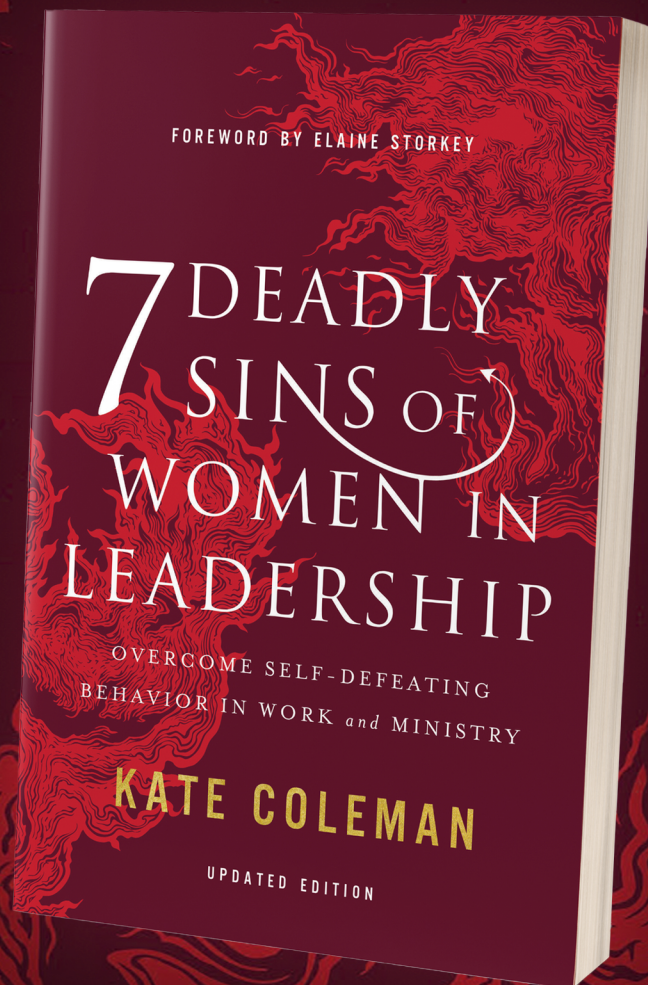




Next
Leadership

BOOK CLUB KIT



Praise for 7 Deadly Sins of Women in Leadership

“This is a must-read book for anyone in leadership, including those who wonder how they got there! It's rare to find such careful research, gripping narrative and positive mentoring all in one book. I loved it!”

— **ELAINE STORKEY**, Author, Speaker, Broadcaster, and former President of Tearfund

“I can't recommend 7 Deadly Sins of Women in Leadership more highly. This book is stirring, inspiring, and instructive. A must-read for all women in leadership, whether ministry or marketplace..”

— **NONA JONES**, Bestselling Author, Business Leader, Pastor, and Speaker

“A must-read book for both women and men who want to overcome unhealthy habits and unleash their full potential as leaders.”

— **CLAY SCROGGINS**, Author and Pastor of Buckhead Church

“This book has the power to change lives, deepen families, transform churches, and impact society. Read this book and give to as many people as you can.”

— **GRAHAM JOSEPH HILL**, principal of Stirling Theological College (University of Divinity) and co-author of Hide This in Your Heart

“A rich, well-researched, inspiring, and challenging book. It is biblically grounded, extremely well-informed, and full of practical insights, including ‘coaching tips’. It is not just a woman's book. I would also recommend this book to any man, or any teams, wishing to create a better working environment for women.”

— **LUCY PEPPIATT**, Principal of Westminster Theological Centre, UK

**If you enjoyed 7 Deadly Sins of Women in Leadership,
please rate and/or review [here](#).**

A few words from Kate...

I'm thrilled this book has been a life changer for so many women (and men). My hope and prayer is that you too will be inspired, encouraged and empowered as you study *7 Deadly Sins of Women in Leadership* together with other like minded women...

— Kate

7 Deadly Sins of Women in Leadership Book Club Kit is now available for you to download and print. It's free, adaptable and easy to use!

The material will inspire women across the world to develop and grow their leadership capacity and capabilities. If you are committed to encouraging today and tomorrow's women in leadership, why not start your own book-club?

