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Impact Management and Leadership Group, LLC



Making A Difference

Teamwork

Training

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Keynote

Seminars

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Business Development

Management Consulting

Leadership Consulting

Motivational Speaker

Change Management

Leadership Development

Virtual/On-Site/Off-Site

Innovative Ideas are our Passion
We work hard every day to bring your results

A SPECIAL MESSAGE FROM IMLAG PRESIDENT...

Dear Leader,

If you have a position where you have to make decisions, or you are responsible for getting results from others around you, or you are in charge of a team – and the success or lack thereof of the team depends on your ability to influence them; then IMLAG is right for you and your organization.



If your organization and ministry is interested in a leadership development program to equip your leaders or just series of leadership training, IMLAG is the answer for you. At IMLAG; we offer varieties of programs that are designed to fit the needs of organizations and ministries. The focus of our management and leadership program is to offer quality training to your leaders at very affordable rates at your location or ours. It is our hope that through our hands-on approach to training, religious organizations will see the important steps their leaders and people need to take in order to perform better in their roles, lead and touch lives in their communities, nations and around the world. The utmost goal is to offer sound biblical based leadership principles that are relevant to today's leaders, ministers and church workers.

We encourage collaborative efforts of organizations and ministries at planned conferences and events in order to maximize the cost, time and effects of the conferences. This will offer your organization an opportunity for high quality management and leadership training without requiring you investing time and resources developing and delivering training for your people.

To preview many of our leadership training courses, please visit the "Courses Outline" session of this brochure. To enroll, please call us at **0904-473-2605 [NGN]**, **+1 678-516-1235 [USA]**, or email us at info@imlag.com.

Sincerely,

Dr. Olu O. Oshinubi

President/CEO – IMLAG

Our commitment as management and leadership consultants is to assist religious organizations in developing and training their people in sound biblical based management and leadership skills while maximizing their personal, and leadership potentials. It is our hope that through our hands-on approach to training, organizations will see the important steps their leaders and staffs need to take in order to perform in their roles, lead others within and outside the organization.

Impacting Your World

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Making a Difference

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We work **hard** every day to bring you **results**

What We Provide:

- Outstanding training presented in a thoughtful, creative, warm, humorous, friendly, and team building manner by Senior-Level Trainer-Consultant-Coach, who has presented internationally to diverse groups and organizations
- Over 20 years of managerial leadership experience
- Providing services in both for profit and non-profit organizations
- Management and leadership expertise
- International work experience in North America, Europe, and Africa
- Academic preparation beyond the Master's Degree;
- All training materials - workbooks and handouts;
- All transportation, lodging and per-diem costs and arrangements for presenter
- Presentation equipment, including computer and projector;
- All presentations include a *Needs Assessment*, up to 2 hour consultation meeting with your presenter and your company's representative before a presentation
- Full-Two-Three Day presentations also include a *Recommendations for the Future* with your presenter and your company's representative following the completion of presentation preferably evening of same day.

What You Provide:

- A motivated, open-minded group of attendees,
- The training site with appropriate chairs and tables, for on-site training
- A projector screen and for groups more than 25, a podium and microphone,
- Arrangements for refreshments during breaks and lunch for attendees, and
- If required, travel, lodging, and per-diem for your seminar attendees.

Benefits of IMLAG Group

- Drive organizational results and performance
- Develop consistent approaches and enhanced efficiency
- Create your own schedule
- Improve organization value
- Drive departmental and organizational results and performance.
- Develop consistent approaches to leading project teams, and efficiency.
- Improve organization value through targeted training on management and leadership skills
- Harness the wealth of experience of seasoned professionals in the organization.
- Improve communication, productivity, quality, and profit margin
- Minimize the learning curve while maximizing the impact.
- Save on tuition, travel costs, and time.

Customized Training

- Training Unique To Your Business
- Employee Satisfaction
- Quality Service
- Timely Delivery
- Immediate impact

Our objective for the leadership development training is not simply to give you tools to become a better leader. Our goal, however, is far more than that. We are challenging everyone to commit to the process and be willing to train other leaders (or potential leaders) in their square of influence and ministry. We want you not only to be a leader, but a leader of leaders.

Apostle Paul said to Timothy...

"And these things which you have heard from me, in the presence of many witnesses, entrust these things to faithful men, who will be able to teach others also..." (II Timothy 2:2)

Remember, leadership development is not an "event" but a "process." We don't believe you can prepare to be a great leader in a day. That's why this training is only part of the journey. The leadership development process must be able to connect leaders with their expectations, aims and activities to a basic purpose. In this case, the overall vision of your Ministry. Some of the questions that will be addressed in these studies are: Who are we serving? What is our purpose? What is my role in fulfilling this purpose? What are the priorities of the church? etc. We are asking you to decide now to be a student of leadership. Be a part of the process. Learn it. Live it. Pass it on to others.

Our leadership development program provides hands-on training and experience for season and emerging leaders.

From the book of Ezra...

*"For Ezra had set his heart to **study** the law of the LORD and to **practice** it, and to **teach** His statutes and ordinances in Israel. (Ezra 7:10).*

Study (Leadership training) - We do not merely casually read the Word of God. We study it. We delve into it. We search for its truths.

Practice (Internship, practical experience) - Knowledge is not the end of our study of the scriptures and leadership. We do not study so that we might know; we study so that we might LIVE differently. Jesus said that there is a difference between the man who hears the teachings of the Lord and ACTS upon them versus the man who hears but does not conform his life to those teachings (Matthew 7:24-27).

Teach (Be part of the leadership process – at your church, missions, etc) - It is only after one has mastered the first two aspects of **Study** and **Practice** of leadership that one can come to the third - **Teach**. To be an effective teacher of leadership principles, you must first have studied and then you must have practiced leadership. If the truths of the biblical leadership are not evident in your life, then you cannot teach them to others.

While many people are still waiting to be ministered to, others are coming to Christ each day around the world. The crying need of the hour is for healthy, effective, spiritual leaders to guide them. We invite you to take this journey with us. I am humbled and honored to partner with you in this journey. Thank you for taking the challenge of leading and equipping your leaders for the Church of Jesus Christ.

