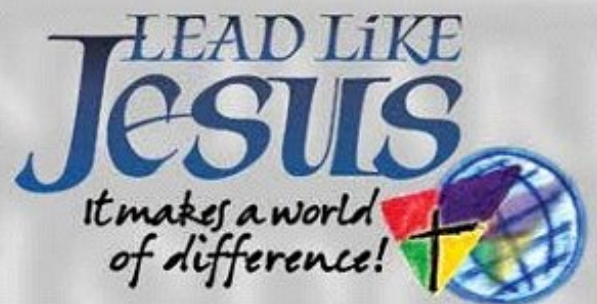
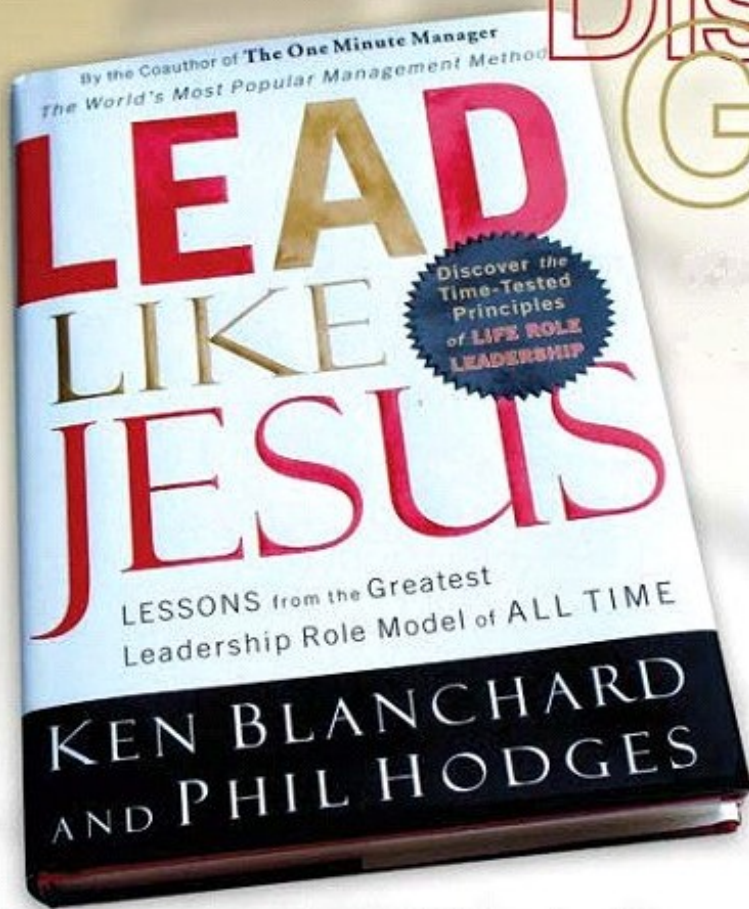


Group Discussion Guide



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I N T R O D U C T I O N

Welcome to the Lead Like Jesus Discussion Guide!

To help enrich your understanding and application of the wonderful leadership principles that are part of your inheritance as a follower of Jesus we have prepared a summary of **Key Concepts** contained in each the six chapters of *Lead Like Jesus: Lessons from the Greatest Leadership Role Model of All Time*. The *Key Concepts* are followed by a series of **Discussion Questions** to stimulate your thinking and conversation about how to bring leading like Jesus into all your important relationships.

We want to encourage you to proceed through this Discussion Guide at your own pace. Don't make it into something to check off on another "been there, done that" to-do list.

The purpose of this Interactive Discussion Guide is to help you capture the key messages from each chapter and to stimulate your thinking on how you can apply them to your own leadership style. It is designed primarily for use in a group setting, which we highly recommend, but is also useful for individual study.

We hope by reading *Lead Like Jesus: Lessons from the Greatest Leadership Role Model* and sharing the learning experience with others you not only acquire a deeper understanding of what leading like Jesus is all about but will be inspired to apply the principles in your daily leadership opportunities.

Picture yourself and those you are sharing this experience with as going on a relaxing walk with Jesus stopping along the way to ask and answer questions in a completely loving and secure environment.

Listen to Him as He calls your name and says to you once more, "*Come to me all you who are weary and heavy laden and I will give you rest. Take my yoke upon you, and learn from Me, for I am gentle and humble in heart: and you shall find rest for your souls. For My yoke is easy and My burden is light.*" Matthew 11:28 – 29

Blessings to you as you Lead like Jesus,
Mick Daly



Small Group Discussion

1. Please share one interesting fact about yourself that the other members of your group may not know.

3. Remembering Ken Blanchard's story about Bill Clinton, why do you think Jesus has been overlooked as a practical leadership role model?