Step 1

Buy the book (include link to [Amazon.com](#) | [Amazon.co.uk](#) | [Barnes & Noble](#) | [Christianbook.com](#) | [ChurchSource](#)) (unless of course, you already have a copy).

We know of many women whose leadership has been radically transformed by simply reading the book. We want to encourage as many women as possible to strengthen their leadership together through the book club format. You may even wish to buy the book for someone you'd like to invite to your book-club. Nothing encourages a leader more than someone investing in them. Buying a book is a powerful way of saying 'I believe in your leadership'.

Step 2

Click on the first of the following links to start your own book-club.

<p style="text-align: center;"><u>7 top tips</u> Guidelines for getting started</p>	<p style="text-align: center;"><u>7 reasons to engage</u> Why this book is a 'must read'</p>
<p style="text-align: center;"><u>7 discussion questions</u> Icebreakers/general questions</p>	<p style="text-align: center;"><u>7 discussion guides</u> A guide for each chapter</p>

7 top tips

Guidelines to get you started:

1

Group size

A group of 8 to 12 people is ideal. This number allows 'space' for quieter members to make a contribution, without feeling uncomfortable or intimidated.

2

How often

Aim to meet every 4 - 6 weeks. This interval provides members with an opportunity to read the chapter, accommodates different reading paces, and gives time for personal reflection.

3

People

The more diverse the group the better! A mixture of age, experience and background all contribute to the variety and depth of discussion. Consider personally inviting 4 - 5 people to the book club, and encourage them to bring a friend along.

4

Location, location, location

Decide on how and where you want to meet. Options include: online forums (which are easy and convenient for people wherever their locations); people's homes (informal and welcoming); cafes and other public spaces (this takes the pressure off hosting, however do check that background noise doesn't prohibit discussion).

5

Stay focused

Some book groups may get distracted with general chatter, rather than focussing on the book! To help curate these times we have produced a Discussion Guide for each chapter of the book, with questions and topics to promote conversation. Good time-keeping is essential. A 2 hour session is recommended.

6

Memories

Why not keep a book group journal or diary, or set up a Whatsapp group? Members may wish to note key points of learning, discussion highlights, inspirational stories, points of view, photos marking special events.

7

Have fun!

Shared experiences, both laughter and tears, can enrich and often build relationships and commitment to group attendance.

7 discussion questions

These questions are designed to be used as ice-breakers or as an alternative to the Discussion Guide.

- 1 What specific theme/idea helped you most in this chapter?
- 2 Have you read other books with a similar theme? How do they compare?
- 3 Which particular quotes stood out for you? Why?
- 4 If you could ask the author a question about this chapter, what would it be?
- 5 Did any aspect of this chapter make you feel uncomfortable? What and why?
- 6 What was most affirming for your own leadership journey?
- 7 Has this chapter challenged your view of leadership in other parts of the world? How?

7 reasons to engage

Why this book is a 'must read'...



"I loved this book! The chapter on 'Limiting Self-Perceptions' (and particularly the phrase 'shrink to fit') pulled me up with a jolt. From that point I began to slowly reappraise my life, learned to stop being so self-effacing about what is after all our God-given ability, and have since discovered that even in retirement, God hasn't finished me with yet! Sisters, this is a powerful read!"

— **Anne Gyde**, Huddersfield, UK



"This is a "must read" book for anyone in leadership, including those who wonder how they got there! In her perceptive examination, Kate Coleman uncovers what so often lies hidden in this area, and places it firmly on the agenda. It's rare to find such careful research, gripping narrative and positive mentoring all in one book. I loved it!"

— **Elaine Storkey**, Author, speaker, broadcaster, former president of Tear Fund



"If you need a push to step up your leadership skills, this book will encourage you in a thought provoking, relevant and practical way. Kate Coleman's experience and insight furthers our understanding of leadership and the recognition that, as women, we have a responsibility to lead. Kate's perspective on a consensus leadership style hit a particularly powerful chord in my heart. I would recommend this book to all women, at any stage of their leadership journey, knowing that God can use us in extraordinary ways, if we are willing to respond."

