





# QSOURCE: THE F3 LEADERSHIP MANUAL

- Foundation

1. Disruption: Disturbance to the Status Quo
  2. Language: The Lexicon of Effective Leadership
  3. Group: A Voluntary Combination of Two or More People
  4. LDP: The Process Employed by a Group to Develop New Leaders
  5. Preparedness: Getting Ready for the Expected While Being Ready for the Unexpected
- Q1: Get Right/DRP
  - Q2: Live Right/IMPACT
  - Q3: Lead Right/Community Leadership
  - Q4: Leave Right/Legacy



# DISTURBANCE TO THE STATUS QUO



DISRUPTION/Statement

MATTHEW 10:34

DO NOT SUPPOSE THAT I HAVE COME TO BRING  
PEACE TO THE EARTH. I DID NOT COME TO BRING  
PEACE, BUT A SWORD.



DISRUPTION/Scripture

- What do leaders do?
- What effect does leadership have on the status quo?
- Is there a common characteristic shared by leaders who leave a legacy?

## **DISRUPTION/** **SOCRATIC**

Disturbance To The  
Status Quo



- Leaders influence movement to advantage.
- Because it induces movement, leadership causes Disruption.
- A great Leader's legacy is built on love.

## **DISRUPTION/SPUR**

Disturbance To The  
Status Quo



# THE LEXICON OF VIRTUOUS LEADERSHIP



LANGUAGE/Statement

GENESIS 11:6

THE LORD SAID, “IF AS ONE PEOPLE SPEAKING THE SAME LANGUAGE THEY HAVE BEGUN TO DO THIS, THEN NOTHING THEY PLAN TO DO WILL BE IMPOSSIBLE FOR THEM”.



LANGUAGE/Scripture



- How has the theory of leadership changed over time?
- Does the culture have any effect upon the language of leadership?
- Is there one common language of leadership?

## LANGUAGE/SOCRATES

The Lexicon Of  
Virtuous Leadership



- Leadership is evolutionary, not revolutionary.
- The culture denatures words to uselessness.
- Effective groups have a unique Language.

## **LANGUAGE/SPUR**

The Lexicon Of  
Virtuous Leadership



A VOLUNTARY COMBINATION OF  
TWO OR MORE PEOPLE



GROUP/Statement

EPHESIANS 4:16  
FROM HIM THE WHOLE BODY, JOINED AND HELD  
TOGETHER BY EVERY SUPPORTING LIGAMENT,  
GROWS AND BUILDS ITSELF UP IN LOVE, AS EACH  
PART DOES ITS WORK.



GROUP/Scripture

- Is man's natural desire solitude or combination?
- Are there different types of groups that people form?
- Are there any types of groups that are more important than others?

## **GROUP/SOCRATIC**

A Voluntary  
Combination Of Two Or  
More People



- Man is by nature a Group-forming animal.
- The three Group-types which must be led to Advantage are the Community, the Organization and the Team.
- Dynamic Teams are the heart of healthy Communities and Effective Organizations.

## **GROUP/SPUR**

A Voluntary  
Combination Of Two Or  
More People



# THE PROCESS EMPLOYED BY A GROUP TO DEVELOP NEW LEADERS



LDP/Statement

HEBREWS 5:8-9

SON THOUGH HE WAS, HE LEARNED OBEDIENCE  
FROM WHAT HE SUFFERED  
AND, ONCE MADE PERFECT, HE BECAME THE  
SOURCE OF ETERNAL SALVATION FOR ALL WHO  
OBEY HIM.



LDP/Scripture



- Is a Leader born or made?
- Are there common elements to leadership development?
- Should the leadership development process be controlled from the top of an Organization?

## **LDP/SOCRATIC**

The Process Employed  
By A Group To Develop  
New Leaders



- Great Leaders develop new Leaders.
- The LDP has four steps: Schooling, Apprenticeship, Opportunity and Failure.
- The LDP depends upon decentralized execution to central purpose.

## **LDP/SPUR**

The Process Employed  
By A Group To Develop  
New Leaders



# GETTING READY FOR THE EXPECTED WHILE BEING READY FOR THE UNEXPECTED



PREPAREDNESS/Statement

EZEKIEL 38:7

GET READY; BE PREPARED, YOU AND ALL THE  
HORDES GATHERED ABOUT YOU, AND TAKE  
COMMAND OF THEM.



PREPAREDNESS/Scripture

- Does a man's need to be prepared change over time?
- Is preparedness a mind set or a process?
- What drives a man's desire to be prepared?

## **PREPAREDNESS/ SOCRATIC**

Getting Ready For The  
Expected While Being  
Ready For The  
Unexpected.



- There are four quadrants of preparedness: Get Right, Live Right, Lead Right and Leave Right.
- The process of Preparedness is deliberate and sequential.
- Love is the accelerant of Preparedness.

## **PREPAREDNESS/** **SPUR**

Getting Ready For The  
Expected While Being  
Ready For The  
Unexpected.





# THE FOUR QUADRANTS OF THE Q

- Q1: Get Right/DRP
- Q2: Live Right/IMPACT
- Q3: Lead Right/Community Leadership
- Q4: Leave Right/Legacy



# THE PURSUIT OF PROPER PERSONAL ALIGNMENT



GET RIGHT/Statement



1 CORINTHIANS 6:12

“I HAVE THE RIGHT TO DO ANYTHING,” YOU SAY -  
BUT NOT EVERYTHING IS BENEFICIAL. “I HAVE THE  
RIGHT TO DO ANYTHING” - BUT I WILL NOT BE  
MASTERED BY ANYTHING.



GET RIGHT/Scripture

- In a man's pursuit of change in his life, is there anything that must occur first?
- Who does the unfit man serve?
- Does service to others require a man to abandon service to himself?

