

LIFE DEVELOPMENT PLAN

Adapted from Strategic Concepts by J. Robert Clinton (1995)

FOCUSED LIFE

Beginning with an all-out commitment to Him, a **focused life** is a life dedicated to exclusively carrying out God's unique purposes through it by identifying the focal issues, that is, **biblical purpose, life purpose, committed passion, non-negotiables, unique methodology, and ultimate contribution** which allows and increasing prioritization of life's activities around the focal issues, and results in a satisfying life of being and doing.

BIBLICAL PURPOSE

Our biblical purpose answers **WHY** we are who we are and do what we do. It is **our beingness**.

A biblical purpose addresses one's **beingness** – the energy that compels one's **doingness**. It informs, conditions, and influences one's life purpose. It is the fuel for the 'engine' of one's God-ordained activities and engagement. Those who seek to live a focused life of significance and meaning must determine the foundation of that life, what will affect the carrying out of one's life purpose. A biblical purpose establishes the resources that will provide the impetus for biblically-informed action going forward.

A biblical purpose addresses two issues: one's understanding of their identity in Christ and what they intend to do to ensure they will have the fuel (energy) necessary to live out their 'life purpose.'

With regard to the first issue (identity), how do you see yourself in God's eyes? What is your relationship with God? What is your current status as a follower of Christ? What is your identity from God's perspective? What distinguishes you as a believer? What is your declaration of beingness?

With regard to the second issue (energy), how do you intend to provide ongoing energy to live out your life purpose? What are you prepared to do to sustain the vibrancy of your faith? What activities will you engage to provide vitality for the journey ahead? How do you plan to grow spiritually? What is the substance of your action plan to maintain a vibrant relationship with the Lord?

LIFE PURPOSE

Our life purpose answers **WHAT** we intend to focus our lives in doing for others. It is our **doingness**.

A burden-like calling, a task or driving force or achievement, which motivates a leader to fulfill something or to see something done. Frequently leaders will have one to three dominant life purposes or some combination of one or more or at least an umbrella one which is clarified by more detailed sub-purposes. Life purpose(s) is the dominant focal issue in a leader's life. The following principles apply:

1. A leader cannot have a focused life apart from some life purpose which lies at the core of his/her being. However, life purpose is not enough to generate a focused life.
2. Life purpose forms the prime integrating factor around which a focused life operates. The seeds of life purpose are contained in a leader's unusual experiences with God. These experiences are called sense of destiny experiences. All leaders have a sense of destiny.
3. Various kinds of means are used by God to intervene in a leader's life so as to create a sense of destiny and bring clarity to one's life purpose(s). Destiny processing provides the seedbed for discovering life purpose(s). A study of destiny processing will provide insights into life purpose(s). There are 4 types of destiny processing.
 - Awe Inspiring Experiences (i.e., Isaiah's experience in Isaiah 6)
 - Indirect Destiny Experiences (i.e., dedication of Samuel in 1 Samuel 1)
 - Providential Circumstances (i.e., Barnabas & Paul Acts 4)
 - The Blessing of God Over Time (i.e., Joseph's life Genesis 39)

COMMITTED PASSION

Our committed passion answers **WHERE** we intend to exercise our life purpose—the people group we will serve, the cause we will embrace, or a combination of both.

Focused, intentional energized action defined by one's inner drive to fulfill their revealed destiny and be all God has equipped and wired them to be. Life purpose without the follow-through of committed passion is merely a dream with little chance of becoming a reality. It's the magnetism that causes one's internal compass needle to point to true north. It's the dedication and devotion to realizing one's full created potential.

Committed passion encompasses the people group(s) God has called us to serve, the cause(s) He has called us to embrace, or a combination of both. Our committed passion is viscerally based and emotionally felt at the deepest core of our being. It shapes our life purpose.

ROLE NON-NEGOTIABLES

Role non-negotiables answers **WHEN** we engage our life purpose and the factors that must be present to fulfill our calling.

