

What Kind of Leader Are You? By Dr. Greg Wiens

What kind of leader are you? Let's face it; we are all gifted in different ways and we lead in different ways. As I work with more and more leaders in churches, I find their leadership focus often falls into one of three areas: strategic, tactical and logistical. I borrow these three terms from military jargon because I think their concepts fit very well in the church.

In simplified military terms, **strategic** has to do with the level of leadership and corresponding decisions on how to win the war. The emphasis is on deciding which battles are next to be fought; on what fronts do we focus our resources. The **tactical** leadership decisions focus on how to win the battles; what plans must be executed to overcome the enemy in a specific arena. The **logistical** leadership decisions center around how do we get the resources to the soldiers in the battle; specifically how do we keep the warriors supplied, informed and encouraged.

Wars throughout history have been lost because of poor decisions at each of these three levels. For the war to be won, there must be great leaders and wise decisions made at each of these three levels. The best strategy will be to no avail if there is poor tactical or logistical leadership. One is not more important than another for the war to be won. If there are poor strategic decisions, no matter how well the tactical or logistic decisions are, the war will be lost. And if there is a great strategy, but poor consistent tactical or logistic leadership, the war will be lost. Nevertheless, you can lose a few battles and still win the war.

Ephesians 6.12 states, *"For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms."* Our enemy is very shrewd and his minions are not chumps! As leaders of God's church, we must be Spirit led and sensitive to our own strengths as leaders for the Kingdom of God.

So what kind of leadership focus best describes you? Do you more naturally focus on strategic, tactical or logistical kinds of decisions? Remember, all three foci are needed, but you will be more gifted toward one or another. For me, the key is to understand where we are naturally inclined and then ensure that the team on which we serve has at least one other person who obviously focuses on each of the other areas.

Let me put these terms into the church environment. *The strategic leadership* decisions focus on where are we going as a church. These are missional kinds of decisions like understanding where the church is in on the lifecycle and what are the growth engines of the church. Strategic leadership understands which diseases is the body experiencing and which of these should be addressed. These decisions determine which battles the church should be fighting and which should be left alone. A great deal

of time is spent determining where the resources are best invested to gain the most return for the Kingdom's mission.

Tactical leadership takes the form of how do we accomplish ministries or fix various issues in the church. Building facilities fall into this category. Determining when and what to build is a strategic decision, but then actually determining what it should look like (classrooms, office space, sanctuary, etc.) is tactical. How to develop an effective small group ministry, better worship or community penetration are further examples of tactical leadership.

Logistical leadership concentrates on getting the people in ministry what they need to be effective in their calling. Logistical decisions deal with making sure the right curriculum has been ordered or developing appropriate training for small group leaders and teachers. It would be making decisions on which worship songs to sing and how do we get people in and out of services more efficiently. Or possibly how to make the people function more like a community, or how the greeters could be more effective.

By these short descriptions you can see the church will only effectively transform its community for Christ by excellent leadership at ALL of these three levels. We need leaders who are called to labor and focus in each area. I have found very few people who can concentrate on all three. Usually if a person consistently has to provide leadership in an area where they are not gifted, it robs them of the energy and motivation to function at their best in the areas where they are gifted.

As I look at leaders today, I find this symptom is very common. Leaders either aren't aware of their gifted focus or they don't have the team around them to allow them to appropriately focus. Often times Boards are paralyzed by people trying to make logistical decisions in a Board designed to be strategic. Or leaders never get concrete (logistical) enough to get anything accomplished because they always speak in the clouds (strategic). Often we don't have anyone who can translate the strategic decisions into logistical plans. This is the role of the tactical leader.

I am clearly a strategic focused leader. People have been frustrated with me throughout my early ministry years because I struggled with making things concrete and practical. And once something was started, I was ready to move on to something else. I seldom saw things to completion. Obviously, I had to learn to be more tactical and logistical at times. But I knew when I did; I would strategically begin to dry up inside. I can operate out of my natural strategic realm for a short while, but soon I must go operate in my preferred environment. I have developed a team who love to focus on tactical and logistical leadership where we are all most gifted.

Ask yourself, to which of these three areas am I more naturally drawn to? Help the leaders around you to answer the same question. Then, help each of these leaders in your church to serve in places where this focus is needed and appropriate.