

Identifying Leaders



Please print these pages and complete them as you go through the eLearning course.

What you will learn:

- Some common mistakes to avoid when identifying leaders
- Four core characteristics to look for in a potential volunteer leader

Reflection Question

Did you have any reservations when you were asked to consider and pray about serving in a leadership role with Operation Christmas Child? If so, list them below.

God-called Leaders

Fill in the blanks or respond to questions as you complete this course.

1. God has called you and is equipping you for a role of _____ in this ministry.
2. You have the responsibility of bringing on other leaders who will _____ the ministry so, ultimately, children will be reached with the Good News of the Gospel.

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Reflection Questions

As we learned in this section, God has a way of seeing people for more than they see themselves. What has been your experience in your own life? What has the Lord seen in you that you didn't see in yourself? _____

Common Mistakes to Avoid

Fill in the blanks or respond to questions as you complete this course.

1. Some common mistakes to avoid when identifying leaders:

- a. Not taking the _____ to identify anyone at all
 - i. We may wait to see who will “take charge,” but there are several problems with this line of thinking:
 - 1. We may not have _____ step up to take charge and we end up trying to do everything ourselves.
 - 2. If we bring on the first person who does step up to take charge, we may not have the _____ person.
 - ii. We have to be _____ in how we identify leaders.
- b. Wanting to identify someone just like _____
 - i. _____ against only identifying leaders who are just like you.
 - ii. _____ on your team can lead to new ideas and new ways of doing things.

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Four Core Characteristics of a Leader

Fill in the blanks or respond to questions as you complete this course.

In OCC, we are looking for four qualities or characteristics as we recruit leaders—

1. Strong _____ character
 - a. OCC leaders should—
 - i. Be people of _____
 - ii. Rely heavily on God to lead and direct their lives
 - iii. Be _____ engaged in personal Bible study and in a community of believers
 - b. Questions to ask yourself when evaluating a potential leader's character:
 - i. What do I know about this person's _____ relationship with the Lord?
 - ii. Which of the fruit of the Spirit have I observed in this person? (Galatians 5:22-23)
 - iii. How has this person _____ in a challenging or stressful situation?
2. Desire to see others succeed
 - a. A good leader is a strong _____ and enjoys sharing in the success of others.
 - b. Questions to ask yourself when evaluating a potential leader's desire to see others succeed:
 - i. What experience does this person have in leading a group of people?
 - ii. Do I think people _____ serving alongside this person?
 - iii. In what ways have I seen this person as an encourager?
3. Being _____
 - a. Great leaders know how to stay focused and organized while _____ tasks and achieving goals.

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Four Core Characteristics of a Leader (continued)

- b. Questions to ask yourself when evaluating whether or not a person is organized:
 - i. What projects or events have I seen this person be a part of?
 - ii. Does this person have a history of _____ things well?
 - iii. Is this person a good communicator of _____ with other team members?

4. Being _____ about OCC

- a. We not only want leaders who love the mission of Operation Christmas Child, but who are also _____ about sharing our mission and volunteer opportunities with others.
- b. Questions to ask yourself when evaluating a potential leader's passion for Operation Christmas Child:
 - i. How does this person respond when I ask him or her about why he or she is involved with OCC?
 - ii. Does this person demonstrate a desire for _____ to know about OCC?
 - iii. Have I ever heard this person communicate his or her passion for OCC to other people?

Reflection Questions

Do you see these four qualities in yourself? Explain why or why not. _____

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Reflection Questions (continued)

How does this build your confidence as a leader with OCC? _____

Does anyone come to mind as a possible leader with OCC? If so, who? _____

Essential Activities

Essential Activities (below) and Elective Practical Exercises (found on the next page) are ways for you to apply what you are learning in your Leadership Development Program coursework in real time, gaining “on the job” experience as you develop in your leadership role. These activities and exercises help align the tasks you would already be doing as a leader volunteer with what you are learning in the program.

Below you will find a list of Essential Activities to work on with your regional point of contact that relate to this particular course and your overall ministry as an Operation Christmas Child leader volunteer. You should complete each of these activities. On the next page you will find a list of Elective Practical Exercises from which you should choose, with the guidance of your regional point of contact.

- In addition to the common mistakes mentioned in this lesson about identifying leaders, what are some other mistakes that are commonly made? Do you recognize any mistakes you have made in the past when identifying leaders? What would you have done differently? Discuss these with your regional point of contact and ways that you can avoid making these mistakes in the future.
- Make a list of ways you can be intentional about identifying leaders. Then use the list to determine if there is anyone currently on your team who demonstrates the characteristics of a leader. What next steps can you take that would help prepare this individual to consider stepping into a leadership role?

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Elective Practical Exercises

Review the Elective Practical Exercise below with your regional point of contact. You should be prepared to discuss the exercise at your next meeting with your regional point of contact.

- Create opportunities for team members (even ones that you might not initially consider to be potential leaders) to make decisions and lead small projects or parts of larger ones. Watch carefully to see if they demonstrate the four core characteristics in these small leadership roles. If so, affirm and encourage them in their success and look for ways to grow their leadership skills.