## GET RIGHT/ SOCRATIC

The Pursuit Of Proper  
Personal Alignment



- A man must Get Right before he can do anything else.
- An unfit man is a slave to his lack of self-control.
- To be able to help others, a man must first help himself.

## **GET RIGHT/ SPUR**

The Pursuit Of Proper  
Personal Alignment



# THE DAILY COMMITMENT TO ACCELERATE FITNESS, FELLOWSHIP, AND FAITH.



DRP/Statement

PROVERBS 25:28

LIKE A CITY WHOSE WALLS ARE BROKEN THROUGH  
IS A MAN WHO LACKS SELF-CONTROL.



DRP/Scripture

- Can a man Get Right by himself?
- Do New Year's Resolutions work?
- Are choices good?

## **DRP/SOCRATIC**

The Q's daily decision  
to Accelerate his  
Fitness, Fellowship and  
Faith.



- A man needs help to Get Right.
- A man must turn Pro to Get Right.
- Discretion is a cage with velvet bars.

## **DRP/SPUR**

The Q's daily decision  
to Accelerate his  
Fitness, Fellowship and  
Faith.



# THE DAILY DISCIPLINE OF PHYSICALLY TRAINING THE BODY.



KING/Statement



1 CORINTHIANS 9:25

EVERYONE WHO COMPETES IN THE GAMES GOES INTO STRICT TRAINING. THEY DO IT TO GET A CROWN THAT WILL NOT LAST, BUT WE DO IT TO GET A CROWN THAT WILL LAST FOREVER.



KING/Scripture

- What is the most important component of Fitness?
- What is the purpose of Exercise?
- What is the best way to Accelerate Fitness?

## **KING/SOCRATIC**

The Q's Daily  
Discipline Of Physically  
Training His Body.



- A man's Right relationship with himself - his Fitness - begins with his body.
- A man maintains Fitness for reasons outside of himself.
- Fitness is best Accelerated by running with faster men.

## **KING/SPUR**

The Q's Daily  
Discipline Of Physically  
Training His Body.



THE DAILY DISCIPLINE OVER  
WHAT  
IS PUT INTO THE BODY.



QUEEN/Statement

1 CORINTHIANS 10:31

SO WHETHER YOU EAT OR DRINK OR WHATEVER  
YOU DO, DO IT FOR THE GLORY OF GOD.



QUEEN/Scripture

- Can a good exercise routine overcome a bad diet?
- Are some foods bad?
- What leads a man to descend into gluttony?

## QUEEN/SOCRATIC

The Daily Discipline  
Over What Is Put Into  
The Body.



- Man does not stay Fit through exercise alone.
- Portion control is the key to weight control.
- Weight control requires Accountability.

## QUEEN/SPUR

The Daily Discipline  
Over What Is Put Into  
The Body.



# THE TEMPTATION OF THE FLESH THAT HINDERS ACCELERATION



JESTER/Statement



HEBREWS 12:1

THEREFORE, SINCE WE ARE SURROUNDED BY SUCH  
A GREAT CLOUD OF WITNESSES, LET US THROW OFF  
EVERYTHING THAT HINDERS AND THE SIN THAT SO  
EASILY ENTANGLES, AND LET US RUN WITH  
PERSEVERANCE THE RACE MARKED OUT FOR US



JESTER/Scripture

- Are some temptations worse than others?
- Don't bad men often do good things, and good men often do bad things?
- Can a man ultimately conquer his own demons?

## **JESTER/SOCRATIC**

The Temptation Of The  
Flesh That Hinders  
Acceleration



- Every man has his own personal jester.
- The Jester is a master liar.
- Preparedness keeps the Jester at bay.

## **JESTER/SPUR**

The Temptation Of The  
Flesh That Hinders  
Acceleration



# THE TRANSFORMATIVE RELATIONSHIP BETWEEN A MAN AND A WOMAN



M/Statement

## ECCLESIASTES 9:9

ENJOY LIFE WITH YOUR WIFE, WHOM YOU LOVE,  
ALL THE DAYS OF THIS MEANINGLESS LIFE THAT  
GOD HAS GIVEN YOU UNDER THE SUN—ALL YOUR  
MEANINGLESS DAYS. FOR THIS IS YOUR LOT IN LIFE  
AND IN YOUR TOILSOME LABOR UNDER THE SUN



M/Scripture

- Is work-life balance a useful concept?
- Are some relationships more important than others?
- Is meeting your wife halfway good enough?

## M/SOCRATIC

The Transformative  
Relationship Between A  
Man And A Woman



- Accelerating Fellowship requires Dynamic Equilibrium.
- The M is the HIM's most important relationship.
- Accelerating the M requires both skill and love.

## M/SPUR

The Transformative  
Relationship Between A  
Man And A Woman



# THE SACRIFICIAL RELATIONSHIP BETWEEN A MAN AND HIS CHILDREN



SHORTIES/Statement



EPHESIANS 6:4

FATHERS, DO NOT EXASPERATE YOUR CHILDREN;  
INSTEAD, BRING THEM UP IN THE TRAINING AND  
INSTRUCTION OF THE LORD.



SHORTIES/Scripture

- What can a father hold back from his children?
- How important is a father?
- Why must a father be strong for his children?

## SHORTIES/SOCRAT

The Sacrificial  
Relationship Between A  
Man And His Children



- A man gives everything he has for his children.
- The IMPACT (for good or bad) that a man has on his children cannot be underestimated.
- The HIM's Commitment provides his children freedom.

## **SHORTIES/SPUR**

The Sacrificial  
Relationship Between A  
Man And His Children



# THE HORIZONTAL RELATIONSHIP BETWEEN MEN



SHIELD LOCK/Statement

ECCLESIASTES 4:12

THOUGH ONE MAY BE OVERPOWERED, TWO CAN  
DEFEND THEMSELVES. A CHORD OF THREE STRANDS  
IS NOT QUICKLY BROKEN.