— **Kay Chaldecott**, Former Managing Director Capital Shopping Centres PLC



“A must read for any woman wanting to excel in their leadership whether they are leading a team, a community or faith group, a business, a social enterprise, a charity or even a nation. This book is a refreshing mix of recent leadership theory, real life examples, practical tips and coaching questions to help us take action and become more effective and empowered leaders. It also challenges some of the social and cultural expectations and norms that influence (at times without us even realising it) how we view ourselves as leaders and our ability to lead. I would highly recommend reading this book if you want to develop a deeper understanding of leadership and embrace a more holistic and sustainable approach to leading over the long-term.”

— **Susy Ndaruhutse**, Director, Holistic Global Consultancy



“A clear and timely tool for women leaders and for the men who celebrate them. To get the most out of this book, approach it as you would a panoramic fitting room mirror: you may not like what you see, but you’re in a good place to put it right.”

— **Katei Kirby**, Wesleyan minister and former CEO of ACEA UK (African Caribbean Evangelical Alliance)



“Sometimes the things holding women back from their full potential in leadership don’t come from society or the institutions they work for, but rather the destructive behaviours and crippling mind-sets they can fall into from time to time...”

— **Christian Times**, an independent, inter-denominational, Christian media company



“I read the book and found the Coaching Tips at the end of each section particularly helpful. I needed to address a lot of these issues as I explored my call to ministry. I am now ordained and have recommended the book to others.”

— **Nikki Jenkins**, Baptist minister

BOOK CLUB

Recommendations...

“Whether you’re new to leadership or have years of leadership experience, Kate's book helps you to recognise and avoid behaviours that may undermine or derail your own leadership.

Reading together with other women creates a safe, collaborative space to share, receive collective wisdom and be encouraged. The book club facilitates greater growth as we learn from one another.”

— **Rev Michelle Nunn** Lead Pastor at Nantwich Elim Church

“This is a book that I have read several times and I have lost count of the number of times I’ve recommended it to others! I honestly feel the wisdom and insight recorded on these pages will help anyone who's looking to shift into a new level of leadership. It is particularly helpful to locate where you are & some of the default thought patterns that may keep you in a state of being stuck as a leader. This book is good to read individually but I’ve also found it helpful in a group setting.”

— **Chevon Taylor** Associate Leader The Way Church

“For each of us in the Book Club, this book has come at just the right time. We're learning so much. And even though we all have extremely busy lives, we have prioritised our reading and discussion time each month.

So this is a very long way of saying THANK YOU Kate! Thank you for making yourself vulnerable and thank you for taking the time to translate your decades of experience (good & bad) into this wonderful resource that has and will transform the lives of and bring freedom to many.”

— **Sharon Jones** Administration & Communications Officer, HEBA

“Reading Kate Coleman's 7 Deadly Sins of Women in Leadership comforted and challenged me all at the same time! I came away with greater intentionality in my leadership journey. The book club made me realise that other very capable leaders faced the same internal battles as I did and that together we could address them.”

— **Pastor Katie Campbell** Central Location & Ministries Pastor at The C3 Church

“For me the book club was a great safe space to ask questions of other female leaders as I was starting out as a leader. The book became a “how to guide” as I navigated my early days. The themes and topics were insightful and helpful. I would recommend this as a way of growing as a leader. The time spent together was invaluable.”

— **Rev Sarah Hingley** Assistant Pastor, Elim Life Church

“This is a unique and special book for anyone aspiring to or currently in a position of leadership. I can't recommend it highly enough.”

— **Ellie Gage** Former Chief People and Culture Officer of Christians Against Poverty

“I have recommended the book to so many women! I've loved being able to run book clubs, using the resources, ideas and material to help other women discover more of who they are and what they are called to; embracing more fully how to lead.

I found the book so helpful in my experience as a leader. It was the first book I found that dealt specifically with female leaders and some of the challenges and opportunities that presents. I found myself recognising traits and themes and being equipped to respond, change and grow. Through the book I began to feel more confident in my role as a leader and more aware of some of the areas that were limiting me. There were many 'aha' moments and it's been pivotal in helping me become a more mature and aware leader.”