Role non-negotiables address the issues you feel are most important and must be present in order for you to live and work with integrity. It also includes a description of the characteristics of a role that will allow you to apply the specifics of your personal life mandate realizing that there will always be things you have to do to do what you have been called to do and love to do.

Two areas make up the role non-negotiables; the rules of engagement and the major role.

The Rules of Engagement

Non-negotiables are those things you will not compromise under any circumstance. They are the hills you are prepared to die on, the principles you will not violate for any reason. These issues must be present in any role you assume and if they are not you will not assume the role. They are the environmental factors that must be present in order for you to thrive and reflect your calling. These non-negotiables should be few in number.

For instance, the job being offered to you must include the freedom and space to develop the leadership potential in others. Or, the role you are being asked to assume must not compromise the hills you have decided to die on. Or, the opportunity you are being given must allow you to share your faith when appropriate. Or, the responsibility you are assigned must not demand of you anything that will undermine your character of values.

The Major Role

The selection and embrace of a role will take into consideration the non-negotiables you have established. Role is defined as the official or unofficial position, or status, or platform, or leadership function, or job description which basically describes what a leader does, and which allows recognition by others and which uniquely fits who a leader is and lets that leader effectively accomplish life purpose(s). *A place where 80% of who you are overlaps 80% of what you do!*

1. Five components combine to make up an effective major role:
 - a. A suitable sphere of influence for leadership.
 - b. A job description which covers the major thrusts needed.
 - c. Leadership activity compatible with giftedness.
 - d. Freedom to proactively choose actions which enhances focus and to refuse that which does not.

- e. A respected status which enables effective entrance to a leadership opportunity, bespeaks of spiritual authority, and gives a good hearing.
2. Major role recognizes that we may not be able to carry out life purpose(s) and exploit our unique methodologies unless we have the freedom to adjust our present role. A major role will usually have to be adapted.
3. Organizations rarely define such a role to fit a person. The major role may be a combination of formally recognized functions related to a position or qualifications and informal ones done implicitly within the functions of a job description or in addition to the job description.
4. A suitable major role is one which enhances giftedness and allows use of unique methodologies that will lead to ultimate contributions, a legacy. The giftedness set includes natural abilities, acquired skills, and spiritual gifts.
5. In early stages, it is necessary to try out many varying assignments in order to really discover your giftedness and which roles your giftedness best matches. As you experience a number of mini-convergences over time and as you get a better understanding of your giftedness you will know what the ideal role is for you.
6. Major role represents the best fit between your giftedness and the job you must do. This major role allows for effective use of unique methodologies and the satisfaction of fulfilling life purpose(s).

UNIQUE METHODOLOGIES (TOOLKIT)

Unique methodologies answers **HOW** we will implement and act upon our life purpose, what tolls we will use to bring life to our life purpose.

A unique methodology is some leadership insight around which the leader can pass on to others the essentials of doing something or using something or being something, that is, a means of effectively delivering some important leadership of that leader which enhances life purpose(s) or moves toward ultimate contribution. It represents repeated use of a leadership insight and recognition that the leadership insight should be used with effectiveness.

1. Unique methodologies are those leadership insights which fit who we are, help us carry out our life purpose(s), and become effective vehicles for us to carry out leadership.

2. They may include an approach, a method, a design, a technique, a philosophy, a framework, a format, a concept, a procedure, a process, a strategy, an ability, developed materials, etc. that moves people toward results in line with the 'movers' life purpose(s) or ultimate contributions.
3. Unique methodologies describe the major means whereby life purpose and/or ultimate contributions are realized. These relate to the *how* we operate or the means whereby we achieve or make progress in delivering our leadership.
4. All leaders have leadership insights. A leadership insight is some breakthrough a leader gets concerning how to personally do leadership well. These break-throughs will come all during leadership.

Your *toolkit* will include the following *tools* that will provide the means of how you will implement your life purpose (your calling). These means will include...

