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Position Paper

Value Driven Leadership—Explicit in Afterglow

By

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Abstract

From time to time, I collect all the material I have amassed on a topic and do a position paper, that is, a paper summarizing what I know about the subject. That is what I have done about values in this paper.

Leaders who can identify explicitly their values have advantages over those who simply operate implicitly with their values. To identify such values and explicitly writing them allows for several advantages:

1. The leader can have an increased effectiveness and consistency in his/her use of them by proactively applying them.
2. The leader can adapt or change or discard those, which are not so good—as long as they are implicit, this cannot be done.
3. The leader can better teach these values to others.
4. The leader can pass on the values to selected leaders who will carry them on as part of his/her heritage.

It is items 3, 4 that are very important to leaders in the ENDGAME ministry—that is, the twilight of their ministry, also called AFTERGLOW ministry. It is this passing on of values that is important to AFTERGLOW ministry, for one of the major features of AFTERGLOW ministry is the passing on of values in order to help *consolidate* a legacy.

So then this paper captures what I have learned about writing leadership values. Its purpose is to help leaders learn to write value statements. It uses the concept of a *learning set* to help leaders learn how to write values. First, the concept of an implicit leadership value is defined. Then the notion of an explicit leadership value is tackled. That is, the reducing of an implicit leadership value to an explicit written statement.

Then comes the section of the paper from which the title for the paper is drawn. Two notions of end game ministry are defined—AFTERGLOW ministry and CONSOLIDATION. It is this section that identifies two important features of AFTERGLOW ministry (the very heart of CONSOLIDATION):

- 1 Modeling;
2. Sharing of Values.

This paper is focusing on *Sharing of Values*.¹ ENDGAMERS are encouraged to know and pass on their values as one of the means of CONSOLIDATING their ministries.

Finally, the Appendices carry the learning set concept. Numerous statements of explicit leadership values are given. From a read through of all of these values, one intuitively grasps how to write other leadership values pertinent to their own lives and ministry. Three leadership articles are also appended to the paper to further nail down leadership values.

Four challenges conclude the paper. It is the 4th that is the bottom-line of the paper. It is the special exhortation to ENDGAMERS.

Suggestion 4. Prioritize the top ten or so values you have and when you are moving into any AFTERGLOW ministry activity, make sure you pass on at least some of these top ten.

Leaders in AFTERGLOW must pass on values to insure longevity of legacy.

¹ Another position paper hopefully will be done describing features of ENDGAME modeling.

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What to Look For

This is a major paper dealing with leadership Values. You will need to understand the basic definitions for:

- Leadership Value;
- Explicit Leadership Value.

You will also need to write explicit leadership value statements using the three basic modal verbs (should, ought, must).

The appendices contain many explicit leadership value statements. Ransacking them will help you both understand the basic format for leadership statements (I + modal verb + conviction statement of some leadership insight that you value) and will help you understand the use of the 3 modal verbs. In addition to actually identifying some values that are your own you will be able to intuitively grasp how to make explicit leadership values that are unique and fit your own ministry.

As you read the supportive articles given after the Appendices you will be introduced to five philosophical leadership models that Jesus introduced in his ministry:

1. Two gift-driven models: The Harvest Model and The Shepherd Model;
2. Two value-driven models: The Servant Model and the Steward Model;
3. One model that contains elements of gift-driven and value-driven: The Intercession Model.

You will be able to identify which of the gift-driven models is your own—and hence identify values you already have implicitly and can now state explicitly. And you will be introduced to the values of the value-driven models, which you will already have or will need to acquire.

Exercises

1. Identify which Giftedness-Driven Leadership model is yours and then note the values for that model and identify which are yours.
2. Ransack all the Values illustrated in the Appendices. Identify which of them might be values you hold.
3. Prioritize your top ten leadership values, with a view toward teaching or modeling them when you do AFTERGLOW activities.

