



Course Name: Transformational Leadership - Individual Consideration

By Chuck Ramseur

Course description:

This course explores the necessity for transformational leadership within the church. The primary focus of this lesson is to identify and implement individualized consideration as part of the Four I's into our leadership approach.

Course Objectives: By the end of this class students will have:

- A. Defined the Four I's and classified their application to the home, world, and church.
- B. Determined the validity of individualized consideration in our relationships.
- C. Taken a personal inventory of gifts.
- D. Reviewed Paul's consideration of who Timothy was and what his needs were in order to communicate effectively to Timothy what needed to be done in his ministry.
- E. Determined actions we can take to inspire the church to be bold for the future.

Outline of the class:

- A. Introduce the idea of Individualized Consideration and provide the definition. Individualized Consideration considers the mentoring role which responds to follower needs and concerns while providing encouragement and support.
- B. Take 15 minutes for each person in the class to read a passage of Scripture and to write a short biography of themselves. In this biography they are to include their strengths, weaknesses, fears, and gifts, as a list is provided in Romans 12:6-15.
 1. Strengths might include:
 - a. Speaking
 - b. Outreach
 - c. Timeliness
 2. Weaknesses:
 - a. Non-punctual
 - b. Procrastination
 - c. Bad listener

- d. Uncomfortable with confrontation
 - 3. Fears
 - a. Failure
 - b. Visiting hospitals
 - c. Public speaking
 - 4. Gifts
 - a. Faith
 - b. Teaching
 - c. Giving
 - d. Encouragement
 - e. Empathy
- C. When we know how others view themselves and their abilities (self-efficacy) we are able to tailor our consideration to better suit a positive outcome for them. In this exercise each person is to share one of their strengths, weaknesses, fears, and gifts with a partner. Then they are to write a letter of encouragement recognizing those traits and attitudes in their partner and drawing upon their own. Take 10 minutes for this exercise.
- D. Discuss the benefits of thinking about people on an individual basis, rather than what their title suggests, or even their social group or class. Essentially, we are asking what is important about the individual past their race, ethnicity, sex, or socioeconomic status. Ideas:
- 1. Every person is different.
 - 2. What is encouraging for some, might be discouraging for others.
 - 3. If we treat all people in a group the same, we miss out on the beauty of what each person has to offer.

Conclusion:

- A. Today, we've discussed the transformational leadership from the standpoint of individual consideration. Individual consideration makes us think more deeply about the internal needs and capabilities of those whom we lead.
- B. Individual consideration takes people out of their category and places them on their own as a soul to be nurtured and reinvigorated.
- C. This week, let us consider someone in our home, at work, or at church who we have seen struggling with a task. Based on our own strengths, weaknesses, fear, and gifts, how can we help them?
- D. Next week we look at the final component of the 4 I's.