Natural abilities refer to those capacities, skills, talents or aptitudes which are *innate* in a person and allow him/her to accomplish things. StrengthsFinder® results and aptitudes would be examples of clustered talents one is born with.

Acquired skills refer to those capacities, skills, or competencies which have been *learned* by a person in order to allow him/her to accomplish something.

Spiritual gift(s) are *God-given* unique capacities imparted to each believer for the purpose of releasing a Holy Spirit empowered leadership via that believer and which produce supernatural results.

Personality Temperament – our expression of being. A temperament is a set of characteristics or habitual inclinations or a predisposed emotional response that represents a personal pattern for interaction and reaction (adapted from Webster's Ninth New Collegiate Dictionary).

Leadership Style – our method of influence. Leadership style refers to the individual behaviors a leader utilizes to function in his/her leadership role to influence followers. It includes categories such as how the leader motivates or relates to followers, is perceived by followers in the leader's role, solves group problems, attempts to bring about compliance among followers, and resolves differences.

Core Values are the hills a person is willing to die on, the principles he/she intends to live and function by, and the filter through which he/she will

process decisions of consequence. These values are informed and conditioned by Scripture and represent the moral framework for behavior.

Operational Principles are insights one acquires over time and practice that prove to be axiomatic. Every time these principles are used to frame an activity the results are predictable and God-honoring.

ULTIMATE CONTRIBUTION

Our ultimate contributions answer the **SO WHAT** of our existence and life. They represent the evidence of our calling lived out in bold relief.

An ultimate contribution is a lasting legacy of a Christian for which he or she is remembered, and which furthers the cause of Christianity by one or more of the following means. This legacy will help to facilitate God's redemptive purposes in a fallen world, the aroma that lingers after we are gone, the residual artifacts that will outlive us.

- Setting standards for life and leadership.
- Impacting lives by enfolded them in God's kingdom or developing them once in God's kingdom.
- Serving as a stimulus for change which betters the world.
- Leaving behind an organization, institution, or movement that will further channel God's work.
- The discovery of ideas, communication of them, or promotion of them so that they further God's work.

An ultimate contribution is a legacy that a leader will leave behind after life is over. It is possible to leave several ultimate contributions.

An ultimate contribution helps set the boundaries for what we want to accomplish in terms of the big picture. They will relate to the *means* and *ends*.

Five categories of ultimate contributions have been identified.

a. Character

- 1) **Saint:** a model life, not a perfect one, but a life others want to emulate.

- 2) *Stylistic Practitioner*: a model leadership style which sets the pace for others and which other ministries seek to emulate.

b. Leadership

- 3) *Mentor*: a productive leadership with individuals, small groups, etc.
- 4) *Public Rhetorician*: a productive public leadership with large groups.

c. Catalytic

- 5) *Pioneer*: a person who starts apostolic ministries.
- 6) *Change Person*: a person who rights wrongs and injustices in society and in church and mission organizations.
- 7) *Artist*: a person who has creative breakthroughs in life and leadership and introduces innovations.

d. Organizational

- 8) *Founder*: a person who starts a new organization to meet a need or capture the essence of some movement or the like.
- 9) *Stabilizer*: a person who can help a fledgling organization develop or can help an older organization move toward efficiency and effectiveness, to help solidify an organization.

e. Ideation

- 10) *Researcher*: develops new ideation by studying various things.
- 11) *Writer*: captures ideas and reproduces them in written format to help and inform others.
- 12) *Promoter*: effectively distributes new ideas and/or other leadership related things.

Annual SMART Goals

- **Head** – What are your *knowledge* goals?
- **Heart** – What are your *character* goals?
- **Hands** – What are your *ministry/non-profit skill* goals?

REDEEM THE TIME

Ps 90:12 Teach us to number our days aright, that we may gain a heart of wisdom.

Ps 90:17 May the favor of the Lord our God rest upon us; establish the work of our hands for us--yes, establish the work of our hands.

Eph 5:15-16 Be very careful, then, how you live--not as unwise but as wise, making the most of every opportunity, because the days are evil.