— **Rev Sarah Whittleston** Head of Prayer & Leadership Development, Elim Life Church, Elim Prayer Director

Discussion Guide

1st Deadly Sin

Limiting Self-Perceptions: adjust how you see yourself

Overview of the Chapter

Our leadership of others is affected by what we believe about ourselves. Many women cultivate an unrealistic and 'limited' view of themselves. It is very common for women to establish their own internal roadblocks to progress, as well as having to deal with those created by institutions, organisations and others. Unless we challenge such views, we struggle to develop a more confident and assured leadership. This chapter will enable you to revisit how you see yourself, identify your limiting beliefs and replace them with a more empowered perspective.

Questions to guide the conversation

- On a scale of 1-10 (where 1 represents not at all comfortable and 10 represents extremely comfortable), how comfortable are you with giving yourself the title leader? Do you agree that many women shy away from embracing the title 'leader'?
- Reflect on your experiences of looking at a new job opportunity. Have you ever thought, 'I couldn't possibly do that'? How does your approach compare with your male colleagues?
- The first step every leader must take is toward an understanding of 'self'. Women often fail to see what we could become, because we are constantly faced with 'selves' that we struggle to accept. Identify your negative internal scripts. Have you ever felt 'you should have been a boy'; 'you are stupid'; 'you are silly'?
- Turn to the questions on page 28 or from the section entitled 'Adjust Your Self Talk', (for those using Kindle). Discuss adjustments you may need to make to your self-talk.
- Practise 'I am' statements out loud as suggested on page 30 or from the section entitled 'Adjust Your Self Talk', (for those using Kindle) . You may also want to declare 'you are' statements to each other. What empowering belief, image, phrase, sound, colour, scripture will you begin to embrace from this moment?

What others are saying about this chapter...

'After years of not calling myself a leader, I am beginning to acknowledge that I am one!'

Discussion Guide

2nd Deadly Sin

Failure to Draw the Line: establish appropriate boundaries

Overview of the chapter

Unlike most men, many of the leadership challenges faced by women in work and leadership are boundary issues. Establishing boundary lines in healthier places is about recognising how and when to say, 'yes' and 'no'. This chapter will enable you to draw your boundary lines in healthier places by identifying how and when to say 'yes' and 'no'.

Questions to guide the conversation

- On a scale of 1-10 (where 1 represents not at all satisfied and 10 represents very satisfied), how satisfied are you with the health of your boundaries with: your team; your peer group; your family; your mentor; your line manager and yourself?
- Women are frequently unwilling to establish boundaries for themselves. Discuss whether this is true for you.

In Genesis Chapter 1-3, we are informed that God establishes appropriate boundaries between light and dark, land and sea, plants and animals, humans and the rest of the world. Given God's concern for boundaries, how might He respond if we fail to set appropriate boundaries?

- When dealing with boundary challenges a key question is, 'where does my responsibility stop and the responsibility of others start'? Have you ever faced a similar situation? What were the outcomes? Discuss.
- Boundary management is essentially about self-leadership and requires us to manage our emotions before they manage us. What does it mean for you to 'speak the truth in love' as identified on pages 55 - 56 or from the section entitled 'Self-Management: What Am I Going to Do about All of This?', (for those using Kindle).
- Page 58 refers to Moses' 360 Degree Support Structure (also for Kindle users). How does this compare with your own support structure?

What others are saying about this chapter...

'I now have greater confidence in my own ability to draw proper boundaries.'

Discussion Guide

3rd Deadly Sin

Inadequate Personal Vision: develop and maintain a God-inspired vision

Overview of the chapter

Women are particularly susceptible to inadequate personal vision, particularly in relation to their careers. One key to resilience in leadership lies in discovering a personal vision, compelling enough to inspire and sustain us throughout the inevitable challenges we will face as leaders. This chapter will enable you to discover a more adequate personal vision based upon your unique gifts and design. This focus will inspire and sustain you even through your toughest challenges.