May God Richly Bless You.....**Pastor (Dr.) Olu O. Oshinubi**, President

To book a Speaker or engage our services, please contact us at
Email: imlag@comcast.net; Call us at **678-516-1235** [USA].
Visit our website for more information: www.imlag.com

MODULE 1:

1. God's Call For Us To Lead – (Why and How God Calls Us to Lead)

“Let us make man in our image... and let him rule.” (Genesis 1:26)

The first description of mankind in the Bible involves leadership. God designed us to lead, to have authority and take dominion. According to Genesis 1:26-31, you and I were born to lead. Study this Scripture...

Divine Permission to Lead - Many of us feel like Moses did when he faced God at the burning bush, in Exodus 3-4. He felt inadequate and unprepared to lead. But that's what God called him to do. Many potential leaders in the Bible were afraid and ran from their call. God had to give them permission to do it. Most of us can list why we don't lead effectively, just as Moses did. When God called him, he instantly had five excuses why he couldn't lead. In this lesson, we will examine the five characteristics of a leader from Book of Judges (1) They Perceive a Need, (2). They Possess a Gift, (3). They Parade a Passion, (4). They persuade a people, and (5). They pursue a purpose; and how to apply these principles in our leadership role.

2. The Heart Of A Leader – (Developing the Qualities that Set Leaders Apart from Others)

“So he shepherded them according to the integrity of his heart, and guided them by the skillfulness of his hands.” (Psalm 78:72)

In every age there comes a time when a leader must come forward to meet the needs of the hour. There is no potential leader who does not have an opportunity to make a positive difference in society. Tragically, there are times when a leader does not rise to that hour. Why is it that when circumstances call for it, a leader does not rise to that hour? Many times, it is because people have not prepared their hearts to serve. So, what kind of heart do we need?

In Philippians 2:5-11, Paul writes about how we should embrace the same “mind” that drove Jesus to lead by serving in attitude and action: *“Who, being in the form of God, did not consider it robbery to be equal with God, but made Himself of no reputation, taking on the likeness of men. And being found in appearance as a man, He humbled Himself and became obedient to the point of death, even the death of the cross.”* (Phil. 2:5-8)

Although He was God, He did not cling to His position, but rather to His purpose. He was not position conscious, but purpose conscious. He knew the best way to accomplish His purpose was to serve people. Leaders naturally arise when someone determines to serve. This lesson will examine the qualities of the heart according to Biblical principles, and how a leader should build them into his or her life.

3. I Have A Dream – (Capturing and Implementing a God-Given Vision)

“All these people died in faith, not having received the tangible fulfillment of the promises, but having seen them, and welcomed them by faith.” (Hebrews 11:13)

It would be difficult to separate leadership from vision. All good leaders are driven by vision. They are not satisfied with maintaining the status quo. They long to take their ministry somewhere. But just what is vision? Some have attempted to define it below... *“Vision is seeing the future, in the present, built on the past”, “Vision is seeing the invisible and making it visible”. “Vision is an informed bridge from the present to a better future.”*

In this lesson, we will discuss how vision is birthed, the differences between Man-made vision and God-given vision, and steps to fulfilling God's vision (Matthew 9 & 10).

MODULE 2:

1. Priorities And Decision Making – (Making the Most of Your Time)

“You blind guides! You strain out a gnat but swallow a camel.” (Matthew 23:24)

Mistaken priorities lie at the heart of ineffective leadership. In Matthew 23:24 Jesus scolded the Pharisees for confusing what was and wasn't important. Their priorities were enforcing laws and rules. Christ's priorities were the spiritual needs of others. Great leaders know the heart of their people, and act with the end in mind.

As spiritual leaders, we know that Jesus died for us and that our ultimate mission is the Great Commission. We also know that the Bible rarely gives us step-by-step instructions for a given task. Consequently, we must ask God for wisdom, keep the big picture in mind, lead from God's priorities, and make the most of our time since the days are evil (Eph 5:15-17).

2. Cultivating People Skills In Your Leadership - (The Vital Role of Relationships in Leadership)

“For I have given you an example, that you should do as I have done to you.” (John 13:15)

Clearly, no one exemplified people skills better than Jesus, Himself. Everywhere He went people followed Him. Why? Because it was obvious that people were His passion. He met their needs wherever He encountered them. Jesus touched people physically, spiritually and emotionally. The basis of leadership is people. An old Proverb states, *“He who thinks he leads, but has no followers, is only taking a walk”*. If you can't relate with people, they won't follow you. Relationships will make or break a leader over time. Effective leaders don't focus on themselves and their own success. They are others-minded. To them, success means developing people. In this lesson, we will examine the truths of leadership and people.

3. Strategic Planning - (Failing to Plan Is a Plan to Fail)

“Give me wisdom and knowledge, that I may lead this people, for who is able to govern this great people of yours?” (King Solomon, II Chronicles 1:10)

The key to great planning is *focus*. Solomon did not ask for great riches or fame for himself, but rather he asked for wisdom so that he could lead God's people. Solomon demonstrates a key aspect of leadership – knowing where you want to go before asking others to follow you. Once your personal and organizational mission is defined, the methods become easier to clarify as well. All great human endeavors have included a God-factor and a leadership factor. God has given us a mission that requires planning on our part as leaders. In this lesson, we will examine the Biblical examples of planning and their application to our leadership role.

MODULE 3:

1. The Leadership Test – (Life's Tests That Reveal a Leader's Potential and Maturity)

"Examine me, O Lord, and try me; test my mind and heart." (Ps 26:2)

Nearly every moment of life is a test. However, there are "seasons of testing" that can be identified, understood, and passed if we are alert. Leaders experience greater scrutiny, testing, and judgment than followers do according to James 3:1.

Think about it. Tests are common to all of us. Tests are given constantly in schools. Many products and appliances are tested before they are sold. Nearly every part of a new car is taken through intensive tests for safety and performance. When God tests leaders, He takes them through a crucial screening, which reveals what they are made of. Passing the test is the pathway to progress and promotion.

