



## Leading Second Podcast - Season 8 Episode 206

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### Level Up Your Leadership ft. Larry Brey

In ministry, we often encounter the need to 'level up' our leadership and personal growth. Brandon, Jennifer Martin (NorthRock Church, San Antonio, TX), and Joseph Kelley (Discovery Church, Oklahoma City, OK), sit down with Larry Brey (Elevation Church, Charlotte, NC) to discuss how skill development is crucial for an effective ministry. As we strive to level up, let's remember that our growth impacts not just us, but those we lead and influence.

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#### WHY COACHING GROUPS?

- The community.
  - They wrestle with the same tensions and frustrations.
  - You just need somebody who's been through something; who can walk with you through what you're walking through.
  - You have a built-in community for life of people who have been through a few things.
- People making the commitment to stay.
  - Some people enter coaching groups with the question, "Is this even for me? Do I even have a place in all of this?"

## WHY IS IT IMPORTANT THAT A LEADER BE COMMITTED TO LEVELING UP THEIR LEADERSHIP?

- Leveling up:
  - Who is sitting in the seat with me? Walking alongside me? Helping me not quit? Keeping me committed to leveling up?
  - When we don't level up, we settle.

*When we don't level up, we don't experience God's best because we settle for what we see in front of us.*

*- Larry Brey*

## SKILL DEVELOPMENT.

- Ecclesiastes 10:10 (NIV) "If the ax is dull and its edge unsharpened, more strength is needed, but skill will bring success."
- Skill development is the edge for a leader.
  - It's what makes us effective.
  - Once we're on the same team and aligned, people will follow us.
- A lot of average leadership loves to live in ambiguity.
  - When it's ambiguous, you can keep doing what you're doing and you don't have to change it.
- There are skill sets that you can get better at if you commit to coaching.

## WHAT IS THE DIFFERENCE WHEN NOT JUST ONE LEADER BUT THE WHOLE TEAM COMMITS TO DEVELOPMENT?

- Anytime you have a group working together, you might have the same word but there are different definitions.
  - We can lose momentum in the Kingdom when we don't have shared definitions.
  - We don't have unity.
  - Everyone is running in different directions because everybody's left to define it based upon their experience, preference, or dysfunction with it.

## HELPING YOUNGER GENERATIONS MASTER THEIR SKILLS.

- The pieces are there, but there is some assembly required.
  - There is some work that has to go into it.
- One generation says, "If you see something, do something."
  - Another says, "If you see something, say something."
  - Another says, "Do you even see it?"
  - The generation that goes before can resent the generation that's coming and blaming them for their dysfunction.
  - Good coaches have to ask, "How did I create this problem?"
    - Great coaches, parents, leaders, and pastors own the problem.
    - They give people permission to understand why they see what they see, expect what they expect, and define what they define.
    - I have to start with the dysfunction in me before I try to address the bad definitions and patterns in others.
- A green leader on a team is not inherently the problem.
  - They could be one of the bright spot on the team.
  - A person who's not committed to growing and sharpening the saw can become the problem.
  - Green is good if you've got the commitment to grow and develop.
- Two scenarios of how to lead:
  1. Telling a new hire, "If you're struggling with anything let me know. I'm here for you."
    - They aren't going to come to you.
    - But you checked the box to think that you actually did something.
  2. Tell the new hire about what it was like when you were hired.
    - Personal struggles.
      - The good and the bad.
      - "You're going to feel all those things. You probably already are. And I want you to know that everything you're feeling, I've already felt, and I would love to accelerate what I went through in your life so that you don't have to go through it as long or as deep as I did."

## **NON-NEGOTIABLE SKILLS FOR LEADERS IN THE SECOND CHAIR.**

- Self-awareness.
  - One of the hidden superpowers that we have access to is self-awareness.
  - Psalm 43:5 (NIV) "Why, my soul, are you downcast? Why so disturbed within me?"
  - Self-awareness is not being worried about how everybody else sees me but how does God see me in this moment?
    - Self-consciousness is, "How does everybody else see me?"
    - That's a hard pattern to rework.
  - Self-consciousness can sometimes look like self-awareness, but it's an evil cousin.
    - Self-consciousness starts with thinking everybody sees me how I see myself.
      - How I see myself and I project it on everybody else.
    - Self-awareness is asking, "God, how do you see me?"
  - Larry grew up in dysfunction but he thought it was normal.
    - When he got older, he thought everyone still saw him as the poor boy.
      - He went into rooms feeling like he had to prove himself to everyone.
      - He learned that the biggest limitation to becoming who Jesus died for him to be was the way he saw himself his whole life.
        - How God sees you:
          - Loved and forgiven.

## **SKILLS LEADERS NEED TO SHARPEN IF THEY ARE GOING TO LEAD WELL AND HELP THEIR TEAM LEVEL UP.**

- The principle of overreaction and empathy.
  - They aren't competing. They are complementary.
  - The principle of overreaction:
    - When I can see that it's a big deal to you, it becomes a small deal to me.
  - Empathy:
    - When it's a small thing to you, it becomes a very big thing to me.
  - The insecure leader wants to minimize what happened so that you don't suspect something else is going on.
  - The healthy leader has nothing to hide.

### **UNDERRATED ATTRIBUTES OF A LEADER.**

- The smaller skill sets are the subtle things of how these all relate together.
  - A lot of our leadership is segmented.
  - We don't deal with the whole person.
  - Step back and see the whole person and see how all these things are functioning together in the form of the person in front of you.

### **ONE STEP TO LEVEL UP.**

- Self-awareness.
  - Do an autopsy of the last few moments where something went off in a situation.
  - The devil does not want you to do an autopsy.
    - All he wants you to do is see the dead body and have shame in it.
  - But the Holy Spirit allows you to do the autopsy to open it up and say, "What happened?"
    - When you do that, you start to recognize patterns.
    - One of the big patterns is how you saw yourself.
  - Always start with me.
  - You can have the right theology, but if you have the wrong perception of who God is and who you are, you are leading from an insecure place.
  - We get so achievement-oriented that we get more focused on what we're doing than on who we are becoming.
  - The organization and team are going to be better when we are all committed to being better.

### **WHAT IS THE COST OF STAYING THE SAME IN MINISTRY? WHAT HAPPENS WHEN YOU DON'T PERSONALLY LEVEL UP?**

- We punish ourselves because we aren't performing at the level we want.
- Because we don't level up, we pass on the dysfunction.

## Dig Deeper

1. In what ways might our personal 'dysfunction' be impacting those we lead or influence in ministry, and how can we address this?

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2. What does it mean to truly 'level up' in our spiritual journey, and how can we measure this growth beyond just external achievements?

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3. How can we ensure that our pursuit of 'leveling up' in ministry is driven by a desire to serve God better rather than personal ambition?

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