SHIELD LOCK/Scripture

- Are some men born to be lone wolves?
- Do Communities benefit when men combine?
- Can a man begin the fight against adversity before he encounters it?

## **SHIELD LOCK/ SOCRATIC**

The Horizontal  
Relationship Between  
Men



- Man hunts best in a pack.
- Men recognize the Advantage of mutual defense.
- Acceleration of the Shield Lock requires Preparedness.

## **SHIELD LOCK/ SPUR**

The Horizontal  
Relationship Between  
Men



# THE VERTICAL RELATIONSHIP BETWEEN MEN



WHETSTONE/Statement



PROVERBS 27:17

AS IRON SHARPENS IRON, SO ONE MAN SHARPENS  
ANOTHER.



WHETSTONE/Scripture

- What is the purpose of mentorship?
- Are there any required components to Effective mentorship?
- How does a mentor benefit?

## **WHETSTONE/ SOCRATIC**

The Vertical  
Relationship Between  
Men



- A man must be sharpened like a knife blade.
- Hard looks and straight talk (tempered by love) get results.
- The Whetstone is necessary for both the Blade and the Stone to Get Right.

## WHETSTONE/ SPUR

The Vertical  
Relationship Between  
Men



# THE SUSTAINING RELATIONSHIP BETWEEN A MAN AND HIS WORK



MAMMON/Statement

COLOSSIANS 3:23

WHATEVER YOU DO, WORK AT IT WITH ALL YOUR  
HEART, AS WORKING FOR THE LORD, NOT FOR  
HUMAN MASTERS.



MAMMON/Scripture

- Is there anything inherently good about work?
- Is work anything more than something we do?
- What priority should a man give to his work?

## MAMMON/ SOCRATIC

The Sustaining  
Relationship Between A  
Man And His Work



- Work is a Virtue.
- Work is a relationship, not a pursuit.
- Work is man's least important relationship.

## MAMMON/ SPUR

The Sustaining  
Relationship Between A  
Man And His Work



# THE DAILY DISCIPLINE OF TALKING WITH THE CREATOR IN ORDER TO BUILD FAITH



PRAYER/Statement



EPHESIANS 6:18

AND PRAY IN THE SPIRIT ON ALL OCCASIONS WITH ALL KINDS OF PRAYERS AND REQUESTS. WITH THIS IN MIND, BE ALERT, AND ALWAYS KEEP ON PRAYING FOR ALL THE LORD'S PEOPLE.



PRAYER/Scripture

- Does Faith play a role in Leadership?
- How did we get here?
- Are fear and worry bad things?

## **PRAYER/** **SOCRATIC**

The Daily Discipline Of  
Talking With The  
Creator In Order To  
Build Faith



- A Virtuous Leader must have Faith.
- Prayer provides answers.
- Prayer is the Pro's antidote to worry.

## **PRAYER/** **SPUR**

The Daily Discipline Of  
Talking With The  
Creator In Order To  
Build Faith



# THE DAILY EXPLORATION INTO THE FOUNDATIONS OF FAITH



STUDY/Statement

HEBREWS 4:12

FOR THE WORD OF GOD IS ALIVE AND ACTIVE.  
SHARPER THAN AND DOUBLE-EDGED SWORD IT  
PENETRATES TO DIVIDING EVEN SOUL AND SPIRIT,  
JOINTS AND MARROW; IT JUDGES THE THOUGHTS  
AND ATTITUDES OF THE HEART.



STUDY/Scripture

- Is there a connection between Leadership and Faith?
- How does a man know his belief system is based upon truth?
- Is Faith static or dynamic?

## **STUDY/** **SOCRATIC**

The Daily Exploration  
Into The Foundations Of  
Faith



- The Acceleration of Faith requires a Belief System.
- Study puts a Leader's Belief System to the test.
- Faith is a Practice that requires Study to Accelerate.

## **STUDY/** **SPUR**

The Daily Exploration  
Into The Foundations Of  
Faith



# THE PUBLIC MANIFESTATION OF FAITH



MEETING/Statement



## HEBREWS 10:24-25

AND LET US CONSIDER HOW TO SPUR ONE ANOTHER ON TO LOVE AND GOOD DEEDS, NOT GIVING UP MEETING TOGETHER, AS SOME ARE IN THE HABIT OF DOING. BUT ENCOURAGING ONE ANOTHER—AND ALL THE MORE AS YOU SEE THE DAY APPROACHING.



MEETING/Scripture

- Is there something to be gained through Community worship?
- Is there any relationship between Leadership and attendance at church?
- Are pastors affected by who is sitting in their pews?

## MEETING/ SOCRATIC

The Public  
Manifestation Of Faith



- Faith is best Accelerated in the company of others.
- To leave a Legacy, a man must be competent in the practice of his Belief System.
- Meeting holds the shepherd Accountable to the truth.

## MEETING/ SPUR

The Public  
Manifestation Of Faith



# THE DEDICATION TO PURPOSEFULNESS



LIVE RIGHT/Statement

1 PETER 2:24

HE HIMSELF BORE OUR SINS IN HIS BODY ON THE CROSS, SO THAT WE MIGHT DIE TO SINS AND LIVE FOR RIGHTEOUSNESS; BY HIS WOUNDS YOU HAVE BEEN HEALED.



LIVE RIGHT/Scripture

- Are we alive for a reason outside of our own existence?
- What happens to a man who lives primarily for himself?
- Is there an intrinsic benefit in living for others?

## LIVE RIGHT/ SOCRATIC

The Dedication to  
Purposefulness



- To Live Right a man must have an ultimate Purpose in mind.
- To Live Right requires self-sacrifice.
- Living Right helps a man to stay Right.