4. When Jesus said *"Not so with you. Instead, whoever wants to become great among you must be your servant."* (Matthew 20:26), please explain what this means to you personally.

5. Based on our definition of Leadership – "Any time you are seeking to influence the thinking or behavior of another person" – do you now consider yourself as engaging in leadership on a daily basis?
If so, give an example ...
If not, why?

6. What do you understand by the four dimensions of Leading Like Jesus?

Heart (character, motivations) _____

Head (mind, beliefs) _____

Hands (behavior, fruit) _____

Habits (practices) _____

7. This month's Habit is SOLITUDE – what do you make of that?

8. Do you have a prayer request before we close in prayer?

C @ C L E A D L I K E J E S U S
S e s s i o n 2 (M a r c h 6 ^{t h} 2 0 0 7)



Small Group Discussion

1. Welcome – briefly introduce any *new* group members... your name, where you are from (before coming to this area), when did you come to the valley, what do you do, your family.

2. Describe any related “Ah-Hahs” you may have experienced during the past month.

3. Are Mick’s weekly emails and articles helping to keep you focused and studying the concepts of Servant Leadership? Any comments?

4. Based on our definition of Leadership – “Any time you are seeking to influence the thinking or behavior of another person” – do you now consider yourself as engaging in leadership on a daily basis?
If so, give an example ...
If not, why?

5. Remembering Ken Blanchard’s session on Servant Leadership, what struck you most about the difference between Self-Serving Leaders and Servant Leavers?

6. This month’s Habit is still SOLITUDE – did you try it? Will you try it? Was it difficult? How? Why?

7. During the next 4 weeks would you be open to meeting with one or more of this small group to help each other make progress on personal transformation (Habit 5)?

8. Memorize this verse during the next month: *“Not so with you. Instead, whoever wants to become great among you must be your servant”* Matthew 20:26.

9. Now you have your *Lead Like Jesus* book, please read the Introduction, Chapter 1 and pages 153-159 on Solitude during the next 4 weeks.

“Do what you love in the service of others who love what you do”



Small Group Discussion

Chapter 1 ... Who Will You Follow? How Will You Lead?

Key Concept: (Pages 3 – 11) **Leadership is a process of influence.** Anytime you seek to influence the thinking, behavior, or development of people toward accomplishing a goal in their personal or professional lives you are taking on the role of a leader.

1. Think of two situations in which you currently act in a leadership role: one as an organizational leader and one in a life role leadership situation. How are these leadership roles different and how are they alike?

2. What is it about each of these leadership roles that makes it difficult to follow through on seeking to serve (Servant Leader) rather than be served (Self-Serving Leader)?

Key Concept: (Pages 12 – 19) *Jesus called them together and said, "You know the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. **Not so with you.** Instead, whoever wants to be great among you must be your servant, and whoever wants to be first must be your slave- just as the Son of Man did not come to be served but to serve, and to give his life as a ransom for many."* Matthew 20:25-28 emphasis added

1. How do you think Jesus would modify his instructions to modern leaders given the complexity and potential impact of their leadership decisions in a global economy?

2. Given his mandate to serve rather than be served and his practical experience in the day-to-day issues of leadership, name three ways Jesus would approach your leadership responsibilities differently than you do?

Key Concept: (Pages 19 – 30) *Learning to lead like Jesus is more than an announcement: it is a commitment to lead in a different way. It is a **transformational cycle** that begins with personal leadership and then moves to leading others in one-on-one relationships and then to leading a team or group, and finally, to leading an organization or community.*

1. Leadership isn't something you do *to* people, it is something that you do *with* people, that answers the questions: *Whose are you?* and *Who are you?* How will answering those questions impact your leadership?

2. What portions of the Personal *Lead Like Jesus* Perspective that appears on pages 23 and 24 most closely reflect your own perspective and what portions seem the most distant to you at this moment?

Reading for the next month: read Chapter 2 (pages 39 - 63 only) and the Habit of Prayer (pages 159 - 165).

Memorize this verse during the next month: "May the words of my mouth and the meditation of my heart be pleasing in your sight, O LORD, my Rock and my Redeemer." Psalm 19:14

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Small Group Discussion

Chapter 2 – The Heart of the Servant Leader

Key Concept (pages 39-45)

The **most persistent barrier** to leading like Jesus is a heart motivated by self interest.

