



Course Name: Transformational Leadership - Intellectual Stimulation

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Course description:

This course explores the necessity for transformational leadership within the church. The primary focus of this lesson is to identify and implement intellectual stimulation as the last installation of the Four I's into our leadership approach.

Course Objectives: By the end of this class students will have:

- A. Defined the Four I's and classified their application to the home, world, and church.
- B. Determined the validity of intellectual stimulation in our relationships.
- C. Reviewed Jethro's use of intellectual stimulation towards Moses.
- D. Determined actions we can take to change the way we think and solve problems that are too big for old solutions.

Outline of the class:

- A. Introduce the idea of intellectual stimulation. Intellectual stimulation describes the efforts of a transformational leader to tackle old problems with a new and novel approach. The excitement exuding from the leader prompts followers to question their preconceived ideas, allowing for creative solutions with out-of-the-box thinking. The transformational leader must be sure to lay out the problem specifically and provide potential solutions. They give their followers room and judgment free brain-storming time to come to the solution they think is best without interfering.
- B. As with any thought or action that breaks the status quo, there are gatekeepers who seek to keep the old guard. Ask the class for reasons to keep the old ways of thinking. List these on one side of the board. After taking suggestions, ask for reasons to break the old ways of thinking. Take up to ten minutes for this exercise. Listed below are suggestions, if the class does not come up with these.
 1. Reasons to keep Status-Quo
 - a. The old ways have worked.
 - b. We just need to do it better.
 - c. Someone may be offended if we don't
 - d. Someone may leave

- e. Fear
 - f. Unscriptural not to
2. Reasons to change our way of thinking
- a. The old ways worked then, but may not now
 - b. The questions are changing, so must the answers
 - c. Growth depends on it
 - d. Forces others to grow and mature
 - e. Shows faith
- C. (20 minutes) Read through Exodus 18. Break the class up into groups of 3 or 4. Have them go through the text and list the old ways and the new ways. Also have them write down the benefits of the change from the old to the new. Ask for each list separately.
- D. Give the class a scenario. *The Asian widows in the church are being taken care of, but the Hispanic widows are not. There have been people appointed to take care of the Hispanic widows, but they are unable to fulfill the need due to a lack of funds and donations. The elders have encouraged and prodded the church to give more, but they aren't meeting the need. The elders have retired to meet about hiring a new preacher, building a new building, and buying a church van for the youth. They have left you to solve the problem.* Have each group come up with ways to solve the problem.
- 1. Don't hire a preacher, rather have men in the congregation preach
 - 2. Determine the benefit of staying in current building and reallocating funds
 - 3. Buy a used van
 - 4. Don't buy a van
 - 5. Find wastefulness and cut it out
 - 6. Create an older singles group

Conclusion:

- A. Intellectual stimulation empowers people to think beyond what has been done before and what is expected.
- B. Moses and Jethro show us that when we add others to problem-solving it frees us up to take care of the big problems. Also, we see the importance of speaking up when we see an issue.
- C. This week, evaluate the biggest problem you can find in the church, your home, or in the world. Consider the problem from every angle and with every resource at your disposal. Find someone in your sphere of influence to do the same and begin speaking up!

- D. We have considered the Four I's in the context of the church, world, and home. Remember that the Four I's aren't separate from each other, but are a part of who the transformational leader is in every way.