

Spiritual Leadership



"This world needs Spiritual Leaders."

Dan Nell

SPIRITUAL **LEADERSHIP**

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ARE YOU A LEADER?

John Maxwell said: "If you say you are a leader, and look behind you and see that nobody is following, you are not a leader, you're only taking a walk!"

The Message Bible gives this translation: "The mark of a good leader is loyal followers; leadership is nothing without a following" (Proverbs 14:28)

We need leaders in the following:

- (1) **Family**
- (2) **Church**
- (3) **Arts and Culture**
- (4) **Media and Entertainment**
- (5) **Social Services**
- (6) **Sports**
- (7) **Politics and Government**
- (8) **Business**
- (9) **Education**

We start with the "family" because we must always remember that a family is one of the smallest entities in life, but it is one of the most important parts of any community. This will include all the others mentioned from number two. If our families are full of real leaders there will be success in our community and in our country.

Remember one thing:

A leader is strengthened when he is supported by other leaders that support him with good counsel. Don't be afraid to gather good leaders around you.

The Bible says in Proverbs 11:14: "Many advisers make victory sure." Strong leaders will always challenge you and keep you "sharp" and pro-active.

Leaders we read of in the Bible:

Joseph

He was seventeen when his brothers sold him as slave in Egypt. Soon after this he was put innocent in jail.

Thirteen years later Pharaoh had two big dreams and all of his magicians could not interpret them for Pharaoh. Then the chief butler remembered Joseph whom he met in prison years ago and that he could interpret dreams. Pharaoh called for Joseph and Joseph told him that there will be seven years of good harvest in Egypt followed by seven years of famine.

We read a striking verse in Genesis 41:38 where Pharaoh said these words concerning Joseph: *"And Pharaoh said to his servants: Can we find such a one as this, a man in whom is the Spirit of God?"*

Pharaoh saw that this young man of 30 years was a leader.

Why? Because God's Spirit was in him and this made him a special kind of leader.

The good thing about this story is that in one day Joseph was exalted from prison to be Prime Minister of Egypt! This was a miracle. (Read about it in Genesis 41:39-43)

If you are a preacher; politician; businessman (or woman) or whatever you are doing in life, decide to become a great leader.

Let's look at Ezekiel, as a leader.

Do you really want to work for God? Then the word God gave to Ezekiel, when He called him, also applies to you: **Ezekiel 2: 1** *"And He said to me, son of man, stand on your feet, and I will speak to you."*

You will have to stand up in your inner man, so that you can hear God's speaking to you. You will not hear God clearly if you cannot "stand up" in yourself.

Ezekiel 2: 2 *"Then the Spirit entered me when He spoke to me, and set me on my feet; and I heard Him who spoke to me."*

When Ezekiel stood on his feet he could hear God's voice.

Another thing is that you will be able to work with success if His Spirit rests on you. It is therefore very important to be filled with the Spirit of the Lord.

Jesus said in Acts 1:8 *"But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the end of the earth."*

This word "power" comes from the Greek word "dunamis" meaning "indwelling power" and we all need this in our lives, if we want to be successful.

Ezekiel 3: 1 and 2 You will have to "eat" the Word *"Moreover He said to me: Son of man, eat what you find; eat this scroll, and go, speak to the house of Israel. So I opened my mouth, and He caused me to eat that scroll."*

Discipline yourself to read the Bible, so that you can hear God speaking to you.

You will always find that when God gives you a word, He will always want you "to go" with that word and take it to someone.

I always told my students that there is a greater anointing in "going" than in "staying."

4. Ezekiel 3: 8 and 9 If you want to be effective you must have a "soft heart" but a "strong (or hard) forehead."

To Ezekiel God said: *"Behold, I have made your face strong against their faces, and your forehead strong against their foreheads. Like adamant stone (or diamond) harder than flint, I have made your forehead..."*

If you are a person that is easily offended, you will not be successful in whatever you try to do.

5. Ezekiel 3: 15 You will also find when God calls you to do something for Him that there will be a time that you feel to speak to nobody, but to be quite before the Lord as Ezekiel did. *"Then I came to the captives at Tel Abib, who dwelt by the River Chebar; and I sat where they sat, and remained there astonished among them seven days."* (seven days is a perfect season of time) (Amplified Bible: "Overwhelmed... and silent")

Another thing we must take note of is that if you are doing something without any results, you are either not called for that work or God has a new calling for you.

Concerning church leaders: Before we appoint church leaders we must hear what the Holy Spirit says. We read for example what happened in the church of Antioch when they had to appoint leaders. We read in **Acts 13: 2** -- "While they were worshipping the Lord and fasting, the Holy Spirit said: Set apart for me Barnabas and Saul for the work to which I have called them."

Today we appoint people in the church through a popular vote. What we should do is to ask the Spirit of God to tell us who we should appoint for the work that has to be done.

Joshua is another leader we should study.

The first thing Gog told him to be is be a man of courage.

The word God gave Joshua as new leader when he had to take over from Moses to lead Israel into the Promised Land was this: **Joshua 1: 7** "Be strong and very courageous. Be careful to obey all the law my servant Moses gave you; do not turn from it to the right or to the left, that you may be successful wherever you go."