2. Security Or Sabotage - (How Emotional Insecurity Prevents Effective Leadership)

"If a ruler listens to lies, all his officials become wicked." (Prov 29:12)

One of the greatest tragedies of church life surrounds the insecurities of her leaders. Leadership disasters happen every week while pastors pretend the problem has to do with theology or programs. The fact of the matter is, the reason for many unresolved problems within a church is the emotional insecurity of the pastor. The symptoms show up in a variety of ways: The leader fails to confront a situation. He may lack moral backbone. He may get defensive when others disagree with him. He may withdraw from a leadership function that causes others to question his leadership. He may lack the character to stand up when he isn't liked. Because of this insecurity, the leader begins to believe lies about him or others and begins to sabotage his own leadership.

3. Delegating Tasks And Developing People - (Moving from Addition to Multiplication)

"Then the twelve summoned the multitude of the disciples and said, 'It is not desirable that we should leave the word of God and serve tables. Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business.'" (Acts 6:2-3)

When ministers decide to become leaders, they take an important stand. They make a revolutionary decision in the way they perform their ministry. They no longer evaluate themselves only by what they can do themselves. Their value now depends on what they can get done through others! This is what we call the "Jethro Principle".

MODULE 4:

1. The Teamwork Makes The Dream Work - (The Characteristics of a Great Team)

"Now there are varieties of gifts, but the same Spirit. And there are varieties of ministries, and the same Lord... For even as the body is one and yet has many members, and all the members of the body, though they are many, are one body, so also is Christ." (1 Corinthians 12:4-5, 12)

Great Teams Possess:

1. A Common Goal (Vision)
2. Diverse Skills and Contribution
3. Strong Coaching and Communication

What Makes an Effective Team?

1. An effective team Cares For One another.

The foundation of a successful team is relationship. Why?

- a. The Second Mile Principle: People go the "first mile" because of a sense of duty. They go the "second mile" because of relationship.
- b. The Connection Principle: Leaders always touch a heart before they ask for a hand.
- c. The Host Principle: Good leaders always "host" the conversation and relationships of their life. They initiate as a host rather than wait for others to serve, as a guest.

2. The Wisest Investment You'll Ever Make - (Mentoring Future Leaders)

"Then He appointed twelve, that they might be with Him and that He might send them out to preach." (Mark 3:14)

Jesus welcomed people to come to Him for mentoring. He was and is the ultimate mentor. He developed imperfect humans to become effective leaders. Jesus did everything a mentor can do to enable the disciples to flourish in their personal lives and ministry. In Matthew 11:28-30, He says, *"Take My yoke upon you, and learn from Me, for I am gentle and lowly in heart, and you will find rest for your souls. For My yoke fits perfectly, and the burden I give you is light."*

In those days a yoke was used for oxen as they labored in the field. The yoke He spoke of was designed to harness two oxen, a strong one and a weak one. The weaker of the two was present to learn what it meant to work in the field through "on the-job" training from the stronger ox. Most of the weight was carried by the strong one until the development process was complete. What a vivid picture of the mentoring process.

3. Measuring Your Leadership Growth - (An Evaluation for Growing Leaders)

"Search me, O God, and know my heart; Try me and know my anxious thoughts; and see if there be any hurtful way in me, and lead me in the everlasting way." (Psalm 139:23-24)

In this chapter, let's push the pause button and evaluate your leadership growth. Take time to stop now and measure the central qualities that healthy, effective, lasting leaders possess. This list of characteristics is timeless and universal. It will measure your leadership qualities. Talk about your responses to these with the rest of the group. Do others agree with your assessment?

MODULE 5:
1. Leadership Begins With An Attitude - (Leaders Think and Perceive the World Differently Than Followers Do)

"As a man thinks in his heart, so he is." (Proverbs 23:7)

It is common to assume that leadership is all about skills and techniques. In reality, our leadership begins when we possess the right attitude about our circumstances and ourselves. This is where all change takes place. William James, the father of modern psychology, wrote: "The greatest discovery of my generation is that humans can alter their lives by altering their attitude of mind." Your attitude will determine your action. Your action will determine your accomplishments. Jesus emphasized this principle by teaching that we must get our *heart* in order before we can get our *life* in order. He said that when there are evil treasures in a man's heart, evil emerges. When there are good treasures in a man's heart, good emerges. It's all about what's inside. Real change occurs from the inside out.

2. The Leader's Inner Circle - (Building a Healthy Network of Relationships)

"Two are better than one because they have a good return for their labor. For if either of them falls, the one will lift up his companion. But woe to the one who falls when there is not another to lift him up." (Ecclesiastes 4:9-10)

Every leader needs relationships in his or her life that provide the necessary support and accountability. No man is an island. Building a network of relationships with God and people is a wise step to take toward sustaining your leadership over a lifetime.

Leaders Who Failed - A survey was taken among pastors and Christian leaders who had failed morally. Several hundred pastors were interviewed who had compromised their integrity, fallen into sin, and ultimately lost their ministry. Three consistent observations were made about these fallen leaders:

- I had stopped spending time alone with **GOD** each day.
- I had no accountability to **PEOPLE** in my life.
- I never thought this kind of **FAILURE** could happen to me.

3. Christ The Great Communicator - (Improving Your Communication Skills by Imitating the Master)

"Death and life are in the power of the tongue, and those who love it will eat its fruit." (Proverbs 18:21)

The success of your leadership, your marriage, and your relationships with others depends a great deal on your ability to communicate. Many of the best thinkers are not leaders. Why? They cannot communicate. Your leadership rests on your ability to connect with people, share your ideas and vision, and motivate them to partner with you. One former world leader said, "If I could start all over again, I would go back to school and learn to communicate".

MODULE 6:
1. Leading When Times Are Tough - (Handling Difficult People and Situations)

"You have heard that it was said, 'You shall love your neighbor and hate your enemy. But I say unto you, love your enemies, and pray for those who persecute you in order that you may be sons of your Father who is in heaven... For if you love those who love you, what reward has you? Do not even the tax collectors do the same? And if you greet your brothers only, what do you do more than others? Do not even the Gentiles do the same? Therefore, you are to be perfect, as your heavenly Father is perfect.'" (Mat. 5:43-48)

No doubt, you will experience some difficult and draining moments as you attempt to lead others. Leadership can be a thankless, lonely, and even discouraging task, simply because you are the target for the criticism. It's very likely you will feel both *affirmed* and *attacked* as you lead. You must remember that both you and your people remain "human" even though you are Christians. This means you'll face conflict before the journey is finished. People possess different perspectives, personalities, and struggles that cause them to react the way they do. Thank God for His grace. It has been said that the Church is a lot like Noah's ark. The stench on the inside would be intolerable if it weren't for the storm on the outside! Let's examine how to deal with difficult people effectively.