1. In which of the following situations are you most prone to put your own agenda ahead of those you lead:

___ At work

___ At home

___ In your marriage or friendships

___ In your volunteer activities

Why do you think this happens?

2. If your sense of self-worth is tied to how well you perform and the opinion of other people, how are you likely to react when your performance isn't good enough or if people don't agree or approve of your actions? Which of the following words best describes your usual reaction to negative feedback on your performance?

Fear ___ Anger ___ Denial ___ Sadness ___ Curiosity ___ Gratitude ___ Humility ___ Pride ___

Key Concept: (pages 48-63)

*If as a leader you want to follow the mandate Jesus gave us – to serve rather than be served – you have to realize that every day you will face all kinds of challenges to your good intentions. Our adversary consistently tries to get us to be self serving. To resist the temptation to be drawn off course, we must understand the dynamics of a self serving **EGO that Edges God Out.***

1. Which of the following fears are most likely to prevent you from following through on your good intentions or create a desire to "fight or flight" when confronted with an uncomfortable decision?

Fear of rejection ___

Fear of failure ___

Fear of inadequacy ___

Fear of intimacy ___

Fear of sickness ___

Fear of the future ___

Fear of success ___

Fear of want ___

Fear of loneliness ___

Fear of pain ___

Fear of loss of control ___

Fear of ridicule ___

Fear of losing ___

Fear of conflict ___

Fear of humiliation ___

Fear of tests ___

Fear of death ___

Fear of public speaking ___

Describe a situation in which your fears overtook your good intentions and the result.

2. The hardest step to recovery is the first one of admitting that you have a problem that you can't fix on your own, and asking for help. Have you taken that first step regarding your leadership EGO and if not why?

Key Habit: (pages 159-165) PRAYER – how did you get on? _____

Reading for the next month: read Chapter 2 (pages 63 - 79) and the Habit of Prayer (pages 159 - 165).

Memorize this verse during the next month: "May the words of my mouth and the meditation of my heart be pleasing in your sight, O LORD, my Rock and my Redeemer." Psalm 19:14



Small Group Discussion

Chapter 2 – The Heart of the Servant Leader (part 2)

Key Concept: (Pages 63 – 75)

*The mirror image of Edging God Out is **Exalting God Only**. The key to this transformation is altering your leadership EGO. Altering is not misspelled. That's exactly what you have to do – put your EGO on the altar and Exalt God Only.*

Discussion Questions:

1. What do you think the impact of your leadership and relationships would be if your pride and fears were replaced with humility and God-grounded confidence?
2. What is it about your current concept and relationship to God that might be blocking you from accepting His unconditional love and promises as the source of your security and self worth?

Key Concept: (Pages 76 – 79)

*What does **seeking first the kingdom of God** mean in terms of our leadership decisions? It means bringing an eternal perspective into the realm of practical, day-to-day leadership decisions that produces better results and relationships. It means revising the way we see people, situations, and priorities as the way God sees them, and inviting the Holy Spirit into our relationships to infuse into our thoughts and actions two key elements of leading like Jesus – forgiveness and grace.*

Discussion Questions:

3. Why is forgiveness an important aspect of leadership?
4. What is the price that must be paid if true forgiveness is to have an impact on the future of a relationship?
5. Who do you need to forgive in order to restore a productive relationship with someone who let you down?
6. Who do you need to ask for forgiveness for something you did or said?
7. Describe in your own words what it means as a leader to extend grace to someone under your influence.
8. What was your biggest "Aha!" in reading Chapter Two and how do you plan to use your insight in seeking to lead like Jesus?

Reading for the next month: read Chapter 3 'The Head of a Servant Leader' (pages 83 - 104) and the Habit of *Dwelling in the Word* (pages 165 - 175).

Memorize this verse during the next month: *"Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is —his good, pleasing and perfect will."* Romans 12:2

"Do what you love in the service of others who love what you do"



Small Group Discussion

Chapter 3 – The *Head of the Servant Leader* (part 1)

Key Concept: (pages 83-98)

Leadership is about going somewhere. *Effective leadership begins with a clear vision, whether for your personal life, your family, or an organization. If you and your followers don't know where you are going and where you are trying to take them, you and they will have a hard time getting excited about the journey.*

Discussion Questions:

1. Describe what "business you are in" as a person, as an organizational leader, as a life role leader, as a leader in your family, and as follower of Jesus.
2. Is it the same "business" in each case or does it differ from one situation to another, and if so why?
3. Describe what your preferred view of the future will look like if you are successful in your life purpose and relationships?
4. What were the most important values in your family when you were growing up?
5. Imagine you were being interviewed by your ten year old daughter and she asked you, "What are the four most important rules in our family?" What would your answer be?
6. Will you write a Personal Mission Statement during the coming week and revise it during the next month?
7. Will you start to craft a compelling Vision for your future? What would it start to look like?
8. During the next month would you be open to meeting with one or more of this small group once or twice to work together on personal transformation and accountability (Habit 5)? Who would you choose for this accountability partnership? Will you approach them about this?