## **LIVE RIGHT/SPUR**

The Dedication to  
Purposefulness



# FORCIBLE CONTACT TO STRONG EFFECT



IMPACT/Statement



TITUS 3:14  
OUR PEOPLE MUST LEARN TO DEVOTE  
THEMSELVES TO DOING WHAT IS GOOD, IN ORDER  
TO PROVIDE FOR URGENT NEEDS AND NOT LEAD  
UNPRODUCTIVE LIVES.



IMPACT/Scripture

- Can a man self-initiate positive change in his life?
- Can a broken man be helped?
- Can an unbroken man be convinced to risk abandoning his Status Quo?

## IMPACT/SOCRATIC

Forcible Contact to  
Strong Effect



- Forcible contact is Proximity initiated by Movement.
- Proximity is required to have a strong effect in the life of a Survivor.
- Proximity is required to have a strong effect in the life of a Sad Clown.

## **IMPACT/SPUR**

Forcible Contact to  
Strong Effect



# IGNITING A PALPABLE DESIRE FOR MOVEMENT



INFLUENCE/Statement

1 TIMOTHY 4:12

DO NOT LET ANYONE LOOK DOWN ON YOU  
BECAUSE YOU ARE YOUNG, BUT SET AN EXAMPLE  
FOR THE BELIEVERS IN SPEECH, IN CONDUCT, IN  
LOVE, IN FAITH AND IN PURITY.



INFLUENCE/Scripture

- Can you force a man to help himself?
- How can one man help another man change his life?
- What does Influence look like?

## **INFLUENCE/** **SOCRATIC**

Igniting a Palpable  
Desire for Movement



- Movement must be voluntary.
- Movement is a release of energy.
- The HIM influences through word and deed.

## **INFLUENCE/** **SPUR**

Igniting a Palpable  
Desire for Movement



# SERVING IN THE HIGH IMPACT ZONE

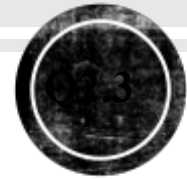


MISSIONALITY/Statement



2 PETER 1:10

THEREFORE, MY BROTHERS AND SISTERS, MAKE EVERY EFFORT TO CONFIRM YOUR CALLING AND ELECTION. FOR IF YOU DO THESE THINGS, YOU WILL NEVER STUMBLE,



MISSIONALITY/Scripture

- Should a man keep trying new things in order to be Happy?
- How does a man know where his IMPACT will be greatest?
- What happens if a man does not stay Missional?

## **MISSIONALITY/** **SOCRATIC**

Serving In The High  
Impact Zone



- The comfort zone (and the need to expand it) is a cultural myth that encourages men to be in-Effective.
- A HIM's Mission marks the boundaries of his High Impact Zone.
- The HIM uses Preparedness to resist straying from his Mission.

## **MISSIONALITY/** **SPUR**

Serving In The High  
Impact Zone



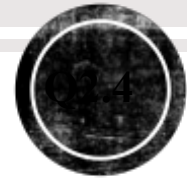
# INGRAINING ADVANTAGEOUS TENDENCIES IN OTHERS



POSITIVE HABIT TRANSFER/Statement

PSALM 32:8

I WILL INSTRUCT YOU AND TEACH YOU IN THE  
WAY YOU SHOULD GO; I WILL COUNSEL YOU WITH  
MY LOVING EYE UPON YOU.



POSITIVE HABIT TRANSFER/Scripture

- Can you learn to do things right from a man who does things wrong?
- What is the ultimate Purpose of building positive Habits?
- What is the ultimate Purpose in passing positive Habits on to others?

## **POSITIVE HABIT** **TRANSFER/** **SOCRATIC**

Ingraining  
Advantageous  
Tendencies In Others



- A man cannot give away what he himself does not possess.
- Guardrails allow a man to Accelerate without crashing.
- Through Positive Habit Transfer we stand on the shoulders of giants.

## **POSITIVE HABIT** **TRANSFER/** **SPUR**

Ingraining  
Advantageous  
Tendencies In Others



# SUBMISSION TO STANDARD THROUGH ENFORCEMENT AND CONSEQUENCE



ACCOUNTABILITY/Statement



1 CORINTHIANS 5:10

WE ALL MUST APPEAR BEFORE THE JUDGMENT SEAT OF CHRIST, SO THAT EACH OF US MAY RECEIVE WHAT IS DUE US FOR THE THINGS DONE WHILE IN THE BODY, WHETHER GOOD OR BAD.



ACCOUNTABILITY/Scripture

- Can a man hold himself Accountable?
- Are there necessary components to Effective Accountability?
- Is there an ideal relationship for mutual Accountability between men?

## **ACCOUNTABILITY** **SOCRATIC**

Submission To Standard  
Through Enforcement  
and Consequence



- The HIM seeks Accountability because his life is not his own.
- Accountability shines the light of Hope into a man's Blind Spots.
- An Effective Shield Lock provides mutual Accountability.

## **ACCOUNTABILITY** **SPUR**

Submission To Standard  
Through Enforcement  
and Consequence



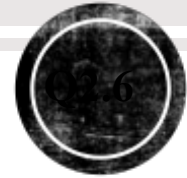
# ZEALOUSLY ADVOCATING FOR SHARED VIRTUE



CORRECTION/Statement

MATTHEW 18:15

IF A BROTHER OR SISTER SINS, GO AND POINT OUT THEIR FAULT, JUST BETWEEN THE TWO OF YOU. IF THEY LISTEN TO YOU, YOU HAVE WON THEM OVER.



CORRECTION/Scripture

- Can Virtue be instilled by example alone?
- Why would a man decline to tell another man the truth about his shortcomings?
- Can a man be a bully even if he is right?

## CORRECTION/ SOCRATIC

Zealously Advocating  
For Shared Virtue



- The HIM preaches what he Practices.
- Correction requires Courage.
- Correction requires love.

