



the leader's Launch



God is launching many leaders into new assignments and new positions in the season ahead; these shifts are taking place for an even greater manifestation of His Kingdom on earth.

We must work diligently to prepare those leaders and ourselves to work on the front lines of His purpose for the next three years.

every new ...

Commission requires a new level of submission.

every new ...

Level of leadership requires more than a change in position.

it requires ...

A shift in identity, thinking, relationships, capacity, and stewardship.

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As leaders, we experience five major categories of change.

- Identity shift
- Responsibility shift
- Relationship shift
- Capacity shift
- Assignment shift

To begin to navigate this change, we must ask God the following.

If you're experiencing an identity shift, the question becomes ...

- Whom must I become for this assignment?

If you're experiencing a responsibility shift, the question becomes ...

- What am I now accountable for?

If you're experiencing a relationship shift, the question becomes ...

- How should I lead and relate to people differently?

If you're experiencing a capacity shift, the question becomes ...

- What must I learn, release, or strengthen?

If you're experiencing an assignment shift, the question becomes ...

- What does faithfulness and success require in this season?

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There are thirteen identifiable shifts in the leadership life cycle of a leader.

1. The New-Leader Shift
2. The Peer-to-Leader Shift
3. The New-Position Shift
4. The New-Team Shift
5. The Expanded-Scope Shift
6. The Specialist-to-Strategist Shift
7. The Assignment-Carrier-to-Multiplier Shift
8. The Success-to-Greater-Stewardship Shift
9. The Stability-to-Change Shift
10. The Crisis-Leadership Shift
11. The Leadership-Under-Authority Shift
12. The Successor Shift
13. The Season-Completion Shift

These shifts fall into the 5 categories we previously mentioned.

let's *pause* ...

Take a moment to understand that you're in a shift or about to begin a shift!

It is also highly likely that you are experiencing multiple shifts right now simultaneously.

But God is saying you have to find your footing in the shift.



identityshift

Whom must I become for this assignment?

The New-Leader Transition

- Becoming responsible for the work and development of others.



The Successor Transition

- Establishing your leadership identity while honoring the previous leader's contribution.



responsibilityshift

What am I now accountable for?

The Peer-to-Leader Transition

- Accepting accountability for the performance of people who were previously peers.

The Leadership-Under-Authority Transition

- Exercising entrusted authority while remaining aligned and accountable to senior leadership.



The Expanded-Scope Transition

- Becoming accountable for more people, resources, departments, locations, or outcomes.



relationship *shift*

How must I lead and relate to people differently?

The New-Team Transition

- Learning the team, establishing trust, clarifying expectations, and building alignment.



The Assignment-Carrier-to-Multiplier Transition

- Moving from personally carrying the work to equipping others to carry and multiply it.