Reading for the next month: read Chapter 3 'The *Head of a Servant Leader*' (pages 99 - 115) and the Habit of *Dwelling in the Word* (pages 165 - 175).

Continue to memorize this verse, study and meditate on it during the next month:

"Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is —his good, pleasing and perfect will." Romans 12:2

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Small Group Discussion

Chapter 3 – The *Head* of the Servant Leader (part 2)

Key Concept: (Pages 99 – 106)

*Once people have a picture of where you want to take them and why, the leadership emphasis switches to the **second role of leadership – implementation**. The leader now becomes, in a sense, a servant of the vision, by serving the people who are being asked to act according to the vision and accomplish the goals.*

Discussion Questions:

1. Imagine what the disciples experienced as their Lord and Teacher humbled Himself and performed such a personal and intimate service as washing their feet. How might Jesus washing the disciples' feet have influenced their understanding of their vision and personal mission?
2. What images come to mind from your own life of someone performing an act of humble servant leadership?
3. Did you write a Personal Mission Statement? Would you like to share it?
4. Did you start to craft a compelling Vision for your future? What does it look like?
5. What is one specific way you can/will live out your Vision and/or Mission in the coming month as evidence of your becoming a Lead Like Jesus leader?

Key Concept: (Pages 108 – 115)

*One of the greatest services a leader can provide to his or her followers is **constancy of purpose**. When the going gets rough or temptations and distractions come with short term success or setbacks, people will look to their leaders to see how they will respond. Will they stay on course and remain true to their mission and value, or will they give up or give in to the pressures of the moment.*

Discussion Questions:

6. As a leader, list three things that are most likely to pull you off course. What impact does changing course or direction have on the morale of the people you lead?
7. What is your plan to stay on course with your vision and mission, with the same 'constancy of purpose' Jesus modeled?

Reading for the next month: read Chapter 4 'The Hands of a Servant Leader' part 1 (pages 119 - 137) and the Habit of *Trusting In God's Unconditional Love* (pages 175 - 179).

Memorize this new verse, study and meditate on it during the next month:

"If you remain in me and my words remain in you, ask whatever you wish, and it will be given you. This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples." John 15:7-8

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Small Group Discussion

Chapter 4 – The *Hands* of the Servant Leader (part 1)

Key Concept: (Pages 119 – 126)

*A key activity of an effective servant leader is to act as a **performance coach**. When Jesus called His disciples to follow Him, He pledged them His full support and guidance as they developed into "fishers of men." This is the duty of a servant leader – the ongoing investment of the leader's life into the lives of those who follow ... There are three parts to becoming a performance coach: **performance planning, day-to-day coaching and performance evaluation**. When any one of the three elements is missing, everyone suffers the consequences.*

1. If there isn't clear communication of what a good job will look like when it is accomplished, somebody will end up frustrated – either the leader or the follower or both. Describe a time when you were on either side of a failure to communicate what was expected and what was delivered.
2. It is only through day-to-day coaching that a leader ensures that the dual goals of positive results and relationships are accomplished. Jesus spent the majority of His season of earthly leadership teaching, modeling and redirecting His disciples until they were equipped to carry on without His physical presence, only then did He send them out. What happens when a leader delegates responsibility and fails to provide help and guidance along the way?

Key Concept: (Pages 127 – 137)

To progress from being a novice to becoming a master in any role or skill, learners need someone to guide them along the way and to give them what they need to advance through the learning process.

3. Describe a time when you were an untrained **novice** just starting out to learn a new task or role. What did you need most from someone else to help you get started? Did you get it? If not, what was the result?
4. Describe an **apprentice** time when you were in the process of learning something new and needed someone to push you beyond a failure or an easy success to get to a higher level of understanding and performance. Think of a time when you quit because nobody was there to take you to the next level.
5. Can you remember a time when, as a **journeyman**, you felt underappreciated for a job well done because all the attention was being given to the "problem children?" What would have been the effect of a leader reinforcing you with some small heartfelt sign of appreciation?

