

## **Seminar N0:1**

### **Delegating and Empowering Team Members (One and Half Hour Seminar)**

**This seminar can be offered in person or via Zoom.**

Empowerment may be defined as the creative distribution of power to those with whom the leader has partnered to have more influence over the decision-making process that directly affects them, and it establishes conditions that foster initiative and self-determination. The results should enhance performance and work satisfaction, thus moving the organisation closer to achieving its vision of a lasting legacy.

Empowerment is less about one person controlling another or a group of people and more about clarifying what others can contribute to the legacy and then supporting them.

In this seminar attendee will learn about:

- The four aspects of the Nature of Empowerment: Meaning or Purpose, Competence, Self-determination and Impact.
- Power of Self-Directed Teams
- What Does Delegation Require
- The Benefits of Delegation
- The Job Only the Leader Can Do
- Delegation and Sharing Equally in the Hardships and Dangers.
- Making Heroes of Others

For more details about this seminar, please don't hesitate to contact me.

I am happy to discuss with you how this seminar can be held in your church or conduct by Zoom.

Yours in Christ's Service,  
Tony Keys  
0419 787 513  
[tony@trinitylead.com](mailto:tony@trinitylead.com)

## **Seminar N0:2**

### **Leadership-as-a-Partnership (One and Half Hour Seminar)**

**This seminar can be offered in person or via Zoom.**

Due to the complex nature of our world today, we are being nudged towards a new face of leadership referred to as "leadership-as-a-partnership". Therefore, the greatest challenges facing any leader in the twenty-first century is the ability to empower and develop effective partnerships with co-workers.

Using three giant figures from history: the Antarctic explorer Shackleton, Sir Edmund Hillary who conquered Mt Everest and established a humanitarian organisation to improve the lives of the Nepalese people, and Moses, this seminar will examine leadership-as-a-partnership, empowerment of team members and the importance of delegation.

Attendees will learn that:

Leadership-as-a-partnership is the key to unlocking a sense of purpose that will elevate the human spirit to achieve the impossible and to build a lasting legacy for the glory of God. In the first part of the seminar attendees will learn about the eight skills necessary to build a framework for successful leadership-as-a-partnership.

Empowerment is less about one person controlling another or a group of people and more about clarifying what others can contribute to the continued growth of an organisation and then supporting them. Attendees will also learn about the four psychological dimensions that empower self-directed teams to achieve the mission and vision of the church or organisation.

Finally, by examining the instructions given to Moses by Jethro, attendees will see how delegation strengthens an organisation as it sends a clear message to those with whom the leader has partnered that they are trusted and their development as leaders is an important priority in achieving the organisation's vision.

For more details about this seminar, please don't hesitate to contact me.

I am happy to discuss with you how this seminar can be held in your church or conduct by Zoom.

Yours in Christ's Service,  
Tony Keys  
0419 787 513  
[tony@trinitylead.com](mailto:tony@trinitylead.com)

### **Seminar N0:3**

#### **Developing Exemplary Leaders through 'Path-Goal Leadership' (Two-hour seminar)**

**This seminar can be offered in person or via Zoom.**

All leaders want exemplary team members. Why? Because the lion's share of growth of any organisation is largely created by exemplary team members who are galvanized together under the leadership of a transformational leader. The leader has a responsibility to assist all team members to become exemplary team members of the organization who breathe life into the organization and the vision of the organization.

One of the most effective ways to empower people to become exemplary team members and exemplary leaders is through path-goal leadership.

Our workshop takes leaders through the process of learning how to:

Identify and work with the following five types of followers who are in every organisation:

- Alienated Followers.
- Conformist Followers.
- Pragmatist Followers.
- Passive Followers.
- Exemplary Followers.

When and how to implement the personal leadership skills of:

- Supportive Leadership
- Directive Leadership
- Participative Leadership
- Achievement-oriented Leadership

For more details about this seminar, please don't hesitate to contact me.

I am happy to discuss with you how this seminar can be held in your church or conduct by Zoom.