2. The Five Levels Of Leadership - (A Look at Why People Follow Their Leaders)

"Then He appointed twelve, that they might be with Him and that He might send them out to preach." (Mark 3:14)

People follow leaders for a variety of reasons. As leaders increase their influence with people, they expand the reasons for others to follow them. The leader's effectiveness must increase with time if he is going to attract new people as well as retain present followers. The goal of this session is to help you understand what level you're on with your people and understand how to deepen your influence. The five levels are personhood, people development, production, permission, and position.

3. The Art Of The Basin And The Towel - (Developing the Qualities of a Servant Leader)

"But Jesus called them to Himself, and said, 'You know that the rulers of the Gentiles lord it over people, and the great men exercise authority over them. It is not so among you, but whoever wishes to become great among you shall be your servant.'" (Matthew 20:25)

The issue of servant-leadership is the single greatest contrast between spiritual and secular leadership. During His three and a half year ministry, Jesus consistently taught His disciples that leadership meant servanthood – as opposed to the "top down" attitude the Gentiles demonstrated during that day (Matthew 20:25). In his book, *In the Name of Jesus*, Henri Nouwen mentions three very real, yet subtle, temptations that any servant of Christ faces. They correspond with the three temptations our Lord faced before He began His earthly ministry (Matt. 4).

MODULE 7:
1. The Life You Were Meant To Live - (Discovering Your God-Given Mission in Life)

"Brothers, I do not regard myself as having laid hold of the prize yet; but one thing I do: forgetting what lies behind and reaching forward to what lies ahead, I press on toward the goal for the prize of the upward call of God in Christ Jesus." (Philippians 3:13-14)

Is it possible for leaders to live their life on purpose? Is ministry merely about reacting to needs around us, or is it about something more? Can we play offense and not just defense with our lives? Does God have a specific mission for each of us to fulfill? The answer to each of these questions is "yes," and in this exercise, you will receive the tools to live the life you were meant to live.

Five Biblical Foundations

1. We all have been given a **PURPOSE** for our lives.
2. We are most **FULFILLED** when we are fulfilling our purpose.
3. Not everyone **UNCOVERS** their God-given purpose.
4. Our purpose is **BUILT** from our personal inward design.
5. We will be **JUDGED** on our obedience to our God-given calling in life.

"For the gifts and the calling of God are irrevocable." (Romans 11:29)

"Walk worthy of the calling with which you have been called." (Ephesians 4:1)

2. How Leaders Pray - (Praying Effectively in Pivotal Moments)

"Now Jesus was telling them a parable to show that at all times they ought to pray and not to lose heart." (Luke 18:1)

Pivotal prayers come at pivotal moments. They produce pivotal decisions and result in pivotal consequences. Most people around the world pray. They do so because they want God's help in tough times. Sadly, most never consider how to pray what is on the heart of God, especially in those moments. Leaders understand the pivotal role of prayer and pray strategically during key times. They don't panic and simply react in fear. They seek and find God in those moments, and settle issues in prayer that lead to significant breakthroughs in their life and leadership.

3. Discovering Your Spiritual Gifts - (Identifying Your Primary Gift and Role in the Body of Christ)

"As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God." (1 Peter 4:10)

One of the most important discoveries you will make as a Christian leader is the discovery of the "gifts" that God has placed inside of you as a believer. These gifts, or spiritual abilities, are given to every believer. They are to be discovered, developed, and distributed for the purpose of serving others. May this lesson be an encouragement to you, as you discover your most fruitful role in the Body of Christ. Our focus will be the primary (or motivational) gifts listed in Romans 12.

MODULE 8:
1. I Like Your Style – (Choosing Your Leadership Style)

"Conduct yourselves with wisdom toward outsiders, making the most of the opportunity. Let your speech always be with grace, seasoned with salt, so that you may know how you should respond to each person." (Colossians 4:5-6)

All leaders influence people-but they do it differently. As a leader, one of the most important discoveries you can make is how you influence others most effectively for the Kingdom of God. Every leader has been created uniquely by God. You must find your unique leadership style and employ it for God's glory.

2. How to Grow A Leader - (What It Takes to Develop Other Leaders in Your Organization)

"Shepherd the flock of God among you, exercising oversight not under compulsion, but voluntarily, according to the will of God; and not for selfish gain, but with eagerness; nor yet as lording over those allotted to your charge, but proving to be examples to the flock." (1 Peter 5:2-30)

A Leader Who Develops Followers ADDS.
A Leader Who Develops Leaders MULTIPLIES.
How to Grow a Leader

1. **DISCERN** – It takes one to know one. True leaders can identify them.
2. **DEMONSTRATE** – It takes one to show one. True leaders are models.
3. **DEVELOP** – It takes one to grow one. True leaders equip other leaders.

"The Law of Reproduction: It takes a leader to develop a leader." (Dr. John Maxwell)

3. Characteristics Of A Giant Killer - (How to Handle Your Greatest Leadership Challenges)

"Then David said to the Philistine, 'You come to me with a sword and spear, and a javelin, but I come to you in the name of the Lord of Hosts...This day the Lord will deliver you into my hands...and all the earth will know there is a God in Israel...'" (1 Samuel 17:45-46)

Giant Truths and Giants in Life
1. Every "giant" introduces me to MYSELF.

A crisis doesn't make us, it only reveals what we already are. Negative situations or challenges only uncover what is inside of leaders.

2. People who reach "giant positions" have DEFEATED giants.

No team or person has ever achieved greatness without facing a giant obstacle. In a 1962 study entitled "Cradles of Eminence," researchers found one common thread running through all the outstanding lives they studied. Almost all of them had to overcome very difficult obstacles in order to become who they were.

3. Giants are often TOOLS God uses to shape us for bigger opportunities.

Once young David knocked down Goliath, most people could see he was being prepared for national leadership.

