If people follow you only because of your title – they must follow you because you’re their boss – this is not the best reason to follow someone.

FOUNDATIONS OF LEADERSHIP
Charles McCaul
Lesson 4
THE HEART OF A LEADER

I’m encouraging you to develop your capacity to become a leader. I’m encouraging you to believe that you have the potential to become a leader at least at one level.

To become a leader, you must develop your skills and gain experience. However, there is another issue. You must have the right heart. When we talk about the heart of a leader we’re talking about the person’s character. We’re talking about the kind of person you are in your deepest heart.

Your character will determine your lasting influence as a leader.

FIVE REASONS WHY PEOPLE FOLLOW YOU

1. People follow you because of your position. (They must follow you.)
   This is the lowest level of influence for a leader. Leaders must rely on their title to get people to follow them. There is nothing wrong with titles, but if you must have a title for people to follow you, something is wrong. At level one, authority comes only from your title.

2. People follow you because they have a relationship with you. (They like you.)
   Influence at this level extends beyond your position because you have connected with people relationally. You have communicated trust and they now choose to follow you out of
Experiencing a only a relationship without producing any results for the organization will eventually fail to motivate people to make sacrifices, take risks, and follow you.

**The Law of Connection:**
**Leaders touch a heart before they ask for a hand**

devotion rather than duty.

This level is an improvement from level one because you are influencing from your person, not your position. However, leaders must recognize there is a difference between being liked as a friend and being followed as a leader. Experiencing a only a relationship without producing any results for the organization will eventually fail to motivate people to make sacrifices, take risks, and follow you.

3. **People follow you because you produce results.**
People will follow you because of what you’ve *DONE* for the organization.

They like the results they’ve seen. At this level, they not only enjoy a relationship with the leader, but they enjoy the results he or she has produced. There is fruit in the organization or business and fulfillment in the people who help on the journey. People love to follow a leader who gets things done. They love to be part of a team that wins. This describes leadership at this level.

- Good leaders offer a clear vision that unites the people.
- Good leaders solve problems and produce results.
- Good leaders build teams who share responsibility and credit.

4. **People follow you because they know you will help develop them to the next level.**
People will follow you because of what you’ve done for *THEM*.

At this level, a leader gains a new level of authority. He has personally impacted the lives of his team. The leader has poured his life into others. He has not only been a minister, but a mentor to others. He has developed the potential
The Law of Explosive Growth: To add growth, lead followers – to multiply, lead leaders.

- Attract and select sharp potential leaders
- Mentor and develop them as emerging leaders
- Give them assignments to prove their potential
- Release them to serve and reproduce other leaders

5. People follow you because of your character and values.
   People will follow you because of WHO YOU ARE, what you represent.
   Leaders at this level have spent years growing people and organizations.
   - An example of a life lived with integrity
   - A consistent producer of leaders over the years

QUESTIONS:

1. What are some of the reasons you’ve followed leaders in your life? (Parents, school teachers, bosses, government leaders)
2. Why would people follow you right now?
3. What level of leader would you like to rise to?

TICK THE QUESTIONS AS THEY APPLY TO YOU:

0 1 2 3 4 5 6 7 8

0 = None 8 = A lot

☐ I want to lead to make lots of money
☐ I want to lead to help others
☐ I want to lead develop my capacity
☐ I want to lead to become famous
☐ I want to lead to have enough for my family
☐ I have a humble heart
☐ I have a stubborn heart
☐ I have a proud heart
Good or bad character begins with our thoughts. We must guide our thoughts the right way.

- I have a tender heart
- I have a fearful heart
- I have a loving heart
- I have a generous heart
- I have a pure heart
- I have a compassionate heart

**HOW IS GOOD OR BAD CHARACTER DEVELOPED?**

1. A thought creates and action
2. An action creates a habit
3. A habit creates a character
4. A character creates a lifestyle
5. A lifestyle creates a destiny

The Jewish and Christian Bible speaks about King David, the second king of Israel and the most popular:

“And David shepherded them with the integrity of his heart and the skillfulness of his hands.”

Psalm 78:72

We need both:
- Integrity
- Skillfulness

*Our heart is the foundation of our leadership. Our character is the foundation of our leadership and true success in life. We use our skills to build on that foundation.*

**FIVE OBSERVATIONS ABOUT GOOD CHARACTER**

1. People will follow us if they believe they can trust us.
2. To have positive influence we must have the right heart.
3. Most people focus on the outside rather than the inside.
4. We do what is right before we tell others what the right thing to do is.
5. We can persuade people to follow us because of our skills, but they will stay with us because of our character.

CONCLUSION

(Rate yourself 0-8 like previously in this lesson.)

☐ Don’t cheat or lie
☐ Keep your promises
☐ Don’t do anything you will have to hide from others
☐ Make your priorities in life to help others succeed
☐ Be patient with people’s weaknesses
☐ Listen to the heart of others and try to understand
☐ Be orderly in your environment and life
☐ Show respect to others by being punctual