

A note from Judy: As a part of our ongoing commitment to help all staff women grow into the persons God created them to be, Andrea Buczynski will be including a Leadership Development page in each newsletter. Be sure to read it and apply it.

Developing Ourselves and Others



Andrea Buczynski
Global Leadership
Development

What does the development process look like?

When we look at the Scriptures, we see that the Lord used a variety of methods to develop his disciples. He taught them, He challenged them, He sent them out and He modeled for them the kind of relationship with the Father that He wanted them to have. Whether we are developing ourselves, or developing others, some of these same elements need to be present in the process.

As we think about personal and leadership development in Campus Crusade for Christ, we talk about 5 E's of development.

Evaluate

- Self- evaluation: use the "How am I doing?" booklet by Steve Douglass or some other kind of inventory.
 - J. Oswald Sanders once said, "I ask myself every three months . . . *Sanders, are you more like Christ than you were three months ago? Are you more loving? More kind? More patient?*"
 - Psalm 139: "Search me O God and know my heart; test me and know my anxious thoughts. See if there is any offensive way in me, and lead me in the way everlasting." As we pray for insight into areas of growth, the Lord is sure to answer us.
- Feedback from others: use the 360 lite, the full 360, or some type of feedback report or conversation. This is beneficial in helping see aspects of ourselves that we can't see on our own. It can be as simple as asking someone, "What strengths do you think I should develop? What weaknesses do I have?"

Equipping or Education

- What attitude or skills do I need in order to grow? This is the content of what I need to learn.
- What can I read? Is there a seminar that would be helpful?

Exposure

- Who has real strength in this area that I can learn from?
- Who will be my models in this area?

Experience

- What experience or challenge will help me be accountable to practice what I'm learning in this area? This is where my development becomes real.
- When and where will I practice what I'm learning?

Environment

An environment that values growth means we are committed to the maturity of the people God has entrusted to us. It motivates us to take the initiative with our staff, volunteers, students and associates to help them become all that God wants them to be, as opposed to using them simply to accomplish our organizational objectives.

Growth means that we are pursuing a life-change in ourselves, continuing to learn and mature. We focus our efforts in discipleship, both our own and others, pursuing character change, rather than simply completing a training program. This not only refers to individual growth, but also to our organization as a whole. As a movement, we are committed to growing the collective capacity of our leaders for optimum organizational effectiveness, reflecting the unity and the maturity of Ephesians 4—growing together into maturity in Christ and commitment to fulfilling our mission.

A helpful tool in writing a development plan is the A→B chart on the flip side of this page. On it you can identify areas of strength and weakness that you'd like to develop. Use these **5 E's** to think through your development steps. Identify a partner or two who will coach you and hold you accountable.

Andrea has been on staff 28 years, serving on various Campus Ministry teams. Her current role at Lake Hart is Director of Global Leadership Development. She continues to enjoy reading, playing piano, being at the beach and conversing with friends over coffee.

Personal Development Plan

A → B

Name _____ Coach _____

Areas of Focus My areas of growth:	Goal I will know I have grown in this area when (measurable, achievable, observable):	Root Issues What issues hinder my growth in this area?	Next Steps What do I need to learn? What resources do I need? What will I do? When will I do it?