LIFE DEVELOPMENT PLAN WORKSHEET

FOCUSED LIFE

Beginning with an all-out commitment to Him, a **focused life** is a life dedicated to exclusively carrying out God's unique purposes through it by identifying the focal issues, that is, **Biblical purpose, life purpose, committed passion, major role characteristics, unique methodologies, and ultimate contribution(s)** which allows an increasing prioritization of life's activities around the focal issues, and results in a satisfying life of being and doing.

The following worksheet will help you formulate a **Life Development Plan (LDP)**—the trajectory for your leadership life. Each of us has a destiny to fulfill.

***Ephesians 2:10** For we are God's [own] handiwork (His workmanship), recreated in Christ Jesus, [born anew] that we may do those good works which God predestined (planned beforehand) for us [taking paths which He prepared ahead of time], that we should walk in them [living the good life which He prearranged and made ready for us to live]. AMP*

We are to engage the journey and leave the destination to God. The elements of a focused life help define the boundaries of our leadership focus and activity. God can certainly have us operate outside these boundaries for a season but generally we are most effective within these boundaries. A **LDP** gives us direction, purpose, intentionality, and focus for our lives. It also helps us to say no to some things and yes to others.

A **LDP** is a living document that will change over time. It will become more focused as we grow in our leadership. It will move from “shot gun” to “laser beam” as God and our experiences continue to shape our destiny. Getting it down on paper brings clarity, encouragement, and focus for our lives.

Randy Reese, author and leadership developer, defines a **LDP** as “a one/two-page document which contains a written description of who you are through the lenses of the five focal elements.”

Over the course of our time together you have been gathering pieces of a **LDP**. It is now time to bring your understandings to the development of your **LDP**. As an example, I have attached my **LDP**.

Once you have completed the worksheet prepare a draft of your **LDP**. Remember, this is a work in progress.

The following guidelines will help you think through and write down specifics.

BIBLICAL PURPOSE

Our **biblical purpose** answers the **WHY** of our life. It is a statement of **being**.

- It answers the question of *why* we do what we do.
- It should focus on *self*.
- It can be applied to *many people*.
- It is *general* in nature.
- It should represent our commitment to ...
 - The Great Commandment (Matthew 22:37-40)
 - The Great Commission (28:19-20)

Biblical Purpose Statement

LIFE PURPOSE

Our **life purpose** answers the **WHAT** of our life. It is a statement of **doing**.

- It answers the question of *what* we are called to do for others.
- It should focus on *others*.
- It should apply only to *you*.
- It is *specific* in nature.
- It should include a hint of the *strategies* we will employ to make our life purpose a reality.
- It should include *action verbs* (i.e., to influence; to facilitate, to align; to encourage; to exhort; to teach; to counsel; to mentor; etc.)
- It does not have to include every dimension or role in our life. What we are all called to do is a given and should not be wrapped up in our life purpose statement.

Helpful Questions to Consider

1. How would you articulate the burn in your soul or your sense of destiny?
2. Which Biblical character’s calling and sense of destiny can you most relate to? (Why?)
 - Isaiah (Isaiah 6)
 - Samuel (1 Samuel 1)
 - Jeremiah (Jeremiah 1)
 - Barnabas & Paul (Acts 4)
 - Joseph (Genesis 39)
 - Other
3. What Biblical books or specific verses reflect your life purpose?
4. What Biblical text is encouraging you presently toward life purpose?

Life Purpose Statement

COMMITTED PASSION(s)

Psalms 37:3-5 Trust in the LORD and do good; dwell in the land and enjoy safe pasture. Delight yourself in the LORD and he will give you the desires of your heart. Commit your way to the LORD; trust in him and he will do this.

Galatians 1:15-16 But when God, who set me apart from birth and called me by his grace, was pleased to reveal his Son in me so that I might preach him among the Gentiles, I did not consult any man...

