
BOOK
SUMMARY

DESIGNED TO LEAD

BY ERIC GEIGER & KEVIN PECK

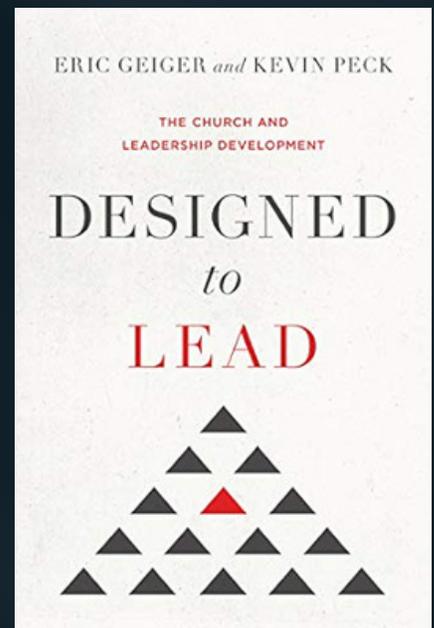




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A BRIEF LOOK

Quick Summary

Eric Geiger and Kevin Peck explain that leadership development doesn't happen by chance—it must be intentionally designed, especially in churches. The book emphasizes creating an environment where people are encouraged and equipped to become leaders. Geiger and Peck offer a framework built on three pillars: conviction (God-initiated passion), culture (shared beliefs and values), and constructs (systems and processes for development).

BOOK HIGHLIGHTS

The Great Commission is Plan A; Jesus has no Plan B. Churches that consistently produce leaders possess conviction to develop leaders, a healthy culture for leadership

3 KEY TAKEAWAYS:

1. Churches needs culture, conviction, and constructs.
2. Pastors must equip others for ministry, not monopolize ministry themselves.
3. Leadership development and discipleship cannot be divorced from each other.



Without all three elements working together, churches experience exhaustion (constructs without culture), frustration (conviction without constructs), or apathy (constructs without conviction).



INTRODUCTION

CHURCH AS LEADERSHIP LOCUS



Many people are overwhelmed doing exactly what they thought they wanted to do with their lives. Technology has made things worse, creating more anxiety and distraction than ever before. The key insight is understanding that if your busy season has no ending, it's not a season—it's your life.

Top performers don't just manage time; they manage energy by doing what they're best at when they're at their best. Without declaring a finish line to your work, your body will declare one for you. Too many people build lives they want to escape from rather than lives they want to live fully.

KEY THOUGHT

"The Great Commission is Plan A; Jesus has no Plan B."
(p. 3)





INTRODUCTION KEY QUOTES



- "Your church should be a leadership locus. Locus can be defined as 'a central or main place where something happens or is found.'" (p. 1)
- "The Church is designed by God to create leaders for all spheres of life." (p. 2)
- "True leaders are servants who die to themselves so others may flourish." (p. 5)
- "The Christian life is not about trying daily, but dying daily." (p. 6)



CHAPTER 1

WHAT'S MISSING?



For leaders to be developed consistently and intentionally, churches must possess conviction, culture, and constructs. A vision without a strategy is nothing more than a fun whiteboard moment that rarely results in anything significant. Over time, our lives, not merely our words, reveal our convictions.

If you can imagine life or ministry without it, it is not a conviction. We have learned to lead ministries without developing other ministers. A seminary professor once shared, "You can complain about the culture of your ministry your first three years, but after that it is a reflection of your leadership." Without constructs, without systems, chaos and confusion always abound.

KEY THOUGHT

"If you can imagine life or ministry without it, it is not a conviction."

(p. 19)





CHAPTER 1

KEY QUOTES

- "A vision without a strategy is nothing more than a fun whiteboard moment that rarely results in anything significant." (p. 16)
- "Over time, our lives, not merely our words, reveal our convictions." (p. 19)
- "If the culture is not healthy, the unhealthy culture swallows the systems and strategies." (p. 21)
- "Without constructs, without systems, chaos and confusion always abound." (p. 28)

CHAPTER 2

HOLY CAUSE AND EFFECT



If the pastor is a superstar, the church is an audience, not a body. These are the two problems: many churches are not healthy, and churches struggle to equip people for ministry. There is a holy cause and effect in ministry—if we make training saints our cause, the effect is a healthy church.