## **CORRECTION/** **SPUR**

*Zealously Advocating  
For Shared Virtue*



# INITIATING MISSIONALITY IN OTHERS



TARGETING/Statement



MATTHEW 28:19-20

THEREFORE, GO AND MAKE DISCIPLES OF ALL NATIONS, BAPTIZING THEM IN THE NAME OF THE FATHER AND OF THE SON AND OF THE HOLY SPIRIT, AND TEACHING THEM TO OBEY EVERYTHING I HAVE COMMANDED YOU. AND SURELY I AM WITH YOU ALWAYS, TO THE VERY END OF THE AGE.



TARGETING/Scripture

- Can a man Live Right without being pointed in any particular direction?
- Is there a peace that surpasses all human understanding?
- Is there any particular tempo required to Live Right?

## TARGETING/ SOCRATIC

Initiating Missionality  
in Others



- Missionality is an Essential Virtue.
- Targeting moves a man beyond himself.
- A Targeted man moves in Relational Rhythm.

## **TARGETING/** **SPUR**

Initiating Missionality  
in Others



# THE PRACTICE OF VIRTUOUS LEADERSHIP



LEAD RIGHT/Statement

PSALMS 78:72

AND DAVID SHEPHERDED THEM WITH INTEGRITY  
OF HEART; WITH SKILLFUL HANDS HE LED THEM.



LEAD RIGHT/Scripture

- What enables a man to do what a Leader does?
- What makes a man what a Leader is?
- What is the difference between a good and bad Leader?

## **LEAD RIGHT/ SOCRATIC**

The Practice of Virtuous  
Leadership



- The Leadership Skills are the four capabilities of Effective Leadership that enable a man to do what a Leader does.
- The Leadership Virtues are the five Habits and Ethics of moral excellence that enable a man to be who a Leader is.
- To Lead Right a person must be both an Effective and Virtuous Leader.

## **LEAD RIGHT/ SPUR**

The Practice of Virtuous  
Leadership



# INFLUENCE THROUGH COMBINATION



SHARED LEADERSHIP/Statement



PROVERBS 11:14

FOR LACK OF GUIDANCE A NATION FALLS, BUT  
VICTORY IS WON THROUGH MANY ADVISERS.



SHARED LEADERSHIP/Scripture

- Why do men pool their efforts?
- Can anyone Lead together?
- Does a Leader gain anything by sharing power?

## SHARED LEADERSHIP /SOCRATIC

Influence through  
Combination



- Shared Leadership is a conspiracy to Influence Movement to Advantage.
- A Shared Leadership Team requires Trust, Shared Virtue and Mutual Competence between its Members.
- A Virtuous Leader is a Pro who Leads from the Shield Lock.

## SHARED LEADERSHIP /SPUR

Influence through  
Combination



# THE GENERAL ALIGNMENT OF SKILL WITHIN A SHARED LEADERSHIP TEAM.



MUTUAL COMPETENCE/Statement

EXODUS 35:10

ALL WHO ARE SKILLED AMONG YOU ARE TO  
COME AND MAKE EVERYTHING THE LORD HAS  
COMMANDED.



MUTUAL COMPETENCE/Scripture

- Is Competence important to Group Success?
- Does every Member of a Team have to be equally Competent?
- How Competent must the Leader be?

## MUTUAL COMPETENCE /SOCRATIC

The General Alignment  
Of Skill Within A  
Shared Leadership  
Team



- Competence is critical to Group Prosperity.
- Mutual Competence is an essential element of Shared Leadership.
- Mutual Competence starts with the Q's individual Competence.

## MUTUAL COMPETENCE /SPUR

The General Alignment  
Of Skill Within A  
Shared Leadership  
Team



# RELIANCE BETWEEN TEAM MEMBERS



TRUST/Statement



PSALMS 56:3

WHEN I AM AFRAID, I PUT MY TRUST IN YOU.



TRUST/Scripture

- Is the reward of Shared Leadership worth the risk?
- Can a man's resolve be determined before he is called upon to put it in action?
- What is the ultimate Purpose of a CSAUP?

## TRUST /SOCRATIC

Reliance Between Team  
Members



- Trust is an essential element of Shared Leadership.
- Stress testing builds reliance.
- Shared pain builds Trust.

## TRUST /SPUR

Reliance Between Team  
Members



# RECOGNIZING ADVANTAGE AND THE MOVEMENT REQUIRED TO ACHIEVE IT



VISION/Statement

ACTS 16:9

DURING THE NIGHT PAUL HAD A VISION OF A MAN  
OF MACEDONIA STANDING AND BEGGING HIM,  
“COME OVER TO MACEDONIA AND HELP US.”



VISION/Scripture

- How does a Group determine what to do next?
- Does an idea have to be big to be good?
- Who has Vision?

## VISION /SOCRATIC

Recognizing Advantage  
And The Movement  
Required To Achieve It



- Through Vision, the Effective Leader charts his Group's pathway forward.
- Some Visions are bigger than others.
- Vision is a Skill possessed by every person.

## VISION /SPUR

Recognizing Advantage  
And The Movement  
Required To Achieve It



# DESCRIBING VISION TO OTHERS



ARTICULATION/Statement



NEHEMIAH 2:17

THEN I SAID TO THEM, “YOU SEE THE TROUBLE WE ARE IN: JERUSALEM LIES IN RUINS, AND ITS GATES HAVE BEEN BURNED WITH FIRE. COME, LET US REBUILD THE WALL OF JERUSALEM, AND WE WILL NO LONGER BE IN DISGRACE.”



ARTICULATION/Scripture

- Is Articulation a Skill that all people possess?
- Are great Articulators born or made?
- What is the primary goal of Articulation?