Reading for the next month: read Chapter 4 'The *Hands* of a Servant Leader' part 2 (pages 138 - 150) and the Habit of *Trusting In God's Unconditional Love* (pages 175 - 179).

Memorize this new verse, study and meditate on it during the next month:

"If you remain in me and my words remain in you, ask whatever you wish, and it will be given you. This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples." John 15:7-8

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Small Group Discussion

Chapter 4 – The *Hands* of the Servant Leader (part 2)

Key Concept: (Pages 138 – 150) *The true test of servant leadership begins when the EGO of the leader and the EGO of the follower engage one another. How well they recognize and overcome the pride and fears in their relationship determines whether they move toward mutual satisfactions of commonly held goals or share in frustrations of their own making.*

1. The ideal, most productive relationship between a leader and a follower occurs when a servant-hearted leader and a servant-hearted follower engage one another in an atmosphere of mutual service and trust. Can you remember a situation when, as a leader or a follower, you experienced this type of relationship between you and another person? What were the behaviors that helped produce a positive result and relationship?
2. When a leader and a follower are *fearful* of one another what is most likely to happen? Give an example that you have observed or experienced.
3. What steps could you take to remove *fear* from a situation as a follower? As a leader? (pages 144-145)
4. When a leader and a follower are both caught up in their own *pride* and self importance what is the impact on their productivity in producing results?
5. What can we do to minister to a prideful follower or witness to a prideful leader? (pages 144-145)
6. What did you learn about the 4th Habit *Trusting In God's Unconditional Love*? What do you think would be the first improvement in your leadership and relationships if you were able to cast off your fears and your pride and replace them with God-grounded confidence and humility?

Reading for the next month: read Chapter 5 'The *Habits* of a Servant Leader' (pages 153 - 188). Start by quickly re-reading the first four Habits (which we've already read), then focus on Habit 5.

Memorize this new verse, study and meditate on it during the next month: *"But his delight is in the law of the LORD, and on his law he meditates day and night. He is like a tree planted by streams of water, which yields its fruit in season and whose leaf does not wither. Whatever he does prospers."* Psalm 1:2-3

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Small Group Discussion

Chapter 5 The *Habits* of a Servant Leader

Habits 1, 2 and 3: (Pages 153 – 174) *Solitude, Prayer and Studying the Word.*

Discussion Questions:

1. On a scale of 1-5 (5 being highest) , rank the 5 Habits as most/least important in your life:

Solitude ___ Prayer ___ Scripture ___ Accepting God's unconditional love ___ Accountability relationships ___

2. Which would be the most beneficial if you could master it and why? _____

Habit 4: (Pages 175 – 179)

*When you cast off your doubts and reservations about **God's love** and accept that you can't earn it, don't deserve it and can't add to it or lose it, you can proceed in that reality to live and lead in confidence, humility, and true freedom.*

Discussion Questions:

3. Think of a time when, beyond a shadow of a doubt, you experienced God's love for you, personally, specifically, and in a way that only He and you knew its true significance in your life. How did you feel?

4. What do you think would be the first improvement in your leadership and relationships if you were able to cast off your fears and your pride and replace them with God-grounded confidence and humility?

Habit 5: (Pages 179 – 188)

*"Leadership can be a lonely business filled with great amounts of soul draining human interaction but little soul filling intimacy. Without some **safe harbor relationships** where we can lay down all the armor and weapons we need to face the world and relax in confidence and unguarded communion, we become vulnerable to two debilitating frames of mind and spirit – the victim and the martyr."*

Discussion Questions:

5. Who are the "truth tellers" in your life, the people who you depend on to love and accept you "warts and all" and to tell you what you need to know that you may not want to hear?

6. List 1-2 things that you do to make it easy for your truth teller's to help you and 1-2 things that you do that make it difficult for them to get through to you?

7. Who in your life is looking to you as their truth teller? How are you doing in watching their back?

8. What was your biggest "Aha!" in reading Chapter Five and how do you plan to use your insight in seeking to lead like Jesus?

Reading for the next month: read Chapter 6 'Why Lead Like Jesus?' and Chapter 7 'Next Steps to Lead Like Jesus' (pages 191 - 233).

Memorize this verse, study and meditate on it during the next month: *"But his delight is in the law of the LORD, and on his law he meditates day and night. He is like a tree planted by streams of water, which yields its fruit in season and whose leaf does not wither. Whatever he does prospers."* Psalm 1:2-3