Committed passion is the focused, intentional energized action defined by one's inner drive to fulfill their revealed destiny and be all God has equipped and wired them to be. Life purpose without the follow-through of committed passion is merely a dream with little chance of becoming a reality. It's the magnetism that causes one's internal compass needle to point to true north. It's the dedication and devotion to realizing one's full created potential.

Passion: The God-given desire that compels us to make a difference in a particular leadership. Your passion will lead you to some compelling action.

Passion addresses **WHO** we would like to help most and **WHAT CAUSES** we feel strongly about.

The following questions have been excerpted from Network by Bugbee, Cousins, and Hybels (1994)

1. If I could snap my fingers and know that I couldn't fail, what would I do?
2. At the end of my life, I'd love to be able to look back and know that I'd done something about:
3. If I were to mention your name to a group of your friends, what would they say you were really interested in or passionate about?
4. What conversation would keep you talking late into the night?
5. What I would like to do for others is ...
6. The people (**WHO**) I would like to help the most are:

| | | |
|------------|---------------------|------------------|
| Infants | Children | Poor |
| Teen Moms | Single Parents | Youth |
| Divorced | Marketplace | Singles |
| Men | Widowed | College Students |
| Career Men | Fatherless Children | Refugees |
| Parents | Empty Nesters | Homeless |
| Unemployed | Unsaved | Disabled |
| Prisoners | Elderly | Hospitalized |
| Leaders | Married Couples | Others: _____ |

7. The issues or causes (**WHAT**) I feel strongly about are:

| | | |
|-----------------|------------------------|-----------------|
| Environment | Child Care | Racism |
| Evangelism | AIDS | Women's Rights |
| Discipleship | Injustice | Intolerance |
| Violence | Politics | Missions |
| Education | Addictions | Technology |
| Economics | Poverty | Marriage |
| Health Care | Leadership Development | Family |
| Abortion | Hunger | Literacy |
| Church | Homosexuality | Global Concerns |
| Secular Society | Others: _____ | |

8. List the top five to seven positive experiences you've had in you life and briefly describe what you did and why it was meaningful to you.

Committed Passion(s)

1. _____
2. _____
3. _____

NON-NEGOTIABLES

A suitable major role is one which enhances giftedness and allows use of unique methodologies that will lead to ultimate contributions, a legacy.

Five components combine to make up an effective major role: (1) A suitable sphere of influence for leadership. (2) A job description which covers the major thrusts needed. (3) Leadership activity compatible with giftedness. (4)

Freedom to proactively choose actions which enhance focus and to refuse that which does not. (5) A respected status which enables effective entrance to a leadership opportunity, bespeaks of spiritual authority, and gives a good hearing.

What must the leadership environment look like so that your life purpose, committed passion, and giftedness (spiritual gifts, natural abilities, and acquired skills) can thrive?

What are the non-negotiables, the deal breakers, the irreducible minimums that must be present if you are to be a faithful steward of God's imbedded trust in you?

What must be present in order for you to make your greatest contribution to God's redemptive purposes?

What leadership settings have allowed your gifts to be unleashed and exercised?

If you could rewrite your present job/leadership description, what would it look like?

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

UNIQUE METHODOLOGIES (TOOLKIT)

Psalms 139:13-16 For you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made; your works are wonderful; I know that full well. My frame was not hidden from you when I was made in the secret place. When I was woven together in the depths of the earth, your eyes saw my unformed body. All the days ordained for me were written in your book before one of them came to be.

Unique methodologies are the filters through which you express your ordained uniqueness. They might include **spiritual gifts**, **natural abilities** (StrengthsFinder, personality temperament, unique aptitudes such as math, languages, etc.), **acquired skills** (counseling, conflict resolution, strategic planning, organizational skill, prayer, intercession, etc.), **leadership style** (situational leadership: director, coach, partner, mentor), **core values** (the hills you're prepared to die on, the principles you intend to lead by, the filter by which you make you intend to make your leadership decisions) and/or **operating principles** (those sure-fire principles you have accumulated over time that have proven to be effective in leadership and life.).