## ARTICULATION /SOCRATIC

Describing Vision To  
Others



- Every person can Articulate, but most people choose not to.
- Articulation is a Skill that improves with Practice.
- Articulation is about understanding, not liking.

## ARTICULATION /SPUR

Describing Vision To  
Others



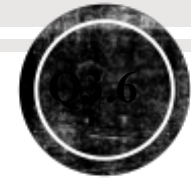
# THE INITIATION OF FIRST MOVEMENT



PERSUASION/Statement

PROVERBS 25:15

THROUGH PATIENCE A RULER CAN BE PERSUADED,  
AND A GENTLE TONGUE CAN BREAK A BONE.



PERSUASION/Scripture

- Can you lie and bully a man into doing what's good for him?
- What is the biggest Obstacle to Movement?
- Must a man agree before he Moves?

## **PERSUASION** **/SOCRATIC**

The Initiation Of First  
Movement



- Compulsive chicanery cannot sustain Momentum.
- Mañana is a crackpipe.
- Incremental Movements build agreement.

## **PERSUASION** **/SPUR**

The Initiation Of First  
Movement



# INCENTIVIZING THE BREACH OF OBSTACLES



EXHORTATION/Statement



GALATIANS 6:9

LET US NOT BECOME WEARY IN DOING GOOD, FOR  
AT THE PROPER TIME WE WILL REAP A HARVEST IF  
WE DO NOT GIVE UP.



EXHORTATION/Scripture

- Is there a difference between Exhortation and encouragement?
- What exactly are we afraid of?
- Can a man Exhort the breach of something he himself has never experienced?

## **EXHORTATION** **/SOCRATIC**

Incentivizing The  
Breach Of Obstacles



- Exhortation is encouragement on steroids.
- Fear of Pain and Chaos is a powerful Obstacle.
- Empathy and Correction are both necessary elements of Exhortation.

## **EXHORTATION** **/SPUR**

Incentivizing The  
Breach Of Obstacles



# GRACIOUSLY TELLING THE HARD TRUTH AND DEMANDING TO HEAR IT FROM OTHERS



CANDOR/Statement

JOHN 8:32

AND THEN YOU WILL KNOW THE TRUTH, AND THE  
TRUTH WILL SET YOU FREE.



CANDOR/Scripture

- Are all Truths self-evident?
- Are some things better left unsaid?
- What happens if you kill the messenger?

## CANDOR /SOCRATIC

Graciously Telling The  
Hard Truth And  
Demanding To Hear It  
From Others



- Only hard Truth requires Candor.
- From hard Truth comes love and Trust.
- Candor is a two-way street.

## **CANDOR** **/SPUR**

Graciously Telling The  
Hard Truth And  
Demanding To Hear It  
From Others



UNWAVERING LOYALTY TO THE  
GROUP AND UNFLINCHING  
DETERMINATION TO  
ACCOMPLISH ITS MISSION



COMMITMENT/Statement



JOSHUA 24:15

BUT IF SERVING THE LORD SEEMS UNDESIRABLE TO YOU, THEN CHOOSE FOR YOURSELVES THIS DAY WHOM YOU WILL SERVE, WHETHER THE GODS YOUR ANCESTORS SERVED BEYOND THE EUPHRATES, OR THE GODS OF THE AMORITES, IN WHOSE LAND YOU ARE LIVING. BUT AS FOR ME, AND MY HOUSEHOLD, WE WILL SERVE THE LORD.

COMMITMENT/Scripture

- Is there anything a Leader must surrender in order to be Committed?
- Is there anything a Leader must do to demonstrate Commitment?
- What is more important – loyalty or determination?

## **COMMITMENT** **/SOCRATIC**

Unwavering Loyalty To  
The Group And  
Unflinching  
Determination To  
Accomplish Its Mission



- Loyalty requires abandonment of self.
- Determination requires bold will to action.
- Mission first/men always, with love.

## **COMMITMENT** **/SPUR**

Unwavering Loyalty To  
The Group And  
Unflinching  
Determination To  
Accomplish Its Mission



UNCHANGING IN NATURE,  
STANDARD,  
OR EFFECT OVER TIME



CONSISTENCY/Statement

HEBREWS 13:8  
JESUS CHRIST IS THE SAME YESTERDAY AND  
TODAY AND FOREVER.



CONSISTENCY/Scripture

- Why do complex men often lead simple lives?
- How can a man keep from going off the rails?
- How can a man learn to be Consistent?

## CONSISTENCY /SOCRATIC

Unchanging In Nature,  
Standard,  
Or Effect Over Time



- Simplicity is the foundation of Consistency.
- Strong Routines are the framework of Consistency.
- The Virtuous Leader focuses on bandwidth not perfection.

## **CONSISTENCY** **/SPUR**

Unchanging In Nature,  
Standard,  
Or Effect Over Time



STABILITY OF EMOTION  
ENGENDERED BY  
THE CONTINUAL PURSUIT OF JOY  
RATHER THAN HAPPINESS



CONTENTMENT/Statement



PHILIPPIANS 4:11

I AM NOT SAYING THIS BECAUSE I AM IN NEED,  
FOR I HAVE LEARNED TO BE CONTENT WHATEVER  
THE CIRCUMSTANCES.



CONTENTMENT/Scripture

- What is the difference between Happiness and Joy?
- How does a man learn to govern his emotions?
- Does control over one's environment foster Contentment?

## CONTENTMENT /SOCRATIC

Stability Of Emotion  
Engendered By  
The Continual Pursuit  
Of Joy Rather Than  
Happiness



- Joy is the stainless steel of the soul.
- Rough skies make good pilots.
- Preparedness trumps Control.

