LEADING TRANSFORMATION #23:  
COMPETENCE

We have looked at CHARACTER and CALLING. We will now begin to look at our third principle for Transforming Leadership, COMPETENCE.

WORLDVIEW AND COMPETENCE:  
COMPETENCE is the condition of being capable and having sufficient skills and knowledge to accomplish a specific task. It is about possessing the KNOWLEDGE, ATTITUDES and SKILLS needed for leading transformation.

Transformation must be holistic, impacting both internal and external structures. The process requires the wholesome development of the personal, relational and professional aspects of the life of the leader. From another perspective, transformation must affect the spirit, mind, emotions and physical dimensions of human life and existence.

PERSONAL LIFE TRANSFORMATION must be the foundation for societal transformation.

Most institutions and nations have enough ideas about their desired future. What they usually lack are the leaders with the competencies to translate the ideas into visions, strategies and executable actions that will result in sustained on-going transformation. What is needed is not behavioral change; rather, heart core transformation that engages and impacts the worldviews of individuals and communities.

WORLDVIEWS directly affect the mindsets people bring with them into leadership such as their perspectives, persuasions, presuppositions and prejudices. They also inform beliefs and values and ultimately leadership action tendencies or preferences.

Worldviews, mindsets, values, experiences, interests and education therefore form a complex mix that shape the leadership styles of people.

LEADERSHIP = LEADERSHIP STYLE + SITUATIONS

Worldview is the most difficult faculty of the life of a leader to transform. It however remains the most important aspect of the life of a leader to transform simply because it informs everything else.

In the marketplace, competencies relate to work as in tasks, results, and outputs; and then with people doing the work, as in knowledge, attitudes, and skills. Transforming Leaders need to exercise analytical, practical and evaluative skills in the marketplace. The transforming leadership process requires the wholesome development of the personal, relational and professional aspects of the life of the leader.

Competence has a lot to do with the worldviews of leaders. Elements of worldviews can be enabling or limiting, effective or defective, with regards to transformative processes. The root of the leadership challenge is therefore the worldviews of leaders. Induced or behavioral changes are not enough for the transformation quest. We need leaders who have wholesome and effective worldviews. This is the GENESIS of the TRANSFORMING LEADERSHIP journey.