Questions to guide the conversation

- The author Stephen Covey writes, 'It's incredibly easy to get caught up in the trap, in the busy-ness of life, to work harder and harder at climbing the ladder of success only to discover it's leaning against the wrong wall'. Clarity of vision is one of the most important characteristics of a great leader and yet it can be one of the greatest challenges faced by women in leadership. Discuss which wall your ladder is leaning against and how you feel about it.
- What does it mean to have a personal vision? What tangible steps are you taking to establish it in your life? What do you see as the benefits of having a personal vision?
- Imposed vision is based on someone else's agenda and preferred viewpoint of our lives. Has someone ever attempted to impose their vision on you? Discuss your experiences.
- Developing vision is a process of spiritual insight, self-exploration and clarification. When we focus on what God desires for our lives, true vision can be discovered. What would it look like for you to focus on God as you develop your personal vision?
- 'Consider the Present' is a key aspect of developing a personal vision. Discuss the suggestions on pages 89 - 92 or from the section entitled 'Consider the Present', (for those using Kindle) and identify one immediate step you will take as you move towards your vision.

What others are saying about this chapter...

'Feel a lot more confident and raring to go as I begin my new leadership role with a renewed sense of vision.'

Discussion Guide

4th Deadly Sin

Too Little Life in the Work: establish a healthy life-work rhythm

Overview of the chapter

Most women seldom ever stop working, even when they are on 'holiday', they simply change their geography! Living more healthily is less about 'balance' and more about developing a 'rhythm' that truly enables us to work, rest and play. This chapter will enable you to identify your unique drives and passions, discovering ways to feed not only your body and your intellect but also your spiritual and emotional life.

Questions to guide the conversation

- Nothing on earth is designed to run without pause or maintenance for twenty four hours a day, seven days a week! On a scale of 1-10 (where 1 represents not at all satisfied and 10 represents very satisfied), how satisfied are you with the health of your work-life rhythm?
- For women in leadership, healthy working rhythms can be extremely difficult to identify or establish. What could be the reasons for this?
- Women who work in a leadership role are particularly susceptible to exhaustion and burnout and fail to notice the warning signs. Discuss the tell-tale signs of someone who is experiencing exhaustion or burnout? Have you ever experienced any of these symptoms?
- During the process of creation, God saw that his work was 'very good'. Women are notoriously bad at recognising their own value and worth and often 'downplay' their achievements and their gifts. What would it look like for you to 'play up' your achievements? If you kept an 'it was very good file' what would it contain?
- If a leader doesn't take care of herself, then no-one else will. What does/would it look like for you to embrace the Sabbath and pause for breath? How will you communicate your intention to make rest and recreation part of your new rhythm with your e.g. spouse, family, children, friends?

What others are saying about this chapter...

'I now make more time to play'.

Discussion Guide

5th Deadly Sin

Everybody's Friend, Nobody's Leader: defeat the 'disease to please'

Overview of the chapter

21st Century leadership is said to be relational. Women have always been more concerned about relationships and therefore should potentially excel at relational leadership. However, there are pitfalls and challenges, as well as benefits in relational leadership. Defeating the 'disease to please' requires commitment and an ability to navigate the friendship/leadership terrain successfully.

This chapter will enable you to grasp the significance of the friendship v leadership dynamic, ensuring that friendship in the workplace environment never compromises your commitment to provide effective leadership.

Questions to guide the conversation

- Defeat the 'disease to please' is a phrase used in the introduction of this chapter. Discuss an occasion where you have been overly concerned with the need to please others.
- Relationships are complex and the best leaders are intentionally relational. On a scale of 1-10 (where 1 represents not satisfied and 10 represents very satisfied), how satisfied are you with your relationship with work/ministry colleagues?
- According to the Christian world-view God exists in relationship. Therefore, we only truly come to understand ourselves in relationship with God and one another. What are the benefits of relational intimacy, where we allow ourselves to be known and to know others?
- Dr Jan Yager acknowledges, 'Success in many careers is based on relationship building, and nothing builds a trusting relationship faster than the elusive and magical relationship known as friendship'. Describe a personal experience in which your commitment to a friend has clashed with your responsibilities as a leader.
- Women may tend to avoid tough conversations. How would you respond to the statements on pages 154 - 155 or from the section entitled 'Produce Effective Results', (for those using Kindle)?

