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Book Review: Values-Driven Leadership by Aubrey Malphurs

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Values-Driven Leadership

Reviewed by James R. Braddy

I expected another book on rehashed ideas of church growth and leadership principles. Instead I found a book that called upon me to examine what ministry values were essential to me and essential to the organization I serve. *Values Driven Leadership* by Aubrey Malphurs is an excellent companion to his work, *Developing a Vision for Ministry in the Twenty-First Century* which challenges how we view ministry.

Just seven chapters in length, it can be read in one setting. However, it raises questions for both the minister and the church or organization that will require an in-depth analysis by minister and organization alike. Malphurs focuses on the concept, "core-values." He defines this in chapter 2 as "the constant, passionate Biblical core beliefs that drives----ministry." He further elaborates on this term by listing 5 key elements to a "core value." They are (1) values are constant; (2) values are Biblical; (3) values are core beliefs; (4) values drive the ministry; (5) values are passionate.

In other chapters, the book gives directions on how to both determine core values and how to communicate them to others. I found some redundancy in these chapters but, over all, the repetition serves to reinforce Malphurs concept of core values. One of the key issues Malphurs raises is the ability to differentiate between core values and aspirational values. This issue so often is confused by minister and organization alike. The book helps define core values upon which other visions, goals and strategies are based.

At the end of every chapter a series of questions are includ-

ed. These are designed to spur one's thinking and evaluation of the subject matter just presented. I feel most of these questions seem better suited to group discussion than to individual answers. The answers to some questions are obvious while others are more philosophical.

In particular, this book has tremendous value for the pastoral candidate and the church searching for a pastor. It is filled with questions, definitions, and practical insights which can help a pastoral candidate and a church avoid mismatched ministry objectives. By understanding one's own uncompromising set of values first, the pain of organizational grid lock can be avoided. Also the ability to define and articulate core values will enable the minister and organizations to be fulfilled and to be successful. Chapter 5, "Communication Of Core Values", is a "stand alone" chapter that I found intriguing. This chapter could be adapted as well to the communications of vision and strategy statements.

Finally, I found the appendices extremely helpful. By giving credo's and the practical audits, one can began to put into action all they have read. These credo's can form a model for those who are struggling with the actual writing of a core value statement, as well as aides in asking the right questions to form such a statement.

This book goes on my recommend list. It can save both a pastor and a church from undue heartache if read and put into practice. Aubrey Malphurs has again added a practical book to the pastor's library.

Reviewer

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