

Building a Healthy Company

Lesson 3-3: Growing Leaders

Discussion Guide – Confidentiality Reminder

One Word Check-in

Update – Personal, Business, Leadership

“Then he said, ‘Do you understand what I have done to you? You address me as “Teacher” and “Master,” and rightly so. That is what I am. So if I, the Master and Teacher, washed your feet, you must now wash each other’s feet. I’ve laid down a pattern for you. What I’ve done, you do. I’m only pointing out the obvious. A servant is not ranked above his master; an employee doesn’t give orders to the employer. If you understand what I’m telling you, act like it—and live a blessed life.” John 13:12-17 (MSG)

Healthy companies grow healthy leaders. Healthy companies are not driven by the ego of a senior leader but by servant leaders who want to grow every person in the organization to their maximum leadership potential. A company can never have too many leaders. A company that intentionally focuses on growing leaders creates a dynamic organization that people want to devote their time and energy to.

A company with lots of leaders has lots of potential. A dynamically growing company that creates opportunities for everyone needs new leaders to tackle the new challenges placed before it. There will be challenges with people, organizational structure, customers, growth and finances. Growth requires growing leaders to address these challenges.

Leadership is an art. The completion of a grand artwork requires innate talent, learned technical skill and emotional resonance. The result can be awe-inspiring. The same applies to leadership. Growing leaders becomes a constant and perpetual pursuit of learning leadership. Some people may be “born leaders,” but that does not mean that they have the skill to lead. It only means they have the desire to lead. Leadership must be learned. Below are four ways to grow leaders:

Action	Definition	Practical Application
Modeling	The foundation of growing leaders is having leaders that others aspire to imitate. Leaders earn respect by the way they conduct themselves, especially during difficult times. This is when their real self is exposed, especially their values.	Take a junior team member with you to a client meeting
Training	Leadership must be taught. Some trainers are good, and some are not. Be cautious as you decide from whom to learn from.	Sponsor a skills or leadership workshop for your team
Encouraging	An organization should encourage young leaders to aspire to be better leaders. Encouraging means providing opportunities to grow and to also fail with forgiveness. People learn best from failing.	Take a junior team member to lunch
Learning	Learning the art of leadership is a life-long pursuit in which one never fully arrives. Someone who aspires to lead must be humble enough to want to grow their leadership to its potential.	Read and process a book with a team member

Shared Experiences:

- Describe the leadership in your organization. How can it grow to be better?
- In your experience, how is the best way to grow or accelerate the growth of young leaders?
- Share what you have done in the past to grow your personal leadership?
- What type of leadership atmosphere does “encouraging” others versus “criticizing” others create?
- Which of the practical application steps were influential to you in your leadership development?
- Share a time when you were part of an encouraging business atmosphere. Also, share a time when you were part of an unhealthy business atmosphere. How did you feel about each situation?

Bottom line: Leadership is what separates great organizations from others. Healthy leaders are essential at every level of an organization for it to thrive. Healthy leaders attract and grow other healthy leaders, just as Jesus did. He took ordinary people and grew them into humble, committed and deeply devoted leaders.

One Word Check-out

Dig Deeper

Want to learn more?

- *Book:* [Leadership is an Art](#) by Max De Pree, former CEO of Herman Miller, Inc., wrote this small but wonderful book in 1989
- *Video:* [Lessons from Max De Pree](#) by Max De Pree
- *Video:* [Recommended Books to Young Professionals](#) by Dr. Bruce Berger: 1) Leadership is an Art, 2) The Fifth Discipline, 3) The Tipping Point, and 4) Drive
- *Video:* Leadership: [Connecting Your Values to Your Actions](#) by Jim Kouzes, author of “The Leadership Challenge”
- *Article:* [The Scanlon Plan](#) by Time, Inc. This is an article about the participative management that Max De Pree promotes in his book, “Leadership is an Art.”
- *Book:* [Turn the Ship Around! A True Story of Turing Followers into Leaders](#) by David Marquet. This is an excellent example from the military of the culture under two different commanders of a nuclear attack submarine. The ego-centric commander led the worst performing boat in the Navy. Within one-year, the boat became the best performing boat in the Navy because of an empowering leader. This new commander also helped nurture several under his command that ended up becoming submarine commanders.
- *Video:* [How Great Leaders Serve Others](#) by David Marquet at TEDxScottAFB (see note above)

What is a healthy leader?

Men and women who:

- Have uncompromising integrity that creates trust inside and outside the organization
- Empower people to grow into the best version of themselves possible
- See the value of diverse people in the organization
- Are relational
- Identify and solve problems quickly
- Have a vision of the future and communicate it clearly
- Are guided by Biblical principles
- Promote unity
- Have wisdom
- Surround themselves with other high-capacity leaders
- Strive to grow other healthy leaders
- Match their words with their actions
- Are not cynical, condescending or combative