

Leading Second Podcast

Episode Guide



Leading Second Podcast - Season 7 Episode 177

Overcoming the Obstacles of Leadership Development ft. Phil Klein

Developing team members is vital in leadership. However, it can be a daunting task to begin initiating a system for this. This week, we hear from Phil Klein, founder of focus412, about the importance of incorporating leadership development into an organization and how to begin that process.

Growing Leaders

WHY ARE HEALTHY SECOND CHAIR LEADERS SO VITAL TO A THRIVING CHURCH?

- A healthy leader brings health to an organization which, in turn, brings progress.
 - We're all looking to make progress.
 - Can you have a healthy organization without a healthy second chair team?
 - If it is possible it will be a daily grind.
 - Somebody has to be actively in the work but also have the ability to look across the organization and understand what the gaps are and what they are going to be in the future.
 - It's important in all positions to pull your head up and look ahead to know what things should be built today that can be used for tomorrow.
 - Infrastructure, people, resource, strategy.
 - If you're working on those things today for today's needs, you're probably in a difficult position and not healthy.

WHAT DO YOU SEE CHURCHES DOING WHO ARE WINNING IN LEADERSHIP DEVELOPMENT?

- Churches need more and better leaders.
- Churches are healthier and stronger when they have a strong leadership development culture/pipeline/focus.
- The things that are essential: you have some level of culture development structure and systems for people to process through.
 - Development and developing people isn't just a desire.
 - It's not something you can just talk to people about and expect them to know how to execute it.
 - You have to ask:
 - What is the culture?
 - How do we see development?
 - How are people developed?
 - What's the commitment?
 - How does it happen?
 - Systems: you have to have a process.
 - We're all wired differently.
 - We all need systems to help guide us in the framework of how we should be developing leaders around us.
 - People want to know where am I going and what does it mean?

People have to be able to see it and understand it in order to be able to process it.

- Phil Klein

WHERE WOULD YOU SAY CHURCHES GET STUCK THE MOST?

1. People think they aren't developers.
 - Sometimes people think they have to be a professional.
2. People attempted development and because it didn't yield fruit quickly they dropped it or said it doesn't work.
 - Development is a crockpot, not a microwave.
 - There is no miracle grow for leaders.
- Practical steps to getting unstuck:
 - Make a decision to change where you are.
 - Take inventory of what things you are doing today that are developing people.
 - Pull out the gaps of what you already have and what you don't.
 - What's the one thing I have right now that has the most potential to have the best initial outcome to solve the problems in leadership that I currently have?
 - Ask: What do I have now?
 - Overlay it with what a development pipeline should look like.
 - Then commit to the work to formulate a plan.

ISN'T IT EASIER FOR ME TO GO AND TO DO THE JOB MYSELF? WHY DO I NEED TO DEVELOP SOMEONE ELSE?

- Working on developing people can slow you down in the short term.
- But over the long term you are going to win more if you develop people.
 - It is the tension between accomplishment and development.
 - In the short term, you have to let some of the fires burn but if you're developed other leaders, you'll be able to rebuild way past that.

Do you want to do this yourself and by yourself for the rest of your leadership life?

- Phil Klein

ARE WE DEVELOPING PEOPLE FOR US OR ARE WE DEVELOPING PEOPLE FOR OTHERS?

- We need to develop people for their potential rather than their position.
 - There's very few people that leave places where they are being developed for their leadership potential verse position.
 - People can start thinking of where else/what else they could do if they aren't being developed.
 - The person that is doing the developing in the organization should care more about their people making a difference in the world than they do fulfilling a position.
 - The organization will ultimately get more from that person.
 - Don't be afraid to develop people.
 - When you receive new, great people, you're the recipient of someone else's work of developing them. It's a carousel of reciprocating kingdomship.

WHEN DO YOU STEP IN AND GUARD AGAINST FAILURE?

- We need to use practical common sense leadership.
- Calculate collateral damage upfront.
- Don't pour into people then leave them alone for extended periods of time.
 - Stay in contact to watch and help

WHAT WOULD YOU SAY TO THE LEADER THAT WANTS TO GET LEADERSHIP DEVELOPMENT STARTED WITH THEIR CHURCH?

- Successful churches have someone who wants to champion the cause.
 - Even if they aren't the one to put it into action.
 - A Second Chair Leader can still bring suggestions to leadership.
 - Do a solution. See how it goes. Others will see it and want to join in.

Dig Deeper

1. What are 2-3 aspects of your ministry that can be developed today that will benefit the ministry in the near future?

2. What does leadership development look like in your area of ministry right now? What are 2-3 ideas you have to help grow the development track?

3. How can you work to bring others alongside you so you are not doing all of the tasks on your own for your area of ministry?

Additional Resources

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Phil Klein and focus412:

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