

## THE IMPORTANCE OF LEADERSHIP DEVELOPMENT



An adaptation of an article by Tammy Dunahoo, General Supervisor of the Foursquare Church, where she gives crucial insights on leadership development.

**If we intend to fulfill Jesus' commission, we can't do it alone.** Even Jesus knew this. He raised up disciples who became leaders, planted churches and started gospel movements.

*How do you define leadership development?*

Spiritual leadership means women and men humbly and boldly accept responsibility for the call and capacity given to them by God, for the sake of others.

Leadership development, then, is the formation of these leaders over a lifetime that shapes their hearts, minds and hands to effectively fulfill God's design. It's all-encompassing. **To engage it well, we must value lifelong learning, growing and transformation.**

*Why does this matter so much?*

I believe it is in the heart of every leader to become everything God intended and to accomplish all He has assigned. But, we do this best in a community that loves, believes in, equips and challenges one another to do so.

**I am convinced that if we become a "deliberately developmental" community, where we make the health and formation of leaders our highest priority, then transformation and multiplication will follow.**

When people who answer God's call are well equipped to fulfill His plan, church transformation and multiplication will be the result. It can happen exponentially when we do it together!

*How have you personally lived out this commitment to leadership development?*

I have always valued and pursued learning and personal growth, but I had significant change in my life when I intentionally pursued transformative disciplines of leadership development. It is so true that we do not automatically become a healthier disciple and leader with age alone. It takes intentional practices.

Peter Scazzero, author of *The Emotionally Healthy Leader*, stated that you cannot grow spiritually beyond what you have grown emotionally. When I see an unhealthy leader continually leaving a wake of hurt people behind him or her, it tells me there's a leader who has not attended to his/her own soul—and others are being affected because of it.

We do not automatically become a healthier disciple and leader with age alone. It takes intentional practices. **We reproduce who we are.** Our leadership style is shaped by our personal wholeness or lack thereof. It all starts with having healthy, growing leaders. Then, we'll see exponential multiplication of healthy disciples, leaders and churches.

