



## Leading Second Podcast - Season 8 Episode 201

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### The Empowered Leader ft. Ken Hester

In our leadership journeys, we often encounter moments of uncertainty about our roles and the extent of our empowerment. This conversation delves into the heart of these challenges, reminding us that clarity is indeed king. Brandon, Jodi Cameron (Champions Centre, Tacoma, WA), Joseph Kelley (Discovery Church, Oklahoma City, OK), and Ken Hester (LifeFamily Church, Austin, TX) remind us that, just as Jesus spent time with His disciples, teaching through proximity and example, we too can grow in our leadership through a process of continuous learning and development.

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#### **HAVE YOU EVER FOUND YOURSELF IN A PLACE WHERE YOU'VE WANTED TO MAKE AN IMPACT ON THE VISION, BUT YOU WERE UNSURE IF YOU HAD THE EMPOWERMENT TO DO SO?**

- That tension is there all of the time.
  - How do I make a decision?
  - Do I have the right to make that decision?
  - Is it the right decision?
  - What are the kind of implications of that decision?
- The tension that you face is also if that is your lane to make that decision.
  - To navigate this, you have to know which land you're in and which decisions you're able to make.

## **HOW DO YOU MANAGE A LACK OF UNDERSTANDING OR AGREEMENT THROUGHOUT THE TENSION?**

- Clarity is king for tensions and opportunities.
  - Although you've been invited into the room and you will have opportunities to speak, maybe you just need to listen.
  - Gain context to gain an understanding of what you're speaking to before you speak.
  - How can I gain clarity in knowing what I should speak into and what I shouldn't?

## **WHAT DO YOU DO WHEN YOU HAVE MOMENTS WHERE YOU LACK CLARITY ABOUT YOUR ROLE?**

- Give and ask for open space in one-on-ones.
  - What is it that you need for me to make your (or my) role or responsibility more clear?
  - If you ask in a one-on-one scenario, you're going to gain the clarity that you need in order to make the best decision moving forward.
- Start with the *why* versus the *what*.
  - If you don't understand the why behind what we're doing, then clarity becomes more foggy.
- Timing.
  - Do I have to fix this right now, or is this something that needs to be fixed in the future?
- Asking questions to better understand what the win is.

## **TOOLS TO HELP LEADERS MAKE A DECISION.**

- Bring data to support decision-making.
  - Make decisions less on emotions and feelings and more on data and strategy.
  - We don't need unnecessary hesitation.
- We have to move on from everything being done for the first time.
  - How do we shift from it being done the first time, every time to doing it right repeatedly again and again?

### **WRESTLING WITH LACK OF AGREEMENT WITH A DECISION.**

- Triple check and give space.
  - Not everyone is great at deciding in the moment.
  - Give space to process.
  - Set a deadline for answers.

### **WHERE DO YOU SEE THE LANDSCAPE OF LEADERSHIP DEVELOPMENT IN THE LOCAL CHURCH RIGHT NOW?**

- Leadership development is more of a process than a program.
  - Right now, we have too many programs.
  - Leadership is a process and you're never going to arrive.
    - It's always going to be discovery and development.
    - Jesus sends the Holy Spirit to continue to guide us in the process.
- Proximity is a lesson from Christ.
  - Bring people with you.
  - Give them practical, real life experience.
- Taught versus caught.
  - You need both.

## Dig Deeper

1. How can we balance the need for data-driven decision making with the spiritual aspects of church leadership?

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2. What are some practical ways we can create more opportunities for 'proximity leadership' in our churches, allowing emerging leaders to learn through observation and experience?

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3. How can we foster a culture where seeking clarity and asking questions is seen as a strength rather than a weakness in church leadership?

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## Additional Resources

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