

THE FOUR STREAMS OF LEADERSHIP

All good leadership revolves around combining 4 streams of conduct to make a river of leadership. The stronger the individual streams of leadership are the more powerful is the river. If any one of the areas of leadership is weak then it can be compensated for by the other streams to some degree but the overall strength of leadership will never to rise to the potential of what it could have become.

The four streams of strong leadership are: First, doing what is expected of you. This could be called the basic job description level. A person gets a certain amount of responsibility and leadership when they complete the task assigned to them. Second, doing what is beyond that which is expected of you. A person who wants to be viewed as a leader must go above and beyond what is seen as their "task". Third, doing what can be seen as clearly leading your area or organization. There are three key leadership functions that must be performed to be seen as leading an organization. They are vision for the preferred future, recruiting and developing people and recruiting and finding sources of revenue. Fourth, involving yourself in mentoring current and future leaders to new heights. This is where a person invests in others beyond just vocational growth and allows people to reach their maximal potential. People will give a high level of leadership in their life if you are clearly helping them beyond what the work environment demands.

When a person in any organization does works on these four actions then they will build a powerful influence in their organization and be seen as a leader. The more powerful each one of the streams the stronger the overall influence and leadership. On the other hand it does not matter if a person has the title leader, but does not perform these crucial tasks of a leader then he/she will not be seen as the leader.

Each person can personally and organizationally strengthen their area by developing the following worksheets for each position. These help crystallize the important priorities and issues for each stream of leadership. It is very helpful to go over these as a team, staff, and organization. This allows you to see where and why there is a breakdown in development.

**The Four Streams of Leadership
The Expected
Job Description**

Assigned Person:

Effective Date:

A. Title of Position:

B. Purpose of the Position:

C. Reports to:

Relates Closely with:

Responsible for:

Primary Strengths required:

The Four Streams of Leadership Beyond the Expected

What are 10 things I can do that are beyond what the people I direct expect of me?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

What are 10 things I can do that are beyond what the people I report to expect of me?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

What are 10 things I can do that are beyond what the people I work with me expect of me?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

The Four Streams of Leadership Clearly Leading

Vision

Describe using bullet statements your department or area in 3 years if everything was right.

Recruiting

Describe the kind of people who would be a tremendous asset in your area

Describe the method that you are using to recruit people

Describe why people should sign up to work or volunteer in your area

Describe the 10 most crucial positions that you need to fill

Resources

What resources does your area need to make it 50% better

How much funding would be required to achieve 90% optimal results in your area?

Where are you looking for resources currently

Describe three ways you are bring resources to you area

The Four Streams of Leadership Mentoring

Finding

How are you going to identify potential leaders

How are you going to rule out potential leaders

What assessment tools have you found the most helpful

Training

What basic Christian foundation issues usually must be developed?

What on the job training do you have in mind?

How will you train the various types of leaders differently?

How will you stay in a mentoring relationship with your leaders?

Sending

How will you send your leaders out?

How will you determine when they should be sent out?

What ways will you make sure you are not being selfish in your sending