

Cross-Cultural Perspectives from the Director



Capitalizing on the Present;

Planning for the Future

Jim Collins in *Good to Great* provides a five-level hierarchy of leaders. All levels are important but I'm highlighting on his explanation of level five leaders: leaders at the top-level in our national churches. Leaders at this echelon still uphold a "workmanlike diligence" and are more "plow horse than show horse." Having arrived on the leadership throne, top-level leadership should never expect to be served but actively and aggressively serve others. They are driven men and produce unrelenting results. They set up successors for even greater accomplishment in the next generation. They always capitalize on the present and plan for the future.

I was recently reminded of the towering magnitude and potential of leadership development when I traveled to Guam and the Philippines to be part of Leadership Development International seminars. These were under the excellent coordination of Missionaries David and Kathy Brott. I am fully persuaded that one of the lasting investments of the Foreign Missions Division is the teaching ministry. When there are no longer missionaries on location (in a given area) their teachings live on. All instruction is important, but these two seminars were held with top-level leadership.

In the Philippines there were over one hundred and fifty high level leaders that came from all over the islands to receive five hours of teaching daily for three days. What an awesome privilege to teach men that supervise many hundreds of churches. It was a truly rewarding investment. The lasting effect of leadership training will be felt for many, many years.

I would strongly suggest that each field adopt a systematic way of developing its top-level leaders (and leaders on every level). Each region has a LDI representative or coordinator. They are there to assist you. Take advantage of their expertise. Some nations have an annual leadership seminar for their highest leadership. Others join together with nearby countries. Some may have a leadership development lesson at each national board meeting. Something should be done. Something must be done. The times

demand it. To facilitate the revival that God is and will be sending to the United Pentecostal Church International we must have leaders in place and prepared. Jim Collins said, "Great vision without great people is irrelevant." How do you get great people? Train them!

Leadership development resources abound. However, let me list two recently made available by the Global Association of Theological Studies. These can be downloaded freely and may be a blessing to you.

Growing Leaders, Jim Poitras

<http://gatsonline.org/accessible/Growing%20Leaders%20First%20Edition.pdf>

Life Lessons for Leaders, Ted Grosbach

<http://gatsonline.org/accessible/Life%20Lessons%20for%20Leaders%20Web%20Version.pdf>

I also provide on a quarterly basis the *Global Connection*. This is distinctly a teaching tool and is meant to be translated and distributed to all national ministers. Thank you for those that faithfully take care of this. If you are not making this fundamental resource available to your leaders, I would request that you do so. Together, we are capitalizing on the present and planning for the future. One closing thought: your leadership greatness is determined by those around you. What are you doing to move from good to great or from great to greater?