

Leading from the Second Chair

Workshop: IBSA Pastors Conference

Welcome and Intro about Me.

Opening to class. There are a lot of books written about leadership however most of them are written from the context of being the main leader or the first chair leader. However how can I lead when I am not the First Chair leader. How can I lead and serve well the first chair leader so that the church/organization can grow healthy.

Who is in the room today? How many are Lead pastors, associate pastors, elder or deacon.

Show First Video: Dwight Shrute

<https://www.youtube.com/watch?v=zj4j4qciaEM>

Definition:

It is a person in a **subordinate** role whose **influence** (Leadership), **with others**, **adds value** throughout the **organization**. (Leading from the Second Chair)

1. **Subordinate:** even the most capable second chair is still under the leadership of someone else.
2. **Influence:** Influence is evident in people's readiness to follow you and their desire to include you in key decisions.
3. **With Others:** Any leadership role involves a broad network of relationships. Second chair leaders must excel at relationships. (thoughts)?
4. **Adds Value:** Looking for ways to improve the organization and helping those around you to be more successful.
5. **Throughout the Organization:** Second chairs have an organization-wide perspective.

Discussion Questions:

1. Which one of these key words to the definition excites you the most as a second chair leader and which one is hardest for you?
 - A. Excites me –Adds Value
 - B. Hardest-Subordinate
2. What are the biggest struggles that you face in leading. (First and Second chair leaders)
 - a. Misalignment in the organization.

- b. Misalignment of Staff.
 - c. Wrong Staff on the team.
 - d. Developing a healthy staff culture and then protecting it
2. When is it the hardest to lead from the First or Second chair.
- a. When vision is not clear
 - b. When the vision keeps changing
 - c. When I am being micro-managed
 - d. When I'm not empowered to influence the organization

Key Components for Second Chair Leaders:

1. Everything is based on **Relationship** between the first and second chair. Learning to put the relationship first opens the door to more influence later.
 - a. Can I answer the question "What does the First Chair (lead pastor) **Value**. I know how to do my job because I know what you value.
 - b. Developing **trust** is more important than any other character quality ministry.
 - c. Mutual respect, loyalty, **complementary skills**, common vision, and passion.
 - d. The more I work to make the First Chair the best he/she can be the more trust and credibility is built and less suspicion is created. (Trust vs. Suspicion)
 - e. It is all about **Time**.
2. **Proactively** working to be ahead of the organization. Looking ahead on behalf of the first chair to identify potential obstacles.
 - a. **Elevate** valuable ideas to solve unrealized problems.
 - b. **Visionaries** see something that is 75% done as done. The most challenging is that last 25%.
 - c. Help the First Chair see the things **they don't see**. Help them see the **barriers** that need to be overcome to make the vision happen.
 - d. **Collaborate** with people who can make decisions.
3. **First Chair** leaders need to **Delegate** and **Empower**.
 - a. It is hard for first chair people to empower. Most First Chair leaders (Lead Pastors) are too insecure to let other people lead.
 - b. The more you delegate and empower the more the organization will **follow you**.
 - c. Include the second chair in participating in shaping the big picture. That means letting go of control. It will be well worth it.

Show Video from Remember the Titans

<https://www.youtube.com/watch?v=Neoih-gRdbU>

Putting it into Practice

1. Be a **Pulse Taker**.
 - a. Know what others think. Keep a finger on the pulse of the organization. Most Senior Pastors often doesn't know what the real pulse of the organization is because many people don't tell him what they are really thinking.
2. Be a **Vision Amplifier**.
 - a. First Chair is the primary vision caster. However the Second Chair carries that vision and has many opportunities to repeat, clarify, and reinforce the vision.
3. Be a **Leader Multiplier**.
 - a. Identify and recruit other leaders to help achieve the vision.
4. Be a **Gap Filler**.
 - a. Second Chair leaders need to know about the entire organization/church and how it functions and operates. In most cases if there is not a key leader in place the Second Chair leader fills the gap. This is one of the primary functions of the second chair.

BONUS:

Leading Up Principles (From 360degree Leader)

1. Lighten your Leader's load
2. Be willing to do what others Won't
3. Lead yourself well
4. Do more than manage-Lead
5. Invest in relational chemistry
6. Be prepared every time you take your leader's time
7. Know when to push and when to back off
8. Become a go to player
9. Be better tomorrow than you are today

Great Resources:

Xpastor.com

Studyleadership.com

360degree Leader- John Maxwell

Leading from the Second Chair-Mike Bonem

The 5 Dysfunction of a Team- Patrick Lencioni (Team Assesment Worksheet)

The Advantage- Organizational Health Trumps Everything-Patrick Lencioni
(Organizational Health Model)

Northpoint DVD- Trust vs. Suspicion