It's painfully ironic that the biblical term we most use (pastor) is connected to the practice we most often neglect (equipping). The typical approach to ministry helps develop consumers and moochers rather than participants and contributors. In some sense, a pastor is to leave the ministry the moment they enter it—"preparing God's people for ministry."

KEY THOUGHT

If the pastor is a superstar, the church is an audience, not a body."
(p. 33)





CHAPTER 2

KEY QUOTES

- "These are the two problems: (1) many churches are not healthy, and (2) churches, in general, struggle to equip people for ministry." (p. 34)
- "There is a holy cause and effect in ministry. If we will make the training of the saints our holy cause, the effect is a healthy church." (p. 35)
- "The typical approach to ministry helps develop consumers and moochers rather than participants and contributors." (p. 39)
- "In some sense, a pastor is to leave the ministry the moment the pastor enters the ministry." (p. 43)

CHAPTER 3 LEADERSHIP IN THE IMAGE OF GOD



Leadership, like everything else in creation, can be used for destruction and selfish gain. But leadership can and should be redeemed for God's glory. God's people were the first to be given leadership and were told to reproduce more—we were never meant to be power grabbers, but power givers.

Leaders are called to three primary activities: reflect God's glory by embodying His character, replicate by developing other leaders, and cultivate environments where others flourish. Why and how we lead is much more important than what we lead.

KEY THOUGHT

"We were never meant to be power grabbers, but power givers."
(p. 57)





CHAPTER 3

KEY QUOTES

- "Leadership, like everything else in creation, can be used for destruction and selfish gain. But leadership, like everything else in creation, can and should be redeemed for God's glory." (p. 55)
- "Adam's poor leadership takes but one generation to produce the worst kind of evil." (p. 60)
- "Why and how we lead is much more important than what we lead." (p. 79)
- "You have never talked to a mere mortal." —C. S. Lewis (p. 53)

CHAPTER 4 LEADERSHIP FOR THE KINGDOM OF GOD



Often the local church is built to make great followers but not great leaders. Charles Spurgeon said, "Every Christian is either a missionary or an imposter." In order for our leadership to be most potent, it must be consistent in word and action, not just in what we do but why we do it.

As we equip leaders for God's Church, we must develop four types of leaders: Models of Character who live like sons and daughters of the King, Guardians of Doctrine consumed by passion for God's Word, Shepherds of Care with right motivations not just right profiles, and Champions for Mission tethered to God's desire to save a people for His own possession.

KEY THOUGHT

"Often the local church is built to make great followers but not great leaders."
(p. 91)





CHAPTER 4

KEY QUOTES

- "Every Christian is either a missionary or an imposter." — Charles Spurgeon (p. 92)
- "In order for our leadership to be most potent, our leadership must be consistent in word and action." (p. 90)
- "When we develop leaders of God's Church, we are looking for the right motivations, not just the right profiles." (p. 108)
- "As we train leaders for the Church and for the Kingdom, we must be looking for and developing loving shepherds, not cattle-driving ranchers." (p. 108)

CHAPTER 5

Culture eats strategy for breakfast. Unhealthy church culture is ultimately a theological problem. Church culture is formed through actual beliefs and resulting expressions about creation, the identity of the local church, and how the church interacts in the world.

THEOLOGY OF CULTURE

Urgency for leadership development is built on three convictions: Jesus reoriented the Church's perspective from moving toward Jerusalem to moving out from Jerusalem to every people, tongue, and nation. A church culture that embraces belonging to God's household will be expressed in oneness, ownership, and accountability.

KEY THOUGHT

"Unhealthy church culture is ultimately a theological problem."
(p. 113)





CHAPTER 5

KEY QUOTES

- "Culture eats strategy for breakfast." —Peter Drucker (p. 112)
- "Jesus reoriented the Church's perspective on space when He reversed the picture of the Kingdom from moving toward Jerusalem to moving out from Jerusalem to every people, tongue, and nation." (p. 119)
- "The risk of not making leaders is significantly more foolish than the risk implicit in making leaders." (p. 120)
- "The multiplication of disciples and churches is significantly tied to the multiplication of leaders." (p. 135)

CHAPTER 6

TRANSFORMING CULTURE



It is easier to kill an organization than it is to change it. You often can't see culture the way you see a doctrinal statement or leadership pipeline, but it holds everything in place. Church culture can be seen in three layers: actual beliefs, articulated beliefs, and artifacts (visible expressions of beliefs).

