

Tools for Wise Leadership

A programme of TWR-Africa, produced by TWR-Zimbabwe, presented by Rev Dr Roy Musasiwa

Series 14: Personal Development Planning

Talk 01: Personal Development Planning - Introduction

Welcome to the programme Tools for Wise Leadership. I hope I find you well and rejoicing in fulfilling your calling as a leader. But let me ask you. Do you have a personal development plan? That is what we are focusing on for the next few programs – personal development planning.

It is rightly said: if you fail to plan, you are planning to fail. Well, **you** are not planning to fail, which is why I am glad you are with me in this programme as we think about personal development planning.

At this point you may be wondering whether all this talk about development planning or strategic planning is not just meant for companies rather than individuals. You may even be wondering if the emphasis on planning is compatible with being a Spirit-filled Christian. Are we not just supposed to be led by the Spirit without having to worry about planning?

Gordon McDonald in his book *Ordering Your Private World* says that planning how we spend our time is seizing time to make it most productive for God's glory. He then gives the following laws of unseized time:

1. Unseized time flows towards my weaknesses. In other words if I do not plan my time well I could be spending 80% of my time doing what I am not good at. In the process I will be depriving what I am good at of quality time.
2. Unseized time comes under the influence of dominant people in my world. If you do not seize your time other people will force their agenda on you and you might find you have no agenda of your own.
3. Unseized time surrenders to the demands of all emergencies. If you do not seize your time it is easy to be busy without being productive. This is what Dawson Trotman meant when he said, "Activity is no substitute for production, and production is no substitute for reproduction."
4. Unseized time gets invested in things that gain public acclamation. That means you start giving your unbudgeted time to events that will bring the most immediate and greatest praise. You will be doing what makes people want you, even though that may not be your core-business.

All this is a manner of saying that when we seek personal development planning we are really seeking God's priorities for our lives in order to use time to His glory.

I am fascinated by the encounter that happened between Peter and Jesus as recorded in Matthew 16:21-28. Jesus had said how much Peter was blessed because he had recognized that Jesus was the Christ the son of the living God. Then from that time Jesus began to show his disciples that he must go to Jerusalem and suffer many things from the elders and chief priests and scribes, and be killed, and on the third day be raised. And Peter took him aside and began to rebuke him, saying, "Far be it from you, Lord! This shall never happen to you." But Jesus turned and said to Peter, "Get behind me, Satan! You are a hindrance to me. For you are not setting your mind on the things of God, but on the things of man."

Tools for Wise Leadership, Series 14: Personal Development Planning

This story shows how much Jesus was a **must-minded** leader. He went about with a sense of **must**. Hence he says, The Son of Man must go to Jerusalem, must suffer many things, must be killed and on the third must be raised to life. Do you get Jesus' driving power from his repeat of the word must? Jesus was purpose driven, which means he had already settled his development plan from which he was not to be moved.

You see there are three major differences between a drifting leader and a must-minded one. Firstly, a must-minded leader has one direction for his life. A drifter is easily diverted into many directions. Obviously Jesus did not suffer from the law of unseized time that we have already seen described by Gordon McDonald. To Jesus, absolutely nothing and no one must divert him from this course. Neither Satan nor Peter could divert him. What about you. How would you react if your wife or husband or brother or girlfriend etc. sought to divert you from the course you believe God has set for you? With a personal development plan you too can be a must-minded leader.

Secondly, a must-minded leader can endure suffering for the sake of his overall purpose. On the other hand a drifting leader wants ease and comfort. You see how Jesus could say that the Son of Man must go to Jerusalem, must suffer many things, must be killed and on the third must be raised to life. How many leaders would be prepared to suffer in order to achieve their mission in life? Only those who are as purpose-driven like Jesus was.

Thirdly, a must-minded leader sets his mind on the things of God. On the other hand a drifter's mind is on the things of man. Jesus said to Peter, "You are a stumbling block to me. You do not have in mind the things of God, but the things of men." I trust that as you do your personal development plan you will centre your life on God's purposes like Jesus, rather being earth-bound like Peter was at this stage of his development.

So to avoid being drifters we are going to help each other to make personal development plans. A personal development plan consists of the following four elements:

- Your vision of the future
- Your life mission
- Your goals and strategies
- The values you live by

Now different people use these terms with different meanings. There are some writers who use vision and mission interchangeably or with different meanings from one another. Some even fuse vision, mission and values into a single statement so that you cannot distinguish between them. For the purpose of our discussion, however, we are going to treat these as separate but interrelated concepts. It will be up to you to write separate statements or to fuse them into one statement.

So what are these statements all about? Let me give you an overview of these statements and then we will unpack them a lot more in subsequent programmes.

What is a vision statement? Vision is a clear mental picture of the preferred long-term future. That is why it is called a vision. It talks about seeing or envisioning the future. But such a vision cannot be about short-term future like a month or even a year. No. Vision has to be about long-term future – something you cannot ordinarily see – something that is not a result of the natural unfolding of your history. Your vision also ought to be something big enough and exciting enough to inspire and energize present action.

What about mission? This is a statement that answers what I exist to do, for whom and why. In short your mission defines your overall purpose for existence.

Tools for Wise Leadership, Series 14: Personal Development Planning

Next on our list of components needed for a personal development plan are your goals and strategies needed to fulfil your mission. It is all fine to say your life's calling is to preach the gospel. But surely you need to decide where you will preach, how frequently and the number of people you wish to reach with the gospel. These are the goals and strategies that we will discuss in a future programme.

Finally, while you are fulfilling your goals and strategies you need values to live by. The end cannot justify the means. We may, for example, want people to come to Christ, but that does not mean we do so by deceptive means. You may want your business to be profitable, but paying bribes as a means to that end would not be justifiable for a Christian. These are just examples of the need for us to have a statement of values which we will elaborate in a future programme.

Meanwhile, may the Lord keep you true. There is a race that you must run; there are victories to be won. So until we meet in the next programme please practice these Tools for Wise Leadership.

You can interact with TWR Africa:

Facebook: www.facebook.com/TWRAfricaRadio

- Post your comments and share the posts with others

WhatsApp: +27 72 641 4475

- Write us your personal questions via **Whatsapp** or SMS.

Email: info@twrafrica.org

- Please email us directly

You can listen to Tools for Wise Leadership:

Listen in: www.TWRAfrica.org

- Find the latest listening opportunities on the TWR Africa page

TWR360: www.twr360.org/programs/116/tools-for-wise-leadership

- The leadership programmes are available on the web and on the **mobile app** of **TWR360** for Android or iOS devices.

TWR Africa App: Install via **Android** on your smartphone

- **Listen to TWR Africa Radio via mobile phone streaming**

Remember to listen to the next episode of Tools for Wise Leadership to improve your leadership.