What others are saying about this chapter...

'I'm learning the importance of Lordship over friendship'

Discussion Guide

6th Deadly Sin

Colluding and Not Confronting: deal with men (and women!) behaving badly

Overview of the chapter

Until the perception of leadership is both male and female, women in leadership will often face greater obstacles and may even experience greater conflict, than men. However, not only do men behave badly when it comes to women's leadership, women on women conflict can be a great deal worse! Confronting, in the truest sense of 'facing up to' things is required, rather than colluding (or worse, conspiring negatively), with others. This chapter will explore peace-making and conflict resolution skills that will enable you to confront i.e. 'face' your challenges, rather than collude with them.

Questions to guide the conversation...

- Conflict is inevitable and a leader's primary task is not to avoid conflict but rather to 'confront' it. On a scale of 1-10 (where 1 represents not at all comfortable and 10 represents very comfortable), how comfortable are you with 'confronting' conflict? Recall a recent example of a confrontation you were involved in. Discuss.
- In the absence of confrontation, disagreements can deteriorate into the unhelpful state of collusion. What are the dangers of colluding and not confronting?
- Women in leadership roles are on the increase, yet we are still in the process of defining what women's leadership looks like. Consequently, women who engage in 'tough' leadership such as disciplinary procedures are still considered 'harsh' and therefore a novelty, strange or exceptional. Discuss an occasion where you have had to 'act tough' as a leader.
- Men and women can behave differently when it comes to handling conflict and both can behave badly! See pages 166-169 or from the section entitled 'Men Behaving Badly', (for those using Kindle). What are your experiences of this?
- Patterns of collusion include avoidance (ostrich), acquiescence (chameleon), aggression (bull) and character assassination (snake). A willingness to confront usually leads us away from these patterns. What patterns are at work in your leadership? What would it look like for you to establish new patterns? What tools would help you in the art of peace making?

What others are saying about this chapter...

'I am no longer scared by the word conflict, and whilst I don't relish it, I can see that it is healthy.'

Discussion Guide

7th Deadly Sin

Neglect in Family Matters: be intentional with your nearest and dearest

Overview of the chapter

Regardless of whether women are married, single, with or without children, family members are often a very significant part of our 'inner circle', our circle of influence. The people closest to a leader often determine the leader's ultimate success. So how can we enhance rather than frustrate the power of our inner, often, family circle? This chapter will enable you to lead yourself in ways that release your inner circle to operate at their best.

Questions to guide the conversation

- For many women in leadership, striking the right balance between work and family life has proved to be a major challenge. What could be the reasons for this?
- The family circle is the place where we learn to become leaders or followers. It is the place where we discover who we are and begin to exercise or suppress our gifts. It is also the place where we learn how to express appropriate anger, apologise, accept forgiveness, show generosity, extend hospitality and express love and care. What impact has your family circle had on your leadership? Who is closest to you? How are they helping or hindering your potential?
- Families matter to God and despite their complexity, we cannot afford to neglect family life. Discuss a time when you have neglected family life, what were the consequences? What would it look like for you to invest more time in family life?
- Developing your inner circle begins by leading yourself. In what ways do the suggestions on pages 211-222 or the section entitled 'Develop Your Inner Circle by Leading Yourself' (for those using Kindle), help you to accomplish this?
- Women in leadership are under more pressure than ever before. They are expected to be gifted leaders, faithful and compassionate, competent, supportive spouses, nurturing mothers and efficient homemakers. Discuss how you might affirm and celebrate one another when faced with similar pressures.

What others are saying about this chapter...

'Being more intentional with those closest to me has been a great blessing.'

Continue to develop your leadership with [Ellevation](#) an immersive learning experience for women...

Or join a community of women eager to [Reimagine](#) Christian community

Recommended reading...

- *Dare Mighty Things* - Halle Gray Scott
- *Malestrom* - Carolyn Custis James
- *Rediscovering Scripture's Vision for Women* - Lucy Peppiatt
- *Elisabeth Elliot: A Life* - Lucy S. R. Austen

If you enjoyed *7 Deadly Sins of Women in Leadership*, please rate and/or review [here](#).