capacity *shift*

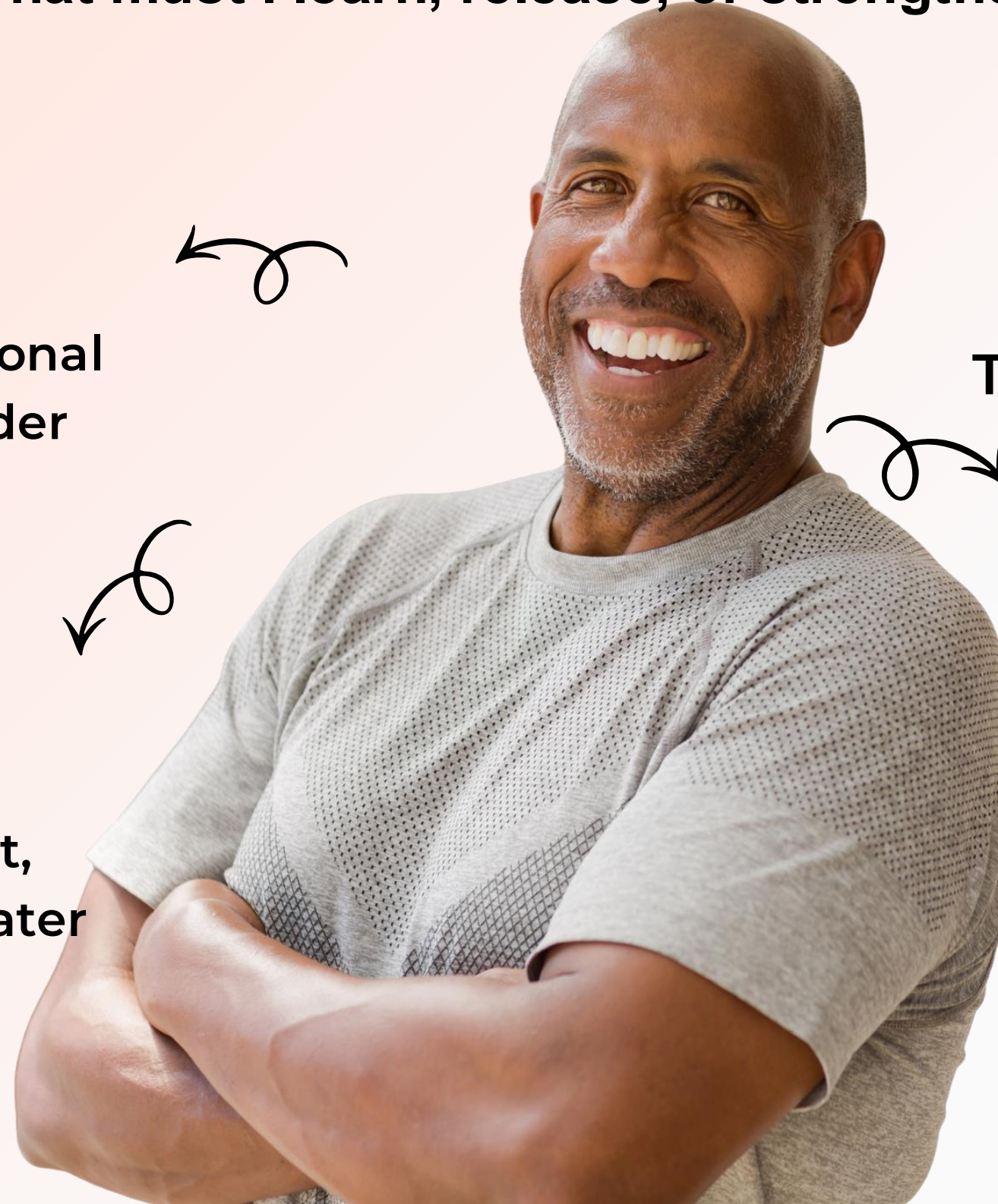
What must I learn, release, or strengthen?

The Specialist-to-Strategist Transition

- Releasing dependence on personal expertise and developing broader strategic thinking.

The Success-to-Greater-Stewardship Transition

- Expanding character, judgment, skills, and systems to carry greater responsibility.



The Crisis-Leadership Transition

- Strengthening the ability to discern, decide, communicate, and adapt under pressure.



assignment*shift*

What does faithfulness and success require in this season?

The New-Position Transition

- Learning what the new role, culture, authority, and expectations require.