Helpful Questions to Consider (*Randy Reese*)

1. What common themes emerge from your leadership experiences?
2. How would you describe your own unique style of leadership?
3. How do you recognize God showing up through the ways you do leadership?
4. Describe three people you are attracted to or consider a hero?
 - A Biblical Hero
 - A Historical Hero
 - A Contemporary Hero

Spiritual Gifts

If you haven't done so in the past, take a Spiritual Gifts Inventory and identify your top five spiritual gifts. Record them below and mark each with a **(V)** indicating that the gift has been verified through use and acknowledgment of others or **(P)** to indicate the gift may be possible but has not yet been verified.

1. _____
2. _____
3. _____

4. _____
5. _____

Natural Abilities

Personality Temperament

Determine your personality temperament using free online questionnaires, surveys, or instruments and record your findings. The 'Type' can be determined by accessing the lecture where the type chart is presented.

Myers-Briggs (Check X)

OR

Type (Check X)

- | | |
|---------|---------|
| E _____ | I _____ |
| S _____ | N _____ |
| T _____ | F _____ |
| P _____ | J _____ |

- | |
|------------------|
| A (Type 1) _____ |
| B (Type 2) _____ |
| C (Type 3) _____ |
| D (Type 4) _____ |

Identify your innate (natural) talents from your StrengthsFinder® results or some other resource. Record your findings under either StrengthsFinder or Aptitudes.

Strengths (StrengthsFinder Results)

Aptitudes (Innate Abilities)

1. _____
2. _____
3. _____
4. _____
5. _____

1. _____
2. _____
3. _____
4. _____
5. _____

Acquired Skills

Acquired skills are those skills you have acquired by attending a conference, workshop, seminar or some other training event in the past.

What skills have you developed that can be applied to your leadership settings?

1. _____
2. _____

3. _____
4. _____
5. _____

Leadership Style

Refer to results from LBAII Questionnaire.

When you took the Situational Leadership instrument what dominant leadership style was indicated?

Situational Leadership (please check the appropriate style)

- Director (S1) _____
 Coach (S2) _____
 Partner (S3) _____
 Mentor (S4) _____

Core Values

Core values are the hills you are prepared to die on, the Biblical principles you intend to live and lead by. Please identify at least 2 values or as many as 5 value according to the following guidelines.

- Select at least two Bible verses to support the value you choose. These verses should help bring focus to the value.
- State the value in one word or a short phrase. If a sentence is required please make it succinct.
- Identify the context in which you intend to live out the value.

For instance, let's assume you chose the value of truth. You might select John 8:31-32 as your supporting Biblical text. As you examine your life you realize that you have a tendency to stretch the truth when you teach or when you interact with others. So the context in which you will express the value of truth will be in your leadership setting or with those you teach.

| Focus | Value | Context |
|----------|-------|---------|
| 1. _____ | _____ | _____ |
| 2. _____ | _____ | _____ |

3. _____

4. _____

5. _____

Operating Principles

Operating principles are the lessons you have learned in life and leadership that serve to act as guidelines for your leadership efforts. For instance, an operating principle might be ...

- **CHARACTER:** *Effective godly leadership flows from “being”, is a matter of the “heart”, is character-centered not skill-centered. Skills are the tools of effective leadership; character is the power of effective leadership.*
- **PURPOSE:** *The ultimate purpose of the church is to produce Christ-likeness in its followers beginning with salvation, continuing with sanctification and concluding with glorification.*
- **AUTHENTICITY:** *Authentic spirituality is a prerequisite for godly leadership and is produced when we “tune” our lives to God’s standards of excellence. Its vitality comes from living our lives for an audience of One.*
- **PERSONAL:** *Effective leaders know the capabilities, limitations, weaknesses and potential of their followers. The leader is responsible for providing opportunities for people to realize their potential in Christ.*

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

ULTIMATE CONTRIBUTION(s)

Ultimate contribution is the legacy you hope to leave when God calls you home. It is the aroma left in the nostrils of those God has given you the opportunity to serve. It is the destiny that God is drawing you towards, the mark you will leave on this world when you are gone. Randy Reese, author and leadership developer defines ultimate contribution as *“a lasting legacy of a Christian for which he or she is remembered and which furthers the cause of Christianity.”* He offers the following questions for consideration.