Yours in Christ's Service,

Tony Keys

0419 787 513

[tony@trinitylead.com](mailto:tony@trinitylead.com)

## **Seminar N0:4**

### **Great Leadership Requires Great Influence: Mentoring and Coaching (Two-hour seminar)**

**This seminar can be offered in person or via Zoom.**

Mentoring and coaching is today amongst the hottest topics in leadership. There are literally thousands of books, journals and articles dedicated to the subject. Why is this so? The answer is that great leadership requires great influence and mentoring, and coaching is one of the most effective ways of influencing followers and future leaders. This seminar explores and discusses how mentoring and coaching are an effective means of creating intended real transformational change, it sets the strategic direction of an organization, is a most powerful way of developing and empowering future leaders and has some guidelines for developing mentoring and coaching programs.

The attendee will learn:

- How to achieve significant results through the Pygmalion Effect.
- How to influence the next generation through the Galatea Effect.
- The impact that intellectual stimulation, individual consideration, inspirational motivation and leader-member exchange (LMX) have on the mentoring relationship.
- Seven methods of mentoring.
- Why mentoring increases communication of the organization's mission, vision and values.
- Why mentoring reduces turnover and increases loyalty of future leaders.
- The difference between coaching and mentoring.
- The guidelines for performance coaching and mentoring.

For more details about this seminar, please don't hesitate to contact me.

I am happy to discuss with you how this seminar can be held in your church or conduct by Zoom.

Yours in Christ's Service,  
Tony Keys  
0419 787 513  
[tony@trinitylead.com](mailto:tony@trinitylead.com)

**Seminar N0:5**  
**Leading Transformational Change: One-Day Seminar**

**This seminar can be offered in person or via Zoom.**

In the world of leadership, it is often said that if you are not living on the edge, you are taking up too much room. Creating transformational change is more than just living on the edge: it requires that leaders *create* the edge.

Creating a whole new edge means that the leader must think differently, seeing things from a new perspective, so as to set new horizons of development that were not previously considered achievable. The purpose of this seminar is to better equip leaders for the demands of transformational change within their organisation.

The seminar investigates the value of the implementation of Transformational and Transactional Leadership styles that a leader must develop in order to lead an organization successfully through transformational change, and the five Strategic Practices needed to facilitate transformational change.

Our one-day workshop takes leaders through the process of learning how to:

- Challenge the Present Organizational Culture.
- Inspire a Long-term Shared Vision.
- Foster an Entrepreneurial Spirit.
- Maintain Strategical Focus.
- Anchor Organizational Cultural Change.

**Note:** This seminar can also be run over a half-day.

For more details about this seminar, please don't hesitate to contact me.

I am happy to discuss with you how this seminar can be held in your church or conduct by Zoom.

Yours in Christ's Service,  
Tony Keys  
0419 787 513  
[tony@trinitylead.com](mailto:tony@trinitylead.com)

## **Seminar N0:6**

### **Workshop for Local Churches on the Skills of Strategic Planning (Two-hour seminar)**

**This seminar can be offered in person or via Zoom.**

Strategic Planning is vital for the growth of any church or Christian organisation. Strategic leaders plan to succeed. Not only do they have a vision, but they also have a strategic plan.

In our two-to-three-hour workshop run in your church attendees will learn:

- What it means to be a strategic leader.
- How to conduct an organisational analysis.
- How to use a Growth/Share Matrix to analyse the effectiveness of church ministries and address these areas effectively.
- How to use a SWOT analysis to identify the strengths, weaknesses, opportunities, and threats of church ministries and address these areas effectively.
- Conduct a staff and volunteers' analysis.
- To prepare a marketing strategy.
- Develop a mission and vision statement.
- Set SMART Objectives and KPI's.
- Develop a simple action plan.

For more details about this seminar, please don't hesitate to contact me.

I am happy to discuss with you how this seminar can be held in your church or conducted by Zoom.

Yours in Christ's Service,  
Tony Keys  
0419 787 513  
[tony@trinitylead.com](mailto:tony@trinitylead.com)

## **Seminar N0:7**

### **Workshop for Local Churches on the Skills of Preaching (Two-hour seminar)**

**This seminar can be offered in person or via Zoom.**

The spiritual prosperity of the church is a major reason for the importance of effective, sound preaching. From the day of Pentecost until now, Church history has always stressed the importance of preaching.