The Stability-to-Change Transition

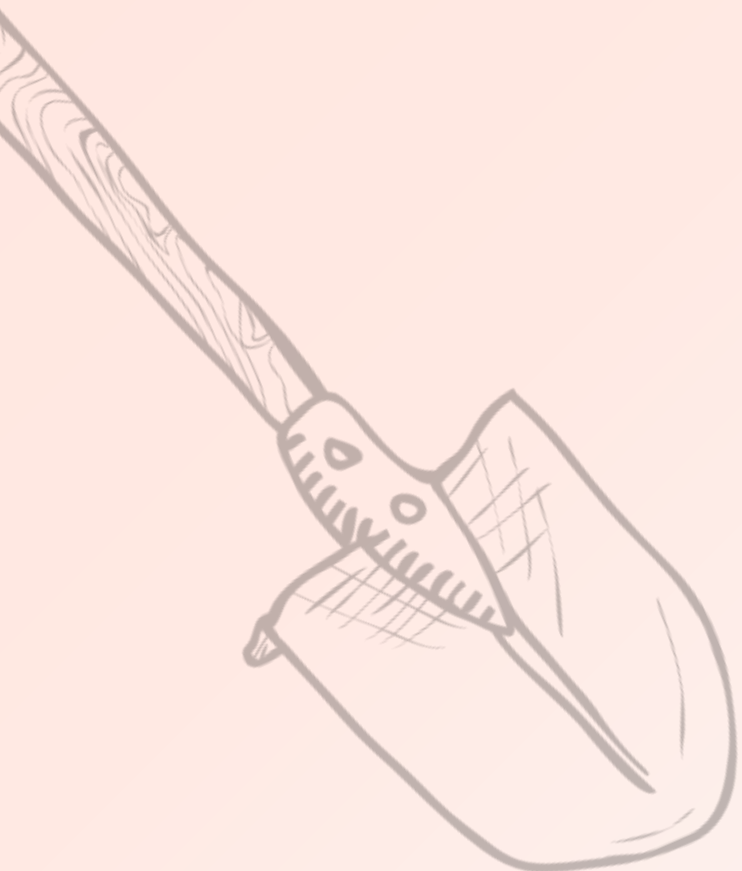
- Leading people from the present reality into the next stage of the assignment.



The Season-Completion Transition

- Preparing successors, transferring responsibility, and completing the assignment faithfully.

let's dig *deeper*...





identity *shift*

Whom must I become for this assignment?

The New-Leader Shift

Situation: A person is entering leadership for the first time.

They must move from being responsible primarily for their own work to becoming responsible for people, outcomes, and the overall assignment.

Mindset shift:

“What must I accomplish?” to “What must I help us accomplish?”

Primary challenge: Delegating, communicating expectations, correcting others, and releasing the need to do everything personally.

Biblical example: The disciples moving from fishermen to fishers of men (Matthew 4:19).





identity *shift*

Whom must I become for this assignment?

The Successor Shift

Situation: A person assumes a role previously held by an established or highly respected leader.

Mindset shift:

“I must become the previous leader” to “I must honor what was built while carrying my own assignment faithfully.”



Primary challenge: Comparison, credibility, continuity, personal identity, and needed change.

Biblical example: Joshua succeeded Moses but had to lead according to his own God-given commission (Joshua 1:1–9).

responsibilityshift

What am I now accountable for?

The Peer-to-Leader Shift

Situation: A person is promoted to lead people who were previously their coworkers or friends. They must establish healthy boundaries without becoming distant, controlling, or overly familiar.

Mindset shift:

“I am one of the group” to “I am accountable for helping the group succeed.”

Primary challenge: Navigating relationships, favoritism, authority, trust, and difficult conversations.

Biblical example: David eventually became king over men with whom he had lived, fought, and suffered (2 Samuel 5:1–3).

responsibilityshift

What am I now accountable for?

The Leadership-Under-Authority Shift

Situation: A leader has responsibility for others while still answering to senior leadership. They must lead confidently while remaining aligned and accountable.

Mindset shift:

“Being a leader means having independence” to “I exercise entrusted authority within established boundaries.”

Primary challenge: Balancing initiative, submission, communication, and appropriate decision-making.

Biblical example: The disciples exercised authority given by Jesus and returned to report their results (Luke 9:1–6; 10:17).

responsibilityshift

What am I now accountable for?

The Expanded-Scope Shift

Situation: A leader's responsibilities increase to include more people, locations, departments, ministries, or resources. What worked at a smaller level may no longer be sustainable.

Mindset shift:

"I must remain involved in everything" to "I must establish leaders and systems that extend the assignment."

Primary challenge: Delegation, prioritization, communication systems, and leadership development.

Biblical example: Moses appointed leaders over groups of thousands, hundreds, fifties, and tens (Exodus 18:17–26).

relationship *shift*

How must I lead and relate to people differently?

The New-Team Shift

Situation: A leader inherits or is assigned a team they did not select. The leader must learn the team before attempting major changes.

Mindset shift: “They must adjust to me” to “We must learn how to work together.”

