word of God** – Jesus is the incarnated Word of God: John 1:1. The word of God gives life.
- ❖ **Building God's Kingdom not your own** – Jesus was motivated by Father God's glory, not his own. Beware of the temptation to build your own 'empire'.
- ❖ **Focus on a family model.** Structure your school on a 'family' model rather than an institutional one. Speak of 'family values' and new pupils joining 'our school family'. *'I tell you the truth the Son can do nothing by himself; he can only do what he sees his Father doing.' John 5:19.*
- ❖ **Servanthood (of all)** – Leadership, of staff, pupils and parents – Jesus modelled this.
- ❖ **Appointment of staff is of key importance.** Those appointed must share the ethos and corporate vision and values of the school. *'Can two walk together unless they be agreed?' Amos 3:3*

- ❖ **Mentoring** – of your staff, as Jesus did his disciples by principles and examples/stories – be committed to their professional and spiritual development. Hold meetings for vision/objectives/skills, not just administration. If you do not already have a mentor or someone to whom you can be accountable you might consider finding someone of maturity and experience.
- ❖ **Know your preferred style of leadership** and when other styles are appropriate. E.g. directional, consultative, consensus, etc.
- ❖ **The importance of team** – Jesus worked with team and this provides complementarity of gifting, synergy and the need for grace. Leadership of the team is a ‘parent’ role – family not institution – each staff member having relationship and time with you – job descriptions. Discern the character and gifting of your staff team. Seek to maintain relational unity at all times, take steps to resolve problems quickly. Jesus worked with team, teaching and developing his team members.
- ❖ **Delegation** – Of everything except what *only you* should do e.g. Jesus sending out disciples in 2s/sending disciples for food, donkey/money to Judas, training & mentoring on the job.
- ❖ **Respecting others** – Valuing people despite their performance, yet holding them accountable for their responsibilities
- ❖ **Prayer** – Cultivate prayer: with staff; amongst pupils. The example of Jesus in prayer.
- ❖ **Strategy and organisation** – Jesus took time to pray, gaining organisational wisdom e.g. the feeding of the 5000. Regular time set aside for planning each week. Some practical suggestions:
 - Filing system for all events and each week
 - Notebook/large diary and pen with you wherever you go.
- ❖ **Communication** – advance communication planned with different groupings e.g. the 12-3 and with the 1, with critics and the ‘crowd’ (wider audience) and planning communication – prepares for peace and order eg. Jesus going to Jerusalem
 - Ensure policies are known and adhered to
 - Ensure you listen carefully and fully understand and receive the person’s point of view – James 1:19 – be quick to listen and slow to speak
 - Of vision or new ideas: sow them, give time for reflection by staff team
 - Regular communication to parents
 - Keep notes and inform that you will respond
- ❖ **Speaking truth** – Encouragement and correction. Jesus affirmed faith; challenged lack of faith; e.g. he rebuked Peter.
- ❖ **Love justice – mercy – compassion** in handling grievances, policy, bullying etc.– Jesus’ example – minister of a new covenant 2 Cor. 3 – grace not legalism.
- ❖ **Forgiveness** – constantly! Jesus 70 x 7!

- ❖ **Approachable and available** – a general open-door policy with staff – Jesus available to all but withdrew at times but don't get trapped in your office. Be approachable and empathetic, giving support in the resolution of issues
- ❖ **Oversight** – Keep an overview: overseeing, guarding, protecting, observing – Jesus was the good shepherd – laying down your life in service – visiting classrooms, observing teaching: know the condition of your flock. Ongoing regular appraisal (at least annually).
- ❖ **Focus on character training of staff, as well as pupils, in competence and skills** – Character education can be 'sown' in assemblies. e.g. Beatitudes, HighLight character qualities etc. How staff and pupils treat each other matters as much as results.
- ❖ **Sowing truth and faith** – through encouragement, scripture memory.
- ❖ **Flexibility– managing change** – e.g. Jesus was constantly flexible through daily dependence on his Father. *'The Sovereign Lord has given me an instructed tongue, to know the word that sustains the weary. He wakens me morning by morning to, wakens my ear to listen like one being taught.'* Is.50:4.
- ❖ **Pray in what you need** – Jesus prayed re. provision; pray especially for expertise where there is lack e.g. finances, supply teachers etc.
- ❖ **A tiered approach to discipline/correction:**
 - Level 1:** Tutor and or class teacher
 - Level 2:** Deputy or Department Head (after school detention/ parent contact)
 - Level 3:** Head of school: warning – progressive suspension days/ expulsion
- ❖ **Reward systems** – Jesus rewarded with praise and offered future promise of reward e.g. Parable of the talents: *Matt.25:14-30*
 - ❖ Praise and affirmation
 - ❖ For good attendance/punctuality
 - ❖ Cooperative behaviour and work – effort as well as academic understanding
 - ❖ Good behaviour in one week
 - ❖ Another suggestion: points linked to free vouchers for snacks/fruit

See article 'Schools of Excellence' and book "Excellence in Education: the making of great schools" by Cyril Taylor and Conor Ryan. Pub. Fulton.