MODULE 9:

1. Foundation For Our Leadership - (Our Ministry Will Be a Precious Treasure or a Performance Trap)

“Come to Me, all who are weary and are 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 11:28-30)

In this lesson, we will evaluate the foundation upon which our leadership is built. Often, in our pursuit of results, we slip into ministry motivated by guilt rather than by grace. May this lesson serve as a reminder of the Source of our power?

2. Leadership Is Stewardship – (Understanding God’s Principles for Financial Stewardship)

“If you have not been faithful in the use of [worldly wealth], who will entrust the true riches to you?” (Luke 16:11 NASB)

Leaders are stewards, not owners of God’s resources (I Corinthians 4:1-2). We must both model and teach God’s people about the stewardship of their time, talent, and money. The purpose of this study is to teach God’s financial principles in order to know Christ more intimately, be free to serve him and to fund the Great Commission. Because God cares for us, He gave us guidelines for handling money. The Bible contains more than 2,350 verses dealing with money and possessions. Jesus taught more about money than almost any other subject. He spoke of it in sixteen of His thirty-eight parables. We all understand that money is a practical issue in life, but it is also a spiritual issue as we lead our families and ministries. Where we put our money reveals much about our spiritual life. Jesus said, “Where your treasure is, there your heart will be also” (Matthew 6:21).

Money is a primary competitor with Christ for the lordship of our lives (Matthew 6:24). God desires to exercise Lordship over all... and that includes our finances.

In this session, we will look at:

- a. Ownership versus stewardship; b. Earning and budgeting
- c. Saving and giving; d. Spending and debt
- e. Integrity and teaching your people

3. Leading Different Personalities – (How to Connect with the People Who Follow You)

“Conduct yourself with wisdom toward outsiders, making the most of the opportunity. Let your speech always be with grace, seasoned as it were with salt, so that you may know how you should respond to each person.” (Colossians 4:5-6)

The Foundation for This Lesson

As leaders mature, they better understand the differences in people. They recognize that those who follow them are motivated by different causes; they respond to different ideas; and they get excited for different reasons. Every leader must learn these basic personality differences that exist within their organization:

1. People should be **DIFFERENT**. (This is the beauty of the Body of Christ.)
2. There is **VALUE** in their differences. (Their differences balance weaknesses you have.)
3. Their personalities won’t **CHANGE**. (Personalities don’t fundamentally change.)

MODULE 10:

1. Principles For Getting The Job Done – (Helping Yourself and Your Organization Reach Its Potential)

“By this is My Father glorified, that you bear much fruit, and so prove to be My disciples.” (John 15:8)

“Where no oxen are, the manger is clean, but much increase comes through the strength of the ox.” (Proverbs 14:4)

The goal for our organizations is not to look good, hold meetings, and survive. The goal is to produce; to bear fruit based upon the mission God has given us. As leaders, we are called to improve the world we live in, and increase the population of heaven by what we do. Hard work is necessary, but hard work alone doesn’t guarantee results. Activity doesn’t always equal accomplishment. We must learn to work smarter, not just harder. In this session, we will examine some proven practices for getting things done through the people in your organization. Someone once said, “The world cares very little about what a man or woman *knows* – it is what a man or woman is able to *do* that counts”.

2. The Power Of Partnership – (Moving from Isolation to Cooperation in Your Ministry)

“One can put a thousand to flight, and two can put ten thousand to flight.” (Deuteronomy 32:30)

“Behold how good and how pleasant it is for brethren to dwell together in unity.” (Psalm 133:1)

In order to take your leadership to a higher level, you will need to leverage the power of partnership. Partnerships can happen within a ministry between different departments or outside between two separate organizations that share a common goal. Effective partnerships produce synergy – energy coming from blended sources. It is a synthesis of strengths that produce more than the mere addition of the parts. Partnership is about multiplication. The difference between addition and multiplication is profound:

$$4 + 4 = 8; 4 \times 4 = 16$$

In short, partnerships multiply wisdom, energy, and resources. Consider what could happen if you no longer held on to the control of your ministry, but invited the strengths of others to join you in the process. What if you joined with other ministries to produce more fruit for God’s Kingdom than what you could produce alone? What if your ministry was about something more than you? This lesson examines these questions and offer guidelines in forming partnership for the edification of the body of Christ.

3. Your Decision Determines Your Destiny – (Effective Leadership Requires Making Wise Decisions)

“I call heaven and earth to witness against you today, that I have set before you life and death, blessing and the curse. Therefore, choose life in order that you may live, you and your descendents.” (Deut. 30:19)

The Bible is clear about two fundamental truths. First, God is sovereign. He reigns providentially over earth and its history. Second, He has allowed us to choose whether we cooperate with Him in our leadership or not. The prophet Jonah is a great example of both of these truths. He freely chose to run from God’s purposes. However, God ultimately persuaded him to return and fulfill His purposes in the end. In this lesson, we will examine the art of decision-making, and how it affects not only our own lives, but the lives of those who follow us.

MODULE 11:

1. Today Matters: Leadership and Personal Growth - (Stop Learning Today and You'll Stop Leading Tomorrow)

"...We are to continue to grow in all aspects, in Him, who is the head, even Christ." (Ephesians 4:15)

Personal growth is vital to your leadership. If you cease to grow, you cease to be a healthy leader. Healthy things naturally grow. To grow personally requires you to seize opportunities daily. Each day – you must determine how you can grow as a leader. Benjamin Franklin wisely said, "One today is worth two tomorrows; what I am to be, I am now becoming." It is true.

You will become what you are becoming right now. Poet and novelist Oscar Wilde ended his life with great regret. He had failed to seize the day. Late in life, he wrote: "I forgot that every little action of the common day makes or breaks my character; ...I ceased to be lord over myself. I was no longer the captain of my soul, and didn't know it. I allowed pleasure to dominate me. I ended in horrible disgrace."

2. Leadership And Credibility: Making the Tough Call -)Earning Your Right to Have Followers)

We loved you so much that we were delighted to share with you not only the Gospel of God, but our very lives as well, because you had become so dear to us. Surely you remember, brothers, our toil and hardship; we worked night and day in order not to be a burden to anyone while we preached the Gospel of God to you. (1 Thess 2:8-9)

In order to be a leader, a man must have followers. And to have followers – at least in today's world – a person must have credibility. Leaders must earn the right to be followed.