Change is extremely difficult—heart patients are literally told "change or die," yet most don't change. Without urgency, plans for change do not work. Leaders manage culture most effectively when expositing the Word of God. People will follow your example before they follow your vision.

KEY THOUGHT

You often can't see culture...but it holds everything in place."
(p. 138)





CHAPTER 6

KEY QUOTES

- "It is easier to kill an organization than it is to change it." — Tom Peters (p. 137)
- "While changing actual beliefs is the most difficult task, changing artifacts often creates the most pain." (p. 141)
- "Without urgency, plans for change do not work." (p. 149)
- "People will follow your example before they follow your vision." (p. 160)

CHAPTER 7 DISCIPLESHIP AND DEVELOPMENT



Jesus' concern was not with programs to reach the multitudes, but with men whom the multitudes would follow. Jesus did not divorce leadership development from discipleship. Jesus still has no Plan B —discipleship, developing believers who grow over a lifetime, is His method.

Jesus launched the Church with discipleship, and she drifted to consumption. Leadership development, apart from being a disciple of Jesus, always results in skills apart from character, in performance apart from transformation. Discipleship occurs when truth, posture, and leaders converge.

KEY THOUGHT

"Jesus did not divorce leadership development from discipleship."
(p. 167)





CHAPTER 7

KEY QUOTES

- "Jesus' concern was not with programs to reach the multitudes, but with men whom the multitudes would follow." —Robert Coleman (p. 167)
- "Jesus still has no Plan B. Discipleship—developing believers who grow over a lifetime—is His method." (p. 170)
- "Leadership development apart from being a disciple of Jesus always results in skills apart from character, in performance apart from transformation." (p. 176)
- "Discipleship occurs when truth, posture, and leaders converge." (p. 176)

CHAPTER 8

PIPELINES AND PATHWAYS



Without a systematic approach to developing and deploying leaders, churches look like cruises to nowhere. How can you spot a church like a cruise to nowhere? There is no vision and no plan for the journey. You can tell what's important to a church by looking at their systems.

If a value is strongly embedded in the culture, a system is in place to ensure the value is lived out, not merely words on a vision document. Five essential transferable traits for leaders include: strategist, executioner, talent manager, human capital developer, and personal proficiency.

KEY THOUGHT

"Without a systematic approach to developing and deploying leaders, churches look like cruises to nowhere."

(p. 195)





CHAPTER 8

KEY QUOTES

- "How can you spot a church that is like a cruise to nowhere? There is no vision and no plan for the journey." (p. 195)
- "You can tell what is important to a church by looking at their systems. If a value is strongly embedded in the culture, a system is in place to ensure the value is lived out and not merely words on a vision document." (p. 199)
- "Five essential and transferable traits: strategist, executioner, talent manager, human capital developer, and personal proficiency." (p. 193)

CHAPTER 9

CONTINUED



You won't drift into developing leaders, but you will easily drift from developing leaders. Whatever is celebrated in a church is cultivated there. A church that values leaders being developed prays for new leaders, and new leaders pray for the opportunities the Lord has given them.

You can see what is really important in the culture of a church by listening to the prayers. The chapter emphasizes that sustaining a leadership development culture requires intentional celebration, consistent prayer, and strategic resource allocation that demonstrates genuine commitment beyond mere words.

KEY THOUGHT

"You won't drift into developing leaders, but you will easily drift from developing leaders."
(p. 217)





CHAPTER 9

KEY QUOTES

- "Whatever is celebrated in a church is cultivated there." (p. 223)
- "A church that values leaders being developed prays for new leaders, and new leaders pray for the opportunities the Lord has given them to represent Christ in the world." (p. 224)
- "You can see what is really important in the culture of a church by listening to the prayers." (p. 224)
- "One way to determine if a value is actual or aspirational is to look at the budget." (p. 225)

ABOUT JOHN

Some folks would consider me a reader's reader. For years now, I have read 52 books a year, gleaning nuggets from books ranging from leadership to apologetics. These book summaries have helped me retain key ideas from each book.

Now I'm sharing them with you!

Each book summary is meant to give you a big-picture overview of the book through the "A Brief Look" section. The summary also covers each chapter, providing you with a chapter summary, key thought, and several quotes to take away or save for future use.

However you use these summaries, I hope they provide you with wisdom, insight, and key takeaways that you can use in the future.

Grace and peace,

John C. Richards, Jr.

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