## **CONTENTMENT** **/SPUR**

Stability Of Emotion  
Engendered By  
The Continual Pursuit  
Of Joy Rather Than  
Happiness



# SETTING ASIDE FEAR TO TURN HARDSHIP INTO GRACE



COURAGE/Statement

JOSHUA 1:9

HAVE I NOT COMMANDED YOU? BE STRONG AND  
COURAGEOUS. DO NOT BE AFRAID; DO NOT BE  
DISCOURAGED, FOR THE LORD YOUR GOD WILL BE  
WITH YOU WHEREVER YOU GO.



COURAGE/Scripture

- Does Courage require the absence of Fear?
- Can an un-Fit man be brave?
- What is Grace?

## COURAGE /SOCRATIC

Setting Aside Fear To  
Turn Hardship Into  
Grace



- Fear is a natural state that can and must be governed.
- Fatigue makes cowards of us all.
- Grace is keeping your head when everyone around you is losing theirs and blaming it on you.

## COURAGE /SPUR

Setting Aside Fear To  
Turn Hardship Into  
Grace



# THE CONSTRUCTION OF LEGACY

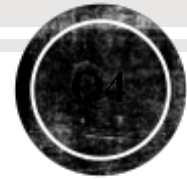


LEAVE RIGHT/Statement



PSALM 145:4

ONE GENERATION COMMENDS YOUR WORKS TO  
ANOTHER; THEY TELL OF YOUR MIGHTY ACTS.



LEAVE RIGHT/Scripture

- How does Legacy come about?
- Is a man's Legacy preordained?
- What role does Leadership development play in Legacy?

## **LEAVE RIGHT** **/SOCRATIC**

The Construction of  
Legacy



- Only a Virtuous Leader can leave a Legacy.
- A HIM seeks the solution to his Ultimate Life Problem.
- Legacy is constructed through the HIM's development of Virtuous Leaders.

## **LEAVE RIGHT** **/SPUR**

The Construction of  
Legacy



# A MAN WHO HAS BEEN FREED TO LEAD



SUA SPONTE LEADER/Statement

LUKE 10:2

HE TOLD THEM, “THE HARVEST IS PLENTIFUL, BUT THE WORKERS ARE FEW. ASK THE LORD OF THE HARVEST, THEREFORE, TO SEND OUT WORKERS INTO HIS HARVEST FIELD.”



SUA SPONTE LEADER/Scripture

- How does a Leader know what to do?
- How does a Leader know how to do?
- How does a Group ensure that its Leaders know what and how to do?

**SUA SPONTE**  
**LEADER**  
**/SOCRATIC**

A Man Who Has Been  
Freed To Lead



- Make clear the Mission.
- Teach all you know.
- Incentivize I2 and manage the inevitable Failures.

**SUA SPONTE**  
**LEADER**  
**/SPUR**

A Man Who Has Been  
Freed To Lead



# THE PHASE OF AN LDP DURING WHICH FORMAL LEADERSHIP TRAINING IS PROVIDED



SCHOOLING/Statement



PROVERBS 22:6

START CHILDREN OFF ON THE WAY THEY SHOULD  
GO, AND EVEN WHEN THEY ARE OLD THEY WILL  
NOT TURN FROM IT.



SCHOOLING/Scripture

- Should the theory of Leadership change over time and place?
- Can a natural born Leader be Effective without formal training?
- When does a Leader know that he has learned enough?

## **SCHOOLING** **/SOCRATIC**

The Phase Of An LDP  
During Which Formal  
Leadership Training Is  
Provided



- The principles of Leadership are both universal and timeless.
- Leadership is counterintuitive.
- Schooling never ends.

## **SCHOOLING** **/SPUR**

The Phase Of An LDP  
During Which Formal  
Leadership Training Is  
Provided



# THE PHASE OF THE LDP WITHIN WHICH POSITIVE HABIT TRANSFER TAKES PLACE



APPRENTICESHIP/Statement

NUMBERS 27:18-19

SO THE LORD SAID TO MOSES, "TAKE JOSHUA SON OF NUN, A MAN IN WHOM IS THE SPIRIT OF LEADERSHIP, AND LAY YOUR HAND ON HIM. HAVE HIM STAND BEFORE ELEAZAR THE PRIEST AND THE ENTIRE ASSEMBLY AND COMMISSION HIM IN THEIR PRESENCE."



APPRENTICESHIP/Scripture

- Is there a pattern of learning that best serves the apprentice?
- How does a Leader turn head-knowledge into heart-knowledge?
- What Incentive does a Leader have to train his subordinates?

## **APPRENTICESHIP** **/SOCRATIC**

The Phase Of The LDP  
Within Which Positive  
Habit Transfer Takes  
Place



- An apprentice first watches, then helps and finally does.
- Apprenticeship makes intuitive by training that which is counterintuitive by nature.
- The Virtuous Leader makes himself dispensable.

## **APPRENTICESHIP** **/SPUR**

The Phase Of The LDP  
Within Which Positive  
Habit Transfer Takes  
Place



A POSITION WITHIN A GROUP THAT  
PROVIDES THE HOLDER WITH  
LEADERSHIP EXPERIENCE AS PART  
OF AN LDP



OPPORTUNITY/Statement



1 TIMOTHY 3:5

IF ANYONE DOES NOT KNOW HOW TO MANAGE  
HIS OWN FAMILY, HOW CAN HE TAKE CARE OF  
GOD'S CHURCH?



OPPORTUNITY/Scripture

- How do most Groups choose their Leaders?
- What criteria should a Group use to evaluate its Leaders?
- What is the ideal time to start Leading?

## **OPPORTUNITY** **/SOCRATIC**

A Position Within A  
Group That Provides  
The Holder With  
Leadership Experience  
As Part Of An LDP



- When choosing Leaders, experience matters.
- The best players do not always make the best coaches.
- The Virtuous Leader encourages other men to Lead early and often.