1. What leadership dynamics have continued bearing fruit after you left the scene?
2. What is the signature of your leadership?
3. How will you be remembered?
4. What would cause disappointment or pain as you reflected upon your life at age 94?
5. What legacy do you want to leave in the lives of those God has called you to lead?
6. What legacy or legacies do you want to leave in the lives of your loved ones?

7. How does your current leadership reflect the legacy you would like to leave?

J. Robert Clinton has identified 12 possible legacies a leader might leave.

| | | |
|------------------------|---------------|--------------|
| Saint | Change Person | Writer |
| Stylistic Practitioner | Artist | Promoter |
| Mentor | Founder | Other: _____ |
| Public Rhetorician | Stabilizer | |
| Pioneer | Researcher | |

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____

Annual SMART Goals

(Specific, *Measurable*, *Attainable*, *Results-Oriented*, *Time Period*)

Determine what you intend to implement over the next year to further develop your mind, heart, and hands to become a better leader in whatever context God calls you to serve. Use the SMART goal format to prepare your goals. Identify at least two goals for the head, the heart, and the hand.

Head – What are your *knowledge* goals?

- How do you plan to develop your mind as a leader over the next year?
- What specific areas of knowledge will you explore?
- What current limitations will you attempt to overcome?

Heart – What are your *character* goals?

- How do you plan to develop the heart of a leader over the next year?
- How do you intend to tune your heart to the heart of God?
- What character issues will you attempt to overcome?

Hands – What are your *ministry/non-profit skill* goals?

- How do you plan to develop your practice of leadership over the next year?
- What areas of leadership practice do you intend to improve?
- What methods, procedures, strategies, tactics do you hope to add to your skill set?

Once you have completed the worksheet prepare a draft of your LDP using the information you have gathered.

EXAMPLE

LIFE DEVELOPMENT PLAN

Gregory W. Bourgond

BIBLICAL PURPOSE

I am a member of God's kingdom dedicated to facilitating His redemptive purposes in the world, committed to His purposes for my life, focused on increasingly becoming faithful, available and teachable. Being empowered by the Holy Spirit in conjunction with dedication, discipline, and diligence, I intend to stand in bold relief fueled by nourishment from the Word and service to my Lord.

LIFE PURPOSE

My life purpose is to influence leaders and intentional followers directly and indirectly to live 'all-out' for Christ, to facilitate a process to determine how God has 'wired' them, to help them align their lives according to God's predetermined plans, to encourage them to become pro-active partners in God's purposes and redemptive activity and to exhort them to live a legacy worth leaving in the lives of others.

COMMITTED PASSION

My committed passion is to help men and women realize their God-given potential in Christ and to develop to the fullest their God-given gifts, abilities and capacities for godly leadership from the inside out and within legitimate limitations such as temperament, aptitude and maturity. My primary sphere of influence will be leaders. My secondary context will be men and women who are searching for clarity regarding the purpose, focus and foundation for their life.

MAJOR ROLE

The major role that will provide the platform for my life's purpose is one in which I'm allowed to focus my energies in investing in the lives of budding leaders in the process of becoming yet not arrived and malleable leaders who have the potential for greater purposes but do not have clarity or understanding on how to realize their full potential in Christ. This role will allow me to cultivate relationships with these leaders through the avenues of networking, teaching, writing and mentoring one-on-one, in small groups and workshop settings, and exposing these leaders to leadership development concepts, values, principles and practices. My spiritual gifts exercised in these settings find their primary application in the word cluster gifts including teaching, exhortation, and leadership. Less dominant, but observable, are the spiritual gifts of word of wisdom, discerning of spirits, and gifts of governments.