Therefore, it is imperative that the leadership of the local church are equipped with skills and knowledge of how to deliver a sermon that both strengthens and refreshes the listener.

Our two-hour workshop run in your church gives some very practical guidelines on how to structure a sermon,

The attendee will learn:

- To use commentaries and other resources to prepare a sermon.
- The differences between topical, textual, and expository sermons.
- The format or layout of a sermon.
- Importance of a good title and introduction.
- How to break a sermon down into clear linking divisions for the listener to follow.
- To use illustrations effectively.
- Applying the message correctly to the listeners.
- The importance of using words and body language correctly.
- How to use PowerPoint to enhance their presentation.

Feedback from this workshop shows us that attendees both enjoy the topic and state that they have gained very real practical guidance in the preparation and delivery of a sermon.

For more details about this seminar, please don't hesitate to contact me.

I am happy to discuss with you how this seminar can be held in your church or conduct by Zoom.

Yours in Christ's Service,  
Tony Keys  
0419 787 513  
[tony@trinitylead.com](mailto:tony@trinitylead.com)

## **Seminar N0:8**

### **'I was in the Spirit on the Lord's Day': One-Day Seminar on the Book of Revelation**

**This seminar can be offered in person or via Zoom.**

It is often asked, why study the Book of Revelation? There are several reasons:

- It shows us how to live victoriously during both torment and temptation.
- Reminds us that God is in sovereign control.
- Revelation helps us to see the spiritual realities hidden behind our material world.
- Revelation is Christ's message to the church.
- Revelation is a template for worshipping God.
- Revelation is strong encouragement for suffering Christians.
- Revelation is the only book of the Bible that explicitly promises a blessing to those who read it and hear it (Rev. 1:3).

The main focus of our one-day seminar on the Book of Revelation is the blessed hope and assurance we have in Jesus Christ and the importance of sharing the gospel.

Feedback from our one-day seminars shows us that attendees both enjoy the topic and state that they have gained new insights and understanding into the Book of Revelation, as well as found a new desire to share their faith with others.

In an endeavour to help participants better understand and receive the intended blessings in the Book of Revelation, the seminar uses illustrations and stories (some humorous) to explain the historical and cultural background to various passages.

For more details about this seminar, please don't hesitate to contact me.

I am happy to discuss with you how this seminar can be held in your church.

Yours in Christ's Service,

Tony Keys

0419 787 513

[tony@trinitylead.com](mailto:tony@trinitylead.com)



## **Seminar N0:9**

### **Maturing from a Charismatic Leader to a Transformational Leader (One-hour seminar)**

**This seminar can be offered in person or via Zoom.**

No-one can seriously doubt the value of charismatic and transformational leadership in any society. Throughout history, charismatic and transformational leaders have always been the major forces of change. From small organizations to great empires, they have been there on the cutting edge, blazing new trails by their heroic actions. These larger-than-life characters come alive to us in our myths, leaping from the pages of history and bringing an anticipation of a saviour or inspiring us to be that saviour.

Yet charismatic leadership is a double-edged sword with an edge of light and an edge of darkness. The edge of light brings salvation from great distress, and the edge of darkness brings destruction which is manifested in two very negative and destructive syndromes. Therefore, it is imperative that leaders understand the dangers that lurk in the dark side of charismatic leadership.

The attendee will learn about:

- The similarities of Charismatic and Transformational Leadership.
- The Rainmaker as a Prophet or Agent of Change.
- Charismatic Leaders as Revolutionary Leaders.
- The dark side of Charismatic Leadership: Narcissistic Syndrome and the King Lear Succession Syndrome.
- Transformational Leaders as Great Reformers.

For more details about this seminar, please don't hesitate to contact me.

I am happy to discuss with you how this seminar can be held in your church or conduct by Zoom.

Yours in Christ's Service,  
Tony Keys  
0419 787 513  
[tony@trinitylead.com](mailto:tony@trinitylead.com)