



## **Course Name: Transformational Leadership - R.E.A.L.**

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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 create a standard by which we can measure our goals for those whom we lead.

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

- A. Reviewed R.E.A.L transformational leadership via God's vision for His people in Deuteronomy 30:1-20.
- B. Differentiated transformational leadership from transactional.
- C. Set a goal to implement R.E.A.L transformation.

### **Definitions:**

- A. **Realistic** - accepting things as they are in fact and not making decisions based on unlikely hopes for the future.
- B. **Expectant** - having or showing an excited feeling that something is about to happen, especially something pleasant and interesting.
- C. **Absolving** - set or declare (someone) free from blame, guilt, or responsibility.
- D. **Long-term** - occurring over or relating to a long period of time.

### **Outline of class:**

- A. Divide the class up into groups of 3 or 4 and introduce the idea of R.E.A.L. transformational leadership. Realistic; Expectant; Absolving; Long-term. Define each term. Take 10 minutes and have each group list reasons R.E.A.L. transformation would be good for a follower. List reasons on the white board until each group has supplied its entire list.
- B. Then ask each group to consider a time they were presented with an unrealistic goal. What was it about the goal that was unrealistic?
  - 1. Timeframe
  - 2. Not an area of expertise
  - 3. Tools unavailable to meet goal
  - 4. No assistance was offered

5. We can see how easy it is to set a follower up for failure. If we are not careful, in the church what we do is set followers up to fail and never want to try again.
- C. Read through Deuteronomy 30 and have each group take 10 minutes to list God's vision for Israel with the acrostic R.E.A.L making four columns on the board. List each idea under the respective category.
1. R ealistic – Dt. 30:11-14
    - a. God believes His children are up to the task of seeking and preserving life through the keeping of His commandments.
    - b. The goals we set and the vision we have must align with the human capital and expertise at hand.
  2. E xpectant – Dt. 30:15-18
    - a. Transformational leadership provides a vision that observes the designated goal as well as a visualization of failure.
    - b. God raises His followers' expectations so that they strive for higher levels of accomplishment.
    - c. We should be as excited for the road ahead as we are in the ability of our followers and the organization to complete the tasks we have set for ourselves.
  3. A bsolving – Dt. 30:1-5
    - a. As opposed to Transactional leadership, Transformational leadership does not rely on followers' adherence to minimal standards or quid pro quo (a favor or advantage granted or expected in return for something).
    - b. Transformational leadership calls upon the leader to be beneficent and walk the organization through change.
  4. L ong-term – Dt. 30:18-20
    - a. A standard is set by which leaders and followers agree to a long-term set of goals.
    - b. God calls upon Israel to love, obey, and hold fast to Him for not only their sakes, but for the sake of those whom they would never meet.
    - c. Don't expect best results too fast.
- D. Stepping into the Role of a Transformational Leader: Ask the groups to take five minutes to list three areas in which they can see the need to use R.E.A.L transformational leadership in the home, world, and church.

Conclusion:

- A. Today, we've discussed the vision involved in transformational leadership. From Deuteronomy 30, we learned that God is involved in a caring relationship for a nation that would eventually fail Him. However, He remains patient with them and understands the end result of their efforts for one another.
- B. God's plan for the individual in the present has ramifications for the group in the future.
- C. This week, let us pray for those who follow and for ourselves as a follower. Pray for opportunities to be long-suffering for the long-term and to be excited for what can be achieved through specified group effort.
- D. Next week's lesson will build upon the premise of the Transformational Leader's vision, as we discuss the Four I's.