



by Joe Ebu
ASAM Network Director

As a new graduate of The Navigators' Leader Development Initiative (LDI2), I recently did an annual plan and progress review (PPR) with a staff member I've known for many years. We had a good time connecting. Then we took more time to reflect on how ministry had gone this past year, especially with the challenges of the pandemic.

My friend told me that people he disciplined often had difficulty transitioning from being "ministry consumers" to becoming laborers—contributors who reach out to and train others. But he recognized this had nothing to do with the pandemic. He'd struggled with this for years.

That made me think of the LDC model of leadership—Lead, Develop, Care, the three responsibilities of a leader. According to this model, leaders have one of these as an area of strength, and another as an area of struggle. We execute our leadership through the lens of the strong responsibility, but our weak area is likely to produce frustration in those we're leading, because we can't meet their needs.

Coming back to that PPR situation: my staff friend was very strong in Care. He did a great job of connecting with those he reached out to, as well as helping them feel known and protected—three of the four aspects of how we communicate the Care Responsibility. When I spent time with him, I experienced that for myself.

But I sensed weakness in the Develop Responsibility. Sharing the LDC model with him launched us into a great conversation about his own development and growth in this area. What does Develop look like? How might he do better in modeling and coaching his young disciples to become disciplinarians themselves?

The elements of each responsibility can be a slow process. But as we ensure that we're leading out of more than one strength, we help younger leaders learn the skills to gain ownership of their God-given ministry.

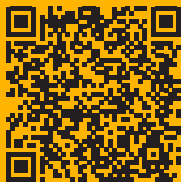


Have you seen this "racetrack" graphic of The Navigators LDC Leadership Model? It illustrates the integration of a leader's three primary responsibilities: Lead, Develop, and Care. Jesus, our Great Shepherd, perfectly integrated these responsibilities.

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Real-Life Stories and Practical Tools to Advance The Navigators Calling

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LEADING LIKE A SHEPHERD



by World Missions Staff
Eurasia Region

A friend of mine is a shepherdess in the Central Asian context where we both live. Her stories delight me because they draw striking parallels to the kind of shepherd leader I believe Jesus has called me to be—one who leads, develops, and cares well!

Jesus says,
"Do you love me? ...Tend my sheep."

To reach greener pastures of nourishment and delight, my friend treks with her sheep along a narrow path. On one side, a cliff plunges down to a river, and so she uses her staff to keep them away from its edge, attentive to every step they take. Most will follow the sheep in front of them, but a few try to wander off. She knows if one falls over the edge, she too will head down the cliff—and into the water, if necessary—to rescue that one sheep. She's responsible for all of them, even the stubborn one that wanders off!

My friend and I talk about grace and the beautiful example we have in Jesus. He risked all, gave up all, so His sheep who wander might be rescued. The work of our Good Shepherd was uncomfortable and risky—He was despised, betrayed, and He had no place to lay His head—but He chose to embrace His Father's will and walk in obedience to Him. *Jesus persevered.*

I'm desperate for Jesus to teach me. He shepherded His flock flawlessly, but I, on the other hand, tend to trip over my own two feet! I need the grace He has promised me as I seek to know, love, and become like Him in this.

Jesus says, "Do you love me?...Tend my sheep." And when the responsibility is too much for us, He reminds us, "My grace is sufficient for you, for My power is made perfect in weakness." (John 21:15-17; 2 Corinthians 12:9)



why develop leaders?

by Tammy Murden

Director, Leader Development
Train – Develop – Care



I've been considering this question since I became the director of leader development. What's the end goal? It certainly isn't developing

leaders just for the sake of having more leaders! So then, what is our real finish line?

As a young campus staff woman, I heard a talk on Matthew 9 (haven't we all?). Familiar words: The harvest is plentiful. The laborers are few. But then the speaker went on to say that if the laborers are few, it stands to reason that the leaders of laborers are even fewer. Now that caught my attention.

Why develop leaders? Because leaders are needed to develop the laborers—and *leaders of laborers*—who will bring in the plentiful harvest, fulfilling God's mandate to His people. Leaders—healthy leaders who lead, develop, and care well for their people—multiply Kingdom contribution. That fits one of The Navigators' desired culture statements: that we would all fully contribute to the Kingdom according to how God has made, equipped, and called us.

So why leader development? Because when leaders get better, everyone gets better—and the Kingdom advances! 🏁



RUNT OF THE LITTER

by Henry Clay

Leader Development Special Adviser
Train – Develop – Care



Through most of middle and high school, I felt like a complete loser. Mediocre grades, poor at sports (except tennis), and far from popular—the first three girls I asked out turned me down. I saw myself as a “runt” and was sure everyone else did too. How could I ever be a leader?

In 1 Samuel, David was overlooked and ridiculed by his father, Jesse, as well as his seven older brothers, a king, and a giant! Everyone saw him as the runt of the litter. But when Samuel went to choose the next king of Israel from among Jesse's sons, God called David out and said to Samuel, “Arise, anoint him, for this is he!”

Maybe you've felt small and inferior, too, always lurking in the background. Too tall, too short, not smart, not good-looking, unsuccessful ministry, limited by gender, ethnicity, past abuse, or physical handicap. *If only I were . . .*

What can we do?

1. **Be more vertical than horizontal.** Turn more to God than to people for hope and comfort. Walking with God will help keep self-loathing at bay.
2. **Embrace our littleness.** The key to leadership has more to do with God using our shortcomings than our strengths.
3. **Be humbled rather than humiliated.** Pride leads to shame. But as our pride is cast down, our littleness bothers us less and less. We're okay with not being the best and brightest.

God has a special place in His heart for those who are small and weak and know it and run to Him for refuge. He sees and values us. He has destined your littleness to intersect with His greatness and change the world.

God's promise: Isaiah 60:22

“The smallest one will become a clan, and the least one a mighty nation. I, the LORD, will hasten it in its time.” 🏁

The last words of David:

“...The Rock of Israel said to me:
“When one rules over people in righteousness,
when he rules in the fear of God,
he is like the light of morning at sunrise
on a cloudless morning.”

—2 Samuel 23:1-4

PIT STOPS: Making the Most of Self-Leadership

Who's the hardest person to lead? It's probably you. When we lead from an inside-out perspective, we realize that we can only lead others as well as we are leading ourselves. Every racecar driver knows when to take a pit stop to evaluate their ability to finish the race—and that's our job as leaders, too.

PIT STOP 1: The LDC Model



The three responsibilities of every leader. What's your strength? Your stretch? Your struggle?

PIT STOP 3: Three Postures

Want to be a better leader? Try these three simple postures toward those you lead:

- **Engage**
Ask: “How can I help *you* solve *your* problems?”
- **Equip**
Ask: “What skills resources, or perspective do you need to succeed? How can I help you get them?”
- **Empower**
Ask yourself: “What decisions do I hold? What decisions can I give away to them?” (No takebacks!)



Want to learn more about leading yourself? Check out the all-new Leader Development Initiative: LDi.

PIT STOP 2: Three Questions

Three questions to help you determine a leader development goal:

- *Where are you going?*
- *Where are you now?*
- *What's the next best step?*



This resource guides you more in-depth through these questions.

PIT STOP 4: Developmental Bias

Remember...

Leading asks: “WHAT task needs to be done, and by whom?”

Leading with a developmental bias asks: “WHO can be developed as they accomplish the task that needs to be done?”