Primary challenge: Assessing strengths, rebuilding trust, clarifying roles, and addressing unresolved issues.

Biblical example: David gathered people who were distressed, indebted, and discontented and developed them into capable leaders and warriors (1 Samuel 22:1–2).

relationship *shift*

How must I lead and relate to people differently?

The Assignment-Carrier-to-Multiplier Shift

Situation: A faithful contributor becomes responsible for producing results through other people.

Mindset shift:

“I carry the assignment” to “I develop people who can carry and multiply the assignment.”

Primary challenge: Teaching, coaching, delegating authority, giving feedback, and allowing others to develop through practice.

Biblical example: Jesus developed the disciples and commissioned them to make other disciples (Matthew 28:19–20).



capacity *shift*

What must I learn, release, or strengthen?

The Specialist-to-Strategist Shift

Situation: A leader is promoted because of technical skill, expertise, or strong personal performance.

The new role requires broader thinking, planning, and decision-making.

Mindset shift:

“My value comes from knowing and doing” to “My value includes setting direction and building capacity.”

Primary challenge: Releasing familiar tasks and learning to think across the entire assignment.

Biblical example: The apostles appointed others to oversee the daily distribution so they could remain focused on their primary responsibilities (Acts 6:1–4).

capacity *shift*

What must I learn, release, or strengthen?

The Success-to-Greater-Stewardship Shift

Situation: A leader receives greater responsibility because they were faithful in a previous assignment.

Past success becomes preparation, but it can also create overconfidence.

Mindset shift:

“What worked before will work again” to “Greater stewardship requires greater capacity.”

Primary challenge: Remaining teachable, adjusting methods, and developing new competencies.

Biblical example: David progressed from shepherding sheep to leading soldiers and governing a nation (1 Samuel 16:11–13; 2 Samuel 5:3–5).



capacity *shift*

What must I learn, release, or strengthen?

The Crisis-Leadership Shift

Situation: An unexpected problem requires the leader to act under pressure and uncertainty.

Mindset shift:

“I need every answer before acting” to “I must discern, decide, communicate, and adjust responsibly.”

Primary challenge: Managing emotions, setting priorities, making timely decisions, and maintaining trust.

Biblical example: Nehemiah responded to threats while continuing the rebuilding assignment (Nehemiah 4:9–18).

assignment *shift*

What does faithfulness and success require in this season?

The New-Position Shift

Situation: An experienced leader accepts a different leadership position. Leadership experience transfers, but the new assignment may require different knowledge, relationships, priorities, and methods.

Mindset shift:

“I know how to lead” to “I must learn how to lead here.”

Primary challenge: Avoiding assumptions, understanding the new culture, and clarifying what success means in the new role.

Biblical example: Joseph moved from managing Potiphar’s household to governing Egypt’s national resources (Genesis 39:4–6; 41:39–41).

assignment*shift*

What does faithfulness and success require in this season?

The Stability-to-Change Shift

Situation: A leader must guide people through restructuring, growth, decline, cultural change, or a new vision.

Mindset shift:

“My responsibility is to preserve what exists” to “My responsibility is to lead people faithfully into what is next.”

Primary challenge: Communicating the reason for change, addressing resistance, and protecting what remains essential.

Biblical example: Joshua led Israel from wilderness movement into occupying and governing the Promised Land (Joshua 1:1–9).

assignment*shift*

What does faithfulness and success require in this season?

The Season-Completion Shift

Situation: A leader must release a role, develop a successor, or complete an assignment.

Mindset shift:

“The assignment depends on my presence” to “Faithful leadership prepares the assignment to continue.”

Primary challenge: Releasing control, transferring knowledge, empowering successors, and redefining personal purpose.

Biblical example: Moses prepared Joshua, and Jesus prepared His disciples to continue the mission (Deuteronomy 31:7–8; Matthew 28:18–20).



**God does not merely call leaders to occupy positions.
He calls them to carry His assignment with
submission, faithfulness, humility, wisdom, love,
accountability, and a commitment to develop others.**



next month, *carrying the assignment* ...

thank
you