## **OPPORTUNITY** **/SPUR**

A Position Within A  
Group That Provides  
The Holder With  
Leadership Experience  
As Part Of An LDP



# AN UNDESIRABLE OUTCOME THAT BUILDS THE LEADERSHIP FOUNDATION



FAILURE/Statement

ROMANS 5:3-4

NOT ONLY SO, BUT WE ALSO GLORY IN OUR  
SUFFERINGS, BECAUSE WE KNOW THAT  
SUFFERING PRODUCES PERSEVERANCE;  
PERSEVERANCE, CHARACTER; AND CHARACTER,  
HOPE.



FAILURE/Scripture

- Is Failure necessary to Leadership development?
- Does Failure also require Pain?
- What should a Group do with a Leader after he has Failed?

## **FAILURE** **/SOCRATIC**

An Undesirable  
Outcome That Builds  
The Leadership  
Foundation



- Failure is the crucible of the Leadership Development Process.
- Failure works the best when it stings the most.
- Failure is not terminal within a Lizard.

## **FAILURE** **/SPUR**

An Undesirable  
Outcome That Builds  
The Leadership  
Foundation



# THE FORMATION AND DEPLOYMENT OF A DYNAMIC TEAM



TEAM DEVELOPMENT/Statement



1 CORINTHIANS 12:12  
JUST AS A BODY, THOUGH ONE, HAS MANY PARTS,  
BUT ALL ITS MANY PARTS FORM ONE BODY, SO IT  
IS WITH CHRIST.



TEAM DEVELOPMENT/Scripture

- What role does the Team play in Advantage-seeking?
- What role does the Q play in Team Development?
- How does the Q extend his authority?

## **TEAM** **DEVELOPMENT** **/SOCRATIC**

The Formation and  
Deployment of a  
Dynamic Team



- Dynamic Teams are essential to both Communities and Organizations.
- Dynamism is impossible without Virtuous Leadership.
- Delegation is the foundation of Teamwork.

## **TEAM** **DEVELOPMENT** **/SPUR**

The Formation and  
Deployment of a  
Dynamic Team



# MATCHING A TEAM'S MEMBERS TO ITS MISSION



EQUIPPING/Statement

1 CORINTHIANS 3:8  
THE ONE WHO PLANTS AND THE ONE WHO  
WATERS HAVE ONE PURPOSE, AND THEY WILL  
EACH BE REWARDED ACCORDING TO THEIR OWN  
LABOR.



EQUIPPING/Scripture

- Is it human nature to combine together to accomplish things?
- How does the Q match Members to Mission within the Team?
- Do men know their role by nature?

## **EQUIPPING** **/SOCRATIC**

Matching A Team's  
Members To Its Mission



- Teamwork is a cocktail of concerted effort.
- The Q makes changes in the Team's Membership to promote Teamwork.
- A Team Member must know (and accept) his role.

## **EQUIPPING** **/SPUR**

Matching A Team's  
Members To Its Mission



# SETTING AND MAINTAINING HIGH STANDARDS WITHIN THE TEAM



ACCOUNTABILITY (TEAM)/Statement



MATTHEW 6:24

NO ONE CAN SERVE TWO MASTERS. EITHER YOU WILL HATE THE ONE AND LOVE THE OTHER, OR YOU WILL BE DEVOTED TO THE ONE AND DESPISE THE OTHER. YOU CANNOT SERVE BOTH GOD AND MONEY.



ACCOUNTABILITY (TEAM)/Scripture

- Do Teams need Standards in the way that a man does?
- How important is it for the Q to enforce Standards within the Team?
- What does the Q do about a man who doesn't meet the Team's Standards?

## ACCOUNTABILITY (TEAM) /SOCRATIC

Setting And  
Maintaining High  
Standards Within The  
Team



- A Team needs collective Accountability just as a HIM needs individual Accountability.
- Standards are meaningless if the Q will not Enforce them.
- The Q does not quit on the willing.

## **ACCOUNTABILITY** **(TEAM)** **/SPUR**

Setting And  
Maintaining High  
Standards Within The  
Team



# PRIORITIZING TEAM MISSION ACCOMPLISHMENT



MISSIONALITY (Team)/Statement

2 TIMOTHY 2:4

NO ONE SERVING AS A SOLDIER GETS ENTANGLED  
IN CIVILIAN AFFAIRS, BUT RATHER TRIES TO  
PLEASE HIS COMMANDING OFFICER.



MISSIONALITY (Team)/Scripture

- Can a Team Prosper without a Mission?
- How does the Q keep his Team focused on the Mission?
- What danger is there for a Team that loses focus?

**MISSIONALITY**  
**(TEAM)**  
**/SOCRATIC**

Prioritizing Team  
Mission  
Accomplishment



- Teamwork begins and ends with Mission.
- The Team's Mission is both directive and protective.
- With Missionality, a sidewind is the same as a headwind.

**MISSIONALITY**  
**(TEAM)**  
**/SPUR**

Prioritizing Team  
Mission  
Accomplishment



# THE BUILDING OF EFFECTIVE ORGANIZATIONS



LIZARD BUILDING/Statement



PROVERBS 30:28

A LIZARD CAN BE CAUGHT WITH THE HAND, YET  
IT IS FOUND IN KINGS' PALACES.



LIZARD BUILDING/Scripture

- What is the glue that holds an Effective Organization together?
- What does the Organizational chart of an Effective Organization look like?
- How does a Leader maintain control over an Effective Organization?

## **LIZARD BUILDING** **/SOCRATIC**

The Building Of  
Effective Organizations



- Effective Organizations are built through relationships, not rules.
- An Effective Organization is a mass of Dynamic Teams led by Sua Sponte Leaders.
- The Virtuous Leader stays 43 Feet ahead of his Organization's Movement.

## **LIZARD BUILDING** **/SPUR**

The Building Of  
Effective Organizations