UNIQUE METHODOLOGIES

My unique methodologies find their roots in essentially five major leadership insights that have thematically repeated themselves over time in my leadership experience.

- Effective godly leadership flows from being, is a matter of the heart, is primarily character-centered and secondarily skill-centered. Skills are the tools of effective leadership; character is the power of effective leadership.
- Lasting behavioral change that brings glory to God begins with the heart in general and our core belief system in particular. Satan's battlefield has always been the heart. What we store in our hearts will evidence itself in our behavior. Our central beliefs establish our core values, our core values inform our worldview, our worldview conditions our motives, and our motives energize our behavior.
- Authentic spirituality is a prerequisite for godly leadership and is produced when we tune our lives to God's standards of excellence. Its vitality comes from living our lives for an 'Audience of One.'
- Effective godly leadership is developed over a lifetime, is exercised through our God-given passion and giftedness, finds its source and authority in God, is built on Biblical principles and values and is practiced in culturally sensitive ways.
- The only legacy worth leaving is the godly legacy we live out daily and leave in the lives of others. Legacy is the sweet-smelling aroma that lingers in the lives of others long after we're gone from this earth.

These major leadership insights influence the cultivation of my network of relationships, the style of my teaching, the foci of my writing, and the emphases of my mentoring activities.

I will exercise my mandate through my strengths which include learner, activator, achiever, input, belief, relator, responsibility, command, focus, self-assurance, and strategic.

I will also leverage my mandate through my personality temperament (introversion, intuitive, thinking, judging – INTJ) and my primary leadership style of passion and mission, my secondary leadership style of corporate and causal, and my team leadership style of tactical.

I will seek to live by my core values of devotion to God, a keeper of my promises, a seeker of Biblical truth, a loyal servant, a man of integrity, faithfulness to my family, a life-long learner, a Biblically-centered leader, one who submits to the authority of the Bible, one who is committed to responsible behavior, and a man of strength and honor.

Finally, I desire to use my acquired skills of Biblical understanding, strategic planning, organization, implementation, leadership, development, mentoring, discipling, communication, focused intensity, and spiritual guidance to further God's redemptive purposes in the world.

ULTIMATE CONTRIBUTIONS

Although I am in the process of becoming, yet not having arrived, I believe at this time that my ultimate contributions could coalesce around mentor, saint, researcher, writer and stabilizer. I am beginning to see significant results as a mentor (a productive leadership with individuals and small groups), saint (a model life focused on leaving a godly legacy in the lives of others within my sphere of influence), researcher (new ideation regarding spiritual formation and leadership development), writer (capture and recording of ideas and concepts in written format that are relevant to spiritual and leadership development), and stabilizer (a person able to stabilize and maximize organizational objectives that coincide with my life's purpose and passion). My "end game" is to live and leave a legacy worth leaving in the lives of my family and the leaders I have the privilege to influence for the glory of God.

HEAD

Read two books on leadership for the purpose of expanding my leadership understanding. To be completed by the end of the year.

Apply 2 new approaches to acquire leadership knowledge not previously known for the purpose of increasing my leadership knowledge base. The first approach will be implemented in the first 6 months of the year, and the second in the last 6 months of the year.

HEART

Select two values identified in my plan and find ways to act on these values in decisions I make for the purpose of developing my character in conformity with the heart of God. As situations present themselves, act on these values accordingly.

Consider my identified values when making decisions in my ministry/non-profit context, the purpose of which is to become a value-driven leader. This will be done as situations requiring decisions arise over the course of a year.

HAND

Review practices in Leadership Beef Jerky (chapters 17-32) and select 4 practices to implement in my leadership context. The purpose is to expand my competency in leading others more effectively. Look for situations in which to practice these skills over the coming year.

Seek out 4 effective leadership practices from other resources such as seminars, workshops, conferences, readings, and the internet. The purpose is to expand my competency in leading others more effectively. Look for situations in which to practice these skills over the coming year.