

Patrons as Leaders

KSCF Patrons and Associates Seminar

How patrons can implement an effective leadership program in the CU in a contemporary World.

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Leadership

- Mean influence
- Means you have followers not subordinates
- Power is with the followers not leaders
- Means you are admired and trusted

So

- question is how to become one that is admired and trusted because then you have influence

Values are needed for economic development

- Kenneth Majer says: “In recent years, the business world has experienced a disturbing decline in the expression of positive values . . .”
- His argument is that if leaders have wrong values, the mission of the organization may not be reached in the long term.
- He argues that leaders need these values; lack of them can explain failures of organizations.
- He defines values as: “esteemed qualities which are intrinsically desirable and have importance

How to implement an effective leadership program in the CU in a contemporary World.

- Knowing the Foundations of Spiritual Leadership
- Understand the position of a Christian Teacher in providing spiritual leadership in High Schools.
- Transformative Leadership Quantified by Love

- a cu patron is not a manager but a leader

If to lead is to influence,
then a leader must have
something that attracts people to
him or her in order to influence
them.

It has been shown that character,
based on core values, will make a
leader gain this attraction.

That is how leaders get followers to
take on their values and behave like
them.

A new patron

- must first gain credibility which will serve as the ground for influence.
- But to gain credibility, the people will **have to trust him.**
- That trust will be based on the good character and competence over time.

values

- Synonyms of core values and beliefs are
- precepts,
- choices,
- ideals,
- assumptions,
- principals and standards
- Core values actually drive one's work.

To influence others

Christian leader must show values

- the leader must have the desired values.
- Every Christian is expected to have biblical values.
- This includes crucifying his or her desire for success, power, prestige and self-righteousness which follow the pattern of the world.
- *“Do not be conformed to this world, but be transformed by the renewing of your mind, so that you may prove what the will of God is, that which is good and acceptable and perfect,”* (Romans 12:1).

- His must have balance in life

Much of life is a question of maintaining balance.

- Any athletic team knows that they need a balance between offense and defense and between quickness and strength.
- In our personal finances we work to maintain a balance between income and expenses.
- In teaching we try to keep the proper balance between content and creativity.
- Too much emphasis on content and the subject becomes boring, too much emphasis on creativity and you have a lot of fun but communicate little.
- We all have to find the balance between diet, exercise and rest.
- Too much to one extreme or the other and we begin to hamper healthy living.
- Spiritual/character vs academic performance by students

- How to influence values change

How to influence values change

- One can change the values at different stages.
- The first level is the knowledge level. To know what value to change is at the individual level.
- The second level is attitude level. At this level, one knows and also feels strongly about the value.
- The third level is the behavioural level. You behave in line with the value in question, still at the individual level.
- The fourth level is organizational change, where now it is not just the individual that behaves according to the value but the whole group that behaves as per the value.

- Influence is crucial to passing values.
- However, different target groups will need different methods of passing the values

Pass values via community

- through the family of origin,
- going through community leaders
- and counselling by elders
- since group pressure needs to be utilised to reach them

counselling.

- This “is usually done by elders, who, because of their wide experience in life, are looked upon as being wiser than the younger members of the community.
- When it is elders who are going wrong and there are no age mates to advise them, there is also room for young people to advice elders provided proper etiquette is followed.”

For example you need to influence students out of tribalism

- If values are ‘primary beliefs that determine every decision and dictate every dollar spent,’
- then the first port of entry for solving the problem of ethnic discrimination is through our primary beliefs about people and their differences.” BENNOT
- Bennot shows the importance of personal values for any leader if the leader is going to positively influence others especially to move them from previous beliefs to new beliefs.
- Change a students belief system and he will change his behaviours

Jesus led via values

- Bill Hybels says that Jesus Christ had the values and qualities that gave Him influence wherever He went; that's why leaders seek to be like Him.
- To have similar influence, one needs to follow Christ's leadership style.
- Hybels also says that for a leader to truly be a leader of influence, he or she will need the fear of God.
- What one believes to be true in the core of his or her being will influence the decisions she or he makes throughout his or her leadership life.

- 1 Peter 5:2-3:
- *“Being shepherds of God’s flocks that are under your care, serving as overseers not because you must but because you are willing as God wants you to be. Not greedy for money but eager to serve, not lording it over those entrusted to you but being examples to the flock.”*

influencing is a social skill.

- To improve this social ability, you need character attributes like
- self-confidence
- and good self-esteem.
- One cannot work on influencing skills with poor self-esteem or low self-confidence.

One must have good inner game

- One must work on his or her inner game first before working on the outer game.
- The inner game is
 - belief systems that one has of self, other people, and the world around oneself. It is also one's self-image.
 - The outer game is social ability, social etiquette, the words one uses, body language, and everything else.

Leaders need to be influencers not controllers

- . A leader should seek influence and not control.
- Authority is like soap. The more one uses it the less one has.
- The leader is not to succumb to the temptation to use power to achieve personal goals or to get people to do what the leader wants regardless of whether or not the follower's heart agrees.
- The final result is the loss of one's influence on the people you are leading once they feel manipulated.

Modelling to pass values

- Leaders who live their values, pastors who model good character and have trustworthiness can expect high credibility. The passage in the Bible that supports this is Matthew 7:19-20.
- These three things give him such influence that the followers copy his values.
- Competence of the leadership.
- Content of the message.
- Character of leadership.
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Influence means giving a chance

- Influence means giving a chance to the people to decide whether what you suggest is good for them or not, which gives them a choice whether to follow or not.
- Chances are, if you are a good example, they will end up following.
- On the other hand, manipulation normally gives rise to some kind of resistance. If that is the case, people may not end up going the direction the manipulator wanted them to go.

- students are influenced when the patron leader has consistent passionate beliefs.
- A leader's behaviour establishes the acceptable norms of behaviour for the rest of the organization.
- For example, if a patron wants to influence a cu, he or she has to be patient to allow the full process take place .

Change process for a cu

- Involve everyone in the creation of a set of values;
- Create a compelling vision of the future;
- Communicate expectations clearly; and
- Monitor and reward the right behaviours.

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