The greatest reason pastors fail to get more followers in their church is the lack of credibility. Many talk the talk, but fail to walk the walk. Others pass the integrity test, but fail to lead their church effectively. People may like them as a friend, but they won't follow them as a leader. There is a big difference between the two.

3. The Leader's Time: Tick Tock Manage The Clock – (How to Steward Time and Manage Opportunities)

"Teach us to number our days, O Lord, that we may apply our hearts with wisdom and let the beauty of the Lord our God be upon us, and establish the work of our hands; Yes, establish the work of our hands." (Psalm 90:12, 17)

Leaders around the world agree: one of the greatest needs of their life is more time. Most admit that they don't manage their time as wisely as they should. Leaders are inundated with opportunities and activities, and frequently end up merely reacting to life instead of leading from a sense of purpose. There's just too much to do! One leader said: "God put me on this earth to accomplish a certain number of things. Right now-I am so far behind that I will never die!"

MODULE 12:

1. Leadership And Relationships: They make Me or Break Me: (Relationships are the Key to a Leader's Success)

"Therefore, if you bring your gift to the altar, and there remember your brother has something against you, leave your gift there before the altar and go your way. First be reconciled to your brother, and then come offer your gift." (Matthew 5:23-24)

Jesus taught that the Kingdom of God is built on relationships. While we embrace doctrine and theology, those issues are not the core of our Christian faith or our leadership. What separates us from all the religions of the world is this: our faith is built on relationships. When Jesus was asked to summarize the most important command, He responded, "You shall love the Lord your God...and you shall love your neighbor as yourself" (Matthew 22:37-39). He listed a vertical relationship and a horizontal relationship. In the passage above, Jesus teaches that an offended relationship is a spiritual issue and takes precedence over religious sacrifice. For Christian leaders, we cannot assume we are successful unless we master the art of leading healthy relationships.

2. The Leader As A Coach: Building an Effective Team (How to Enlist and Empower the Right People for the Task)

And the Lord said, "Behold they are one people, and they all have the same language...And now nothing which they purpose to do shall be impossible for them." (Genesis 11:6)

As a leader, you will face the challenge of finding the right people for your team, communicating your vision, and developing them into a cohesive team; a team that not only possesses great individual talents, but also they work well together. Wow. It might make you tired just thinking about it. Teams are what God uses to accomplish His purposes. He usually calls an individual to a vision, then that individual realizes the vision is bigger than he is. Eventually, this individual recognizes he must become a leader because other people are needed to reach the goal. The vision is God-sized, not human-sized! Finally, the leader recognizes he must develop this group of people into a team that works well together. There is a difference between a group and a team.

3. Ultimate Purpose Of Leadership (Fulfilling The Great Commission as a Leader)

"...so that all nations might believe and obey Him." (Rom. 16:26b)

As you continue your leadership journey, it is essential to understand why God desires for you to deepen your leadership skills. Is it just for your personal growth? Is it just for the growth of your local church? Or is there a larger purpose – a purpose beyond your own life, your church and even your community? The answer is YES! The ultimate purpose for your personal leadership development is to be more effective in your role of advancing the growth of His kingdom around the world!

"Missions is not the ultimate goal of the Church. Worship is. Missions exist because worship doesn't. Worship is ultimate, not missions, because God is ultimate, not man. When this age is over, and the countless millions of the redeemed fall on their faces before the throne of God, missions will be no more. It is a temporary necessity. But worship abides forever ..." – John Piper, *Let the Nations Be Glad*

ESSENTIAL LEADERSHIP PRINCIPLES SERIES

This training and teaching is designed to take your current leadership team to the next level in their role as leaders and ministers. We have seen tremendous transformation take place in ministers that have attended this training. We believe that it will benefit your ministry and get the spark and enthusiasm you and your executive leadership team have been longing for in your ministers. Traditionally, this training is offered in 2-2 ½ day seminars and workshops with a lot of role playing and activities geared towards the message. However, we can design a path that will work best for your ministry.

MODULE 13:

1. Prayer – “The Power of One Hour”

Then he returned to his disciples and found them sleeping. “Couldn’t you men keep watch with me for one hour?” he asked Peter. “Watch and pray so that you will not fall into temptation. The spirit is willing, but the flesh is weak.” - Matt. 26: 40-41

As a leader, your personal time with God is very important. For you to be an effective leader, you need to have a prayer life that is centered on authentic relationship with God. You cannot expect God to do something “through” you if you are not allowing Him to work “in” you every day of your life. God expanding your influence does not guarantee a bigger ministry or church. You have missed it if you equate the two. It simply means that wherever you are serving, you have to make certain that you are not only being faithful, but fruitful.

2. Identity – “Who You Are is More Important than What You Do”

For in Him dwells all the fullness of the Godhead bodily; and you are complete in Him, who is the head of all principality and power – Col. 2:9-10.

Unreasonable expectations from God’s people have placed ministers under a very unfair scrutiny. Hence, we need to promise to do only what we can do and will do. Our motto needs to be: “Under-promise, over-deliver”. Our goal should always be to use the gift of technology to advance the gospel globally and build up fellow ministers regionally and locally. Eph. 1:3-14 shows us who we are in Christ. As a minister, “you are called to be a **feeder, leader, and interceder**”. These are your three main priorities functionally as you lead your church and ministry to fulfill the *Great Commission* of Jesus Christ. You must meditate daily on these words:

3 - Spiritual Gifts

One of the most important discoveries you will make as a Christian leader is the discovery of the “gifts” that God has placed inside of you as a believer. These gifts, or spiritual abilities, are given to every believer. They are to be discovered, developed and distributed for the purpose of serving others. May this lesson be an encouragement to you as you discover your most fruitful role in the Body of Christ. Our focus will be the primary (or motivational) gifts listed in Romans 12.

The foundational truth of this passage is that God has placed a primary gift inside of every believer. This gift will play an important role in how you approach your leadership position. In this lesson, we will examine the details of the passage and establish a foundation for spiritual gifts. At the conclusion of this lesson, you will do an assessment tool that will help you in discovering your spiritual gifts and craft steps to start the process of walking in your purpose.

