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Spirituality and Leadership: Integrating Spirituality as a Developmental Approach of Improving Overall Leader Effectiveness

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Grant, S. C. (2014). *Mentoring emerging leaders toward holistic health and longevity: A guide for seasoned leaders to intentionally invest in and influence the next generation of ministry leaders.* D.Min., Assemblies of God Theological Seminary.

Given that 60-80% of those who enter ministry will not remain in the profession 10 years later, and that only a fraction will remain in ministry as a lifetime career, the Church needs leaders who are spiritually, physically, relationally, and emotionally healthy, and who are committed to positioning themselves for long-term effective ministry.

This study gathered input from long-term, seasoned pastors, former pastors, and emerging young leaders, then analyzed which of their activities and behaviors prove to enhance the opportunities for success in ministry. The study also examined the effects of mentor/protégé relationships on the success of young leaders. Emphasizing physical health, spiritual formation, emotional well-being, and relational integrity, a portion of this project sought to create an environment whereby a group of emerging spiritual leaders, along with one seasoned pastor, could grow together in the context of community through an intentional plan of routine study and interaction. After completion of a six-month mentoring plan, the young protégés reported changes in their thinking and behaviors, resulting in them ministering to others from a healthier position. This new focus enhances both their effectiveness in ministry and their potential for long-term success.

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A consistent question in leader development circles is, "How can leaders be more effective in their role given the current state of leadership?"

One dimension of leadership development that is often overshadowed, downplayed, minimized, or completely ignored is the concept of spirituality. If the spiritual development of individual leaders can be integrated with other accepted leadership skills, such as job specific technical skills, emotional intelligence, and physical fitness, then there is an exponentially greater possibility that both the ineffective and the good leader will improve their effectiveness.

This study explored the relationship between spirituality and leadership effectiveness, particularly seeking to identify whether spirituality as an additional factor may contribute to the effectiveness of leaders. Findings led to a proposed definition of spirituality: Spirituality is accessing a universal understanding that life can be greatly enhanced in all relationships by developing our inner wholeness and other connectedness.

Survey results indicated that six Campbell Leadership Index™ items were rated as at least quite descriptive of spirituality by 80% of the respondents. These items included considerate, encouraging, enthusiastic, helpful, trusting, and trustworthy. Statistical analyses of the results showed various correlations among the spirituality items and leadership competencies, implying that spirituality could be an important component of leadership development.