Other helpful tips

- Appointment of staff – ask for witness in your spirit – looking for team-players, worshippers, a love of children
- Knowing your personal weaknesses and choosing staff to complement these
- Dealing with angry parents: allow them to release to you their concern/anger. Be sure to listen and note their concern and not to react too quickly when in a complex situation. Take time to reflect and pray about problems overnight. Be sure to do deal with the issue at an agreed time. Protect your staff.
- Pray as you walk around the school
- This is a marathon not a sprint – pace yourself
- Plan scriptural assembly themes and devotional direction in the holidays after taking a rest
- Pray and help staff who don't share your vision to find an alternative place of calling
- Weekly staff prayer
- Sow character qualities from the Bible
- Consider adding qualities of pastoral maturity e.g. qualities of motherhood and fatherhood in your school staff

Additional quote in TES 12/2/16

'Over time I have learned that a school without a heart doesn't stand a chance'

Neville Bleischer, Head of Wright Robinson College, Manchester

A Focus on Integrity in Leadership

What is integrity?

Definition: It means we live out what we believe
It means our words and actions match
We see integrity most perfectly in Jesus
He said, "I am the Way, **Truth**, Life." – I am truth (John 14:6)
He preached Love: He was love
He preached righteousness: He was righteous
We reflect the Lord in our leadership

Ps 51:6 "Surely you desire truth in the inner being" – wrote King David

10 marks of a leader of integrity

1. **Integrity** means speaking the truth even when it is difficult or unpopular e.g. Nathan the prophet – God gave him the wise way to deliver it. God wants leaders who have integrity – who have truth in the inner being – who live what they preach and when they fail/sin out of weakness they repent quickly
2. **Integrity means you deal with sin in yourself:** keep a tender conscience.
Q. Do you know your weaknesses?
3. **It means you also deal with sin in your school, church or family:** 'a snake in the house bites others'. David failed: Perhaps he was sure Absalom would be king. 1 Sam. 13. Absalom's brother, Amnon, did a terrible thing – rape of his sister, Tamar. David never dealt with it. Absalom hated Amnon – plotted and killed. David banished Absalom but pride grew → rebellion against father. Sin not dealt with in the family, church or school will grow – and the presence of God will decrease.
Q. Is there a situation/relationship you need to deal with in your church or family?
We are not perfect; we will fail but God sees us – Col 1:21-23
4. **Integrity means listening to truth and wisdom and being willing to change.**
Forgiveness: Abigail – 1 Sam 25. David – 2 Sam 12. Forgiveness can be granted but there may still be consequences. Contrast David with Saul or with Absalom.
Q. Are you listening to wisdom? The right people? To your leader?
5. **Integrity means we refuse to use our authority to control and manipulate – 1 Sam 15:23.**
Satan controls; 1. Control → dominating = 2. Rebellion → 3. witchcraft. 'Rebellion is as the sin of witchcraft' (1 Sam 15:23) Are you trying to make things happen by force or are you willing to pray and trust God to bring it about e.g. David and becoming king?
6. **Integrity means we keep our word – Ps 145:13b; 1 Sam 20:15.** Record on file the promises you make. People feel let down and cheated when they are not kept. This is, in effect, a breaking of trust and affects morale, atmosphere and commitment.
7. **Integrity means we make decisions!** Don't put things off. Enquire of God and act like Abraham. We need to make decisions based on what is right and not be double-minded. Saul: selfish and foolish decisions – no food/honey for army or you die! 1 Sam 14:24. His own son

was not there and ate honey: Saul says he must die. Then men say 'no'; Saul changes his mind. A foolish decision led to foolish consequences. Saul banned all mediums – but then ended up seeking control and knowledge through a medium.

8. **Integrity means we are faithful in stewarding what God has given us to care for.** We are to be stewards not owners – the people of God in our churches belong to God not us. In our schools or churches, we are not building our own kingdom but seeking first God's kingdom and his righteousness.
9. **Integrity means investing in others not yourself** i.e. not self-centred. This means DISCIPLESHIP – DELEGATION. 1Chron 24 – David delegated. Not a 1-man band but TEAM.
10. **Integrity means we are people of the Spirit.** Success means having prepared a successor to take on the work from you – DAVID → SOLOMON; ELIJAH → ELISHA. Pray to God for a successor. Jesus – 12 disciples (It needed at least 12 to succeed Him!)
Q. Who are you investing in?

ALL OF THE ABOVE IS ONLY POSSIBLE BY THE HOLY SPIRIT!

11. **Integrity means we are men/women of the Spirit** – depending and trusting on God, the Rock. Jehovah Jireh has made provision for us. We are weak but the Holy Spirit in us is strength – 2Cor 12:9-10
Saul: a man of the flesh; David: a man of the Spirit who made God's presence his priority.
Abigail: a resourceful woman of the Spirit; Deborah: a leader and judge of wisdom in Israel.
'Not by might, nor by power but by my Spirit, says the Lord.'

Scriptures on the Holy Spirit

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| Luke 3: | John the Baptist's promise Jesus' baptism |
| John 7:37 John 16:13 | Jesus' promises " " |
| Eph. 5:18 | An ongoing process ('be being filled') |

RESPONSES

Is this document applicable to your leadership role?

What questions or responses does this document raise in you?

Are there aspects here that you disagree with?

Are there other aspects you would like to see added?

Do you keep your word and do you explain when you cannot keep it?

Do you have suggestions about how to apply these principles?

Perhaps you have a testimony that can help other leaders?

Please let us know your responses to any of the above – we would be grateful for any response, however brief. We would also look forward to dialoguing with you.

Contact: office@highlightonline.org