MODULE 14:

4 – Think Big [Writing a Vision Statement]

For with God nothing will be impossible.”

There is so much God wants to do! Regardless of what size your town or church may be. It is the size of your vision that matters, nothing else. Vision is rallying people to a better-future. Vision is helping people see what you see already. Vision is calling the invisible into visibility. Vision is usually determined by your burden and your faith. Jesus was calling His followers to expand their belief in Him and His good news. It is important that any vision we have is tied to the vision of Jesus.

A vision is beyond a good idea. It must be a God idea. God commits Himself to you when you connect with His heart and vision for your life and ministry. You walk the vision through various people and processes so that the vision can be fulfilled.

5 – “Believe God for Your Future”

I rise before the dawning of the morning, and cry for help; I hope in your word - Ps 119:147.

The future is something we want to know, yet is impossible. Nothing can cause more stress and distress than thinking about the future. As a minister, you can become consumed by worry. What need to remind ourselves constantly that we have a history about what God has done and how He has worked in our lives. When things did not go the way we have planned, do we feel rejected and discouraged or do we feel protected and loved? You have to know with confidence regardless of the outcome that what you are doing is what God wants you to do at the time. The Bible is the constant source which you should draw wells of insight. Have you written down your mission and purpose in life and ministry? When was the last time you looked them over? It may need some tweaking or revision based on what God is saying to you now. Life and ministry are full of uncertainty. Doing God’s work may result in pain, loss, suffering, discouragement, and sometimes death. This is why we need courage and faith in all matters in life. People do not follow unclear and uncertain leaders. They yearn for clarity and confidence from you.

6. Relationships – Relationships Move Your Ministry

Greet Priscilla and Aquila, my fellow workers in Christ Jesus, who risked their own necks for my life, to whom not only I give thanks, but also all the churches of the Gentiles. Likewise greet the church that is in their house. Greet my beloved Epaphroditus, who is the firstfruits of Achaia to Christ – Rom. 16:3-5.

Leadership is about influencing people’s lives. Influencing people will not occur just because of your position, giftedness, style, training, experience, or success. Influencing people will come because you have a relationship with people. *Relationships move the gospel and fulfill the mission.* When you invest your time in loving and caring for people, you reap the benefits in many ways. *People will not care about you or your ministry until they know you care – John Maxwell.*

Jesus was moved and overcome with compassion for others and He tries to meet their needs. Sometimes influence is limited because we are insecure or our past actions with people are negative that they will never forget. One thing you must determine is to connect with the people in your fellowship who influence other people. Pray about initiating, developing, nurturing, and maintaining influential relationships that have potential to move the gospel.

MODULE 15:

7. Decision - Decision Making is Not About You

Trust in the LORD with all your heart, and lean not on your own understanding; in all your ways acknowledge Him, and He shall direct your paths – Prov. 3: 5-6

Your ears shall hear a word behind you, saying, "This is the way, walk in it," Whenever you turn to the right hand or whenever you turn to the left - Isa. 30:21

The pressure to make decision in specific situations is enormous. Ministers are pressured to make decisions that will lead to the greatest results and outcomes. Hence, it is important to seek God's face in every situation through prayer and constant communion with God. Decision-making in ministry has to be driven by the Holy Scripture. Decision-making will only be harmonious when a common authority is agreed upon. This authority must be the Word of God. Willing to die to yourself brings honor to God and endears others to you. A "what is best for me" mindset destroys fellowship in the church every time it is exercised.

8. Choice - Not Every Hill is Worth Dying On

He has made everything beautiful in its time. Also He has put eternity in their hearts, except that no one can find out the work that God does from beginning to end. I know that nothing is better for them than to rejoice, and to do good in their lives, and also that every man should eat and drink and enjoy the good of all his labor—it is the gift of God. I know that whatever God does, it shall be forever. Nothing can be added to it, and nothing taken from it. God does it that men should fear before Him. That which is has already been, and what is to be has already been; and God requires an account of what is past. Moreover I saw under the sun: in the place of judgment, wickedness was there; and in the place of righteousness, iniquity was there. I said in my heart, "God shall judge the righteous and the wicked, for there is a time there for every purpose and for every work." Eccl 3: 11-17

Sometimes in the name of "urgency" or "reaching", we hurry matters in the church when hurrying up is not an asset but a liability. You have to choose carefully the battle you want to take on. Jesus was very clear about the church being the salt and light in this world. Ministers have to live morally upright and hold high the standard in our churches and nation.

9. Practice - Practice Determines Play

But reject profane and old wives' fables, and exercise yourself toward godliness. ⁸For bodily exercise profits a little, but godliness is profitable for all things, having promise of the life that now is and of that which is to come – 1 Tim 4:7-8

You get what you get ready for in life. Most of your life should be devoted toward preparation. The time you spent in preparation should far exceed your time of actual execution. Do not be surprised at where your church may be spiritually, numerically, or strategically. It is time for excuse-making to be eliminated from our vocabulary.

There are seasons in every profession, and ministry is not an exception. Keep people at the heartbeat of all you do. You will reproduce before others what you are and what you have learned. You will never be any greater than the places you go, the people you meet, or the books you read. Living is about learning. Learn while you live.

You must practice change if you want your ministry to be relevant. Change for change sake is unwise.

MODULE 16:

10. Balance - Balance Draws Masses

Now it happened as they went that He entered a certain village; and a certain woman named Martha welcomed Him into her house. And she had a sister called Mary, who also sat at Jesus' feet and heard His word. But Martha was distracted with much serving, and she approached Him and said, "Lord, do You not care that my sister has left me to serve alone? Therefore tell her to help me." And Jesus answered and said to her, "Martha, Martha, you are worried and troubled about many things. But one thing is needed, and Mary has chosen that good part, which will not be taken away from her – Luke 10: 38-42

Whatever ministry you now serve, you once began with a fresh fire burning in your heart. As ministry opportunities were embraced, it seems everything was not always as it appeared. What happened? When we run fast in life, it is easy to outrun the people we are called to serve and lead. Often times we lead with passion. However, unrestrained passion leads to extremes. Regardless the size of our ministry or community, balance is essential to the life of the church on the long haul.

11. Family – Building Family is More Important than Building Ministry

For if a man know not how to rule his own house, how shall he take care of the church of God? – 1 Tim 3:5

Our family is a major work of grace and grace alone. Our prayer ought to be, "Lord, I will stop sacrificing my family on the altar of ministry success". The greatest thing you can do for your family is to have a spiritual and enriching marriage relationship. Set apart a day off from ministry and spend time with your spouse every week. As you mature in ministry, you would practice specific acts of loving kindness, above and beyond the call of duty. You would learn to bless people who may not be appreciative or grateful. Build a climate with your children where they can tell you anything. Tell them that you believe in them. Be cautious in way you talk about your children. Let your words bring praise to them.

12. Capstone - Recap of Training - Finalize Mission and Vision Statements –

Therefore, laying aside all malice, all deceit, hypocrisy, envy, and all evil speaking, as newborn babes, desire the pure milk of the word, that you may grow thereby, if indeed you have tasted that the Lord is gracious. Coming to Him as to a living stone, rejected indeed by men, but chosen by God and precious, you also, as living stones, are being built up a spiritual house, a holy priesthood, to offer up spiritual sacrifices acceptable to God through Jesus Christ – 1 Peter 2:1-5

Run water through a water pipe six feet in diameter and you have great volume with great potential. Force that same water through the nozzle of a fire hose and you have great impact. You were created for a life that makes that kind of impact. You are being shaped and positioned by God Himself to make a unique contribution for the kingdom.

Writing Your Personal Vision and Mission Statements:

You are ready to put the pieces together. A personal mission statement is the interweaving of your biblical purpose, your life-ministry values, and your personal vision. Using the work you have done, blend together these three elements into one comprehensive statement.

OTHER LEADERSHIP DEVELOPMENT SEMINAR TOPICS

- Discovering Your Purpose in Life and Ministry
- Leadership Development: Personal Development
- Leadership and Credibility
- Growing and Developing Leaders
- How to Handle Difficult People and Situations
- Making Wise Decisions: Effective Ministry
- Spiritual Leadership: Characteristics
- Spiritual Leadership: Essential Qualities – Parts 1-6
- Servant Leadership: Developing the Qualities
- Servant Leadership: 12 Ways to be a servant leader to your spouse
- Servant Leadership: 13 Ways to be a servant leader to your family
- Sharpening Your Interpersonal Skills – Parts 1-6
- Leading Different Personalities: How to Connect with People
- Principle for Getting the Job Done: Maximizing Your Resources
- Partnership: Moving from Isolation to Collaboration in Ministry
- Time Management: How to Steward Time and Manage Opportunities
- Leadership and Relationships: How to Have Authentic Relationships
- Living a Purposeful Life
- Vision and How To Communicate Vision Clearly
- Building and Maintaining Healthy Relationships
- Identifying Your Strengths and Weaknesses
- Emotional Intelligence
- Conflict Resolution and Management
- Marriage: Cultivating a healthy and vibrant marriage life – Parts 1-5
- Godly Woman: Characteristics – Parts 1-6
- Godly Woman in the workplace
- Parenting: What every parent needs to know
- Parenting: How to raise children that will be warrior for the kingdom
- Healthy Living: Kingdom diet – Parts 1-6
- Singles: Courtship or Dating? What does that Bible say about it- Parts 1-5
- Manhood: When do I become a Man? – Parts 1-4
- Youth Conference and Academy: Youth Leadership Training
- Missions: How to be a disciple for Christ – Parts 1-6

LEADERSHIP DEVELOPMENT CONSULTING SERVICES

IMLAGs' leadership development consulting features Organizational Leadership Training courses for your top leadership team, staffs and workers, and individuals within the organization. Most of our training and consulting services are delivered in a seminar and workshop model with practical applications and real life case studies for maximum impact. We also deliver our training at our location or remote location of your choice. We see "Effective Leadership" as the "heartbeat" of any "winning and high-performing" Organization.

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- Strategy for Prayer
- Character Building
- Leading with Integrity
- Humility
- Authenticity
- Motivation
- Visionary Leader

Skill Development

- Developing Leaders
- Coaching
- Mentoring
- Empowering People
- Conflict Management
- Motivation
- Team Building
- Interpersonal Relationship

Strategic Development

- Effective Planning
- Vision Process
- Ministry Goals
- Stewardship
- Stress Management
- Time Management
- Evangelism/Outreach

MANAGEMENT CONSULTING SERVICES**Strategic Ministry Planning**

- Church Planting
- Assessment of Church Organizational Systems
- Reviewing Church Mission, Vision, and Values
- Change Management
- Casting Vision
- Fundraising

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- Leadership and Staff Training
- Human Resources Management
- Evaluating staff positions
- Defining job descriptions and roles
- Establishing guidelines for ministries
- Assessment of needs and expectations

Ministry /Event Planning

- Creating Ministries
- Curriculum development
- Crusades, revivals, missions, outreach, retreats, meetings

Impacting Your World

Dr. Olu O. Oshinubi is the founder of FOLAD Group, parent organization of IMLAG - Impact Management and Leadership Group, LLC and FOLAD International, LLC. These organizations were founded to assist businesses - profit and non-profit and individuals develop their management and leadership skills while maximizing their personal and leadership potentials. Born in Lagos, Nigeria to a devoted Christian family, Dr. Oshinubi's quest for helping individuals reach their God-given potentials started at an early age. He earned a Doctorate in Management in Organizational Leadership.

Dr. Oshinubi previous experience is in Project Management with an international firm headquartered in Atlanta, Georgia, USA. As a Project Manager, he was responsible for managing projects ranging from \$10 M and \$800 M. He has over 25 years of management and leadership experience and IMLAG's associates and consultants have a vast experience in their area of expertise.

Dr. Olu Oshinubi is currently an active member and an Associate Pastor in the Small Group Ministry at Victory World Church, Norcross, Georgia - a church that is committed to impacting nations, restoring families, reconciling cultures and reaching its communities for Christ. He is involved in leadership development and teaches management and leadership principles at private and public organizations, colleges across the USA and around the world. His seminars and conferences are fun, impactful, and full of practical ideas that could be implemented immediately.

The father of three beautiful children, Dr. Oshinubi, and his wife currently reside in Auburn, Georgia - a suburb of Atlanta, Georgia.

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