To be courageous (to be brave). Collins English Dictionary says: "*Someone who is brave is willing to do things which are dangerous, and does not show fear in difficult or dangerous situations.*" (HarperCollins Publishers – Glasgow G64 2QT – 2004)

Although everyone around you becomes discouraged, you should still be able to call out as Paul did on the sinking ship. He said these words in Acts 27:25: "So keep up your courage, men, for I have faith in God that it will happen just as He told me."

Good Advice! Never make a decision when you are downhearted! That decision is most of the time the wrong one.

If you have courage you can dare to make decisions.

Many are fearful to step out. The true leader steps out if he is convinced that it is the right thing to do.

The good thing about a decision is when you made the right one. The bad thing about a decision is when you made the wrong one. The worst of all is when you made no decision!

A leader is one that can serve.

One's "size" is not measured by one's place or position that he occupies.

True leadership is not about continually ruling over people, but by serving others.

Elisha was a mighty man of God that performed many miracles, but he was known for his servant heart.

This is what was said about Elisha in **2 Kings 3:11** "*But Jehoshaphat said, Is there no prophet of the Lord here, that we may inquire of the Lord by him?*" *So one of the servants of the king of Israel answered and said, Elisha the son of Shaphat is here, who poured water on the hands of Elijah.*"

Elisha wasn't known by his miracles but that he washed a mighty prophet's hands.

Jesus once spoke about the desire of a mother that her sons (John and James) should sit at His left and right-hand: "Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave" **Matthew 20: 26, 27**

In **Mark 10: 45** Jesus made this statement: "For even the Son of Man did not come to be served, but to serve, and to give His life as a ransom for many."

A leader can submit to authority

The first authority we have to submit to is to God.

Someone who cannot submit to God will not be able to resist the devil. We read in **James 4: 7** "*Therefore submit to God. Resist the devil and he will flee from you.*"

You see, you have first to submit to God before you can resist the devil.

After Samuel anointed David as king, David submitted himself to Saul for a further seven years before being appointed in Saul's place as king.

What is the difference between power and authority?

Let's look at Luke 10: 19 "*Behold, I give you the authority to trample on serpents and scorpions, and over all the power of the enemy, and nothing shall by any means hurt you.*"

According to this statement Jesus made, He has given us authority over all the power of the enemy. The word authority comes from the Greek word "exousia" meaning the right to act as given by a higher authority.

God has given us authority over the evil one. The devil does not have this kind of authority, but he has power.

But listen to this: The devil only has the power we allow him to have over us. But we have the authority to destroy anything that wants to destroy us and our loved ones.

I love the scripture in **Isaiah 54:17** "*No weapon formed against you shall prosper, and every tongue which rises against you in judgment you shall condemn. This is the heritage of the servants of the Lord.*"

You will find that the devil will form a weapon against you, but thank God if you use your authority against his power, you will overcome every attack of the enemy, because He that is in you is greater than he that is in the world. (1 John 4:4)

But one thing you must always remember and that is that this authority God gives us will only be given to you if you submit yourself to God's authority.

The true leader has the correct mentality.

He definitely doesn't see himself as a "grass hopper"

In **Numbers 13: 30** Caleb says: "We should go up and take possession of the land, for we can certainly do it."

In **Numbers 13: 31 to 33** the others said: "We can't attack those people; they are stronger than we are. We seemed like grasshoppers in our own eyes."
We call this kind of talking "*the grasshopper mentality*"

It is a bad thing if someone else sees you as a "*grasshopper*"
But it is worse when you see yourself as one.

Years later when Caleb was 85 years of age (and that was 40 years after what was recorded in Numbers 13) he still had the right positive mindset. We read this declaration he made at the age of 85: "*And now, behold, the Lord has kept me alive, as He said, these forty years ever since the Lord spoke this word to Moses while Israel wandered in the wilderness; and now, here I am this day, eighty-five years old. As yet I am strong this day as on the day that Moses sent me; just as my strength was then, so now is my strength for war, both for going out and for coming in. Now therefore give me this mountain of which the Lord spoke in that day; for you heard in that day how the Anakim were there, and that the cities were great and fortified. It may be that the Lord will be with me, and I shall be able to drive them out as the Lord said.*"

Jos. 14:10-12

The true leader says he can do all things through Christ who strengthens him
(Philippians 4: 13)

The Amplified Bible translate this: "*I have strength for all things in Christ Who empowers me [I am ready for anything and equal to anything through Him Who infuses inner strength into me, I am self-sufficient in Christ's sufficiency].*"

The leader studies while others sleep. He prays while others play.
Someone once said these words: "The heights by great men reached and kept were not attained by sudden flight, but they, while their companions slept, were toiling upward in the night".

A leader can make decisions and will not be afraid to do what he decided on.

Life is decisions. What we need today are leaders that can take good decisions and that will not be afraid to do what they decided on.

As soon as a real leader is sure of God's will he immediately comes into action and inspires people to act together with him.

A leader should be full of the Spirit of God

Moses had so much of the Spirit of God on him, that even after sharing his power with 70 elders he was still full of the power of God!

We read of this in **Numbers 11:25** "*Then the Lord came down in the cloud, and spoke to him (Moses) and took of the Spirit (referring to the Holy Spirit) that was upon him, and places the same upon the seventy elders; and it happened, when the Spirit rested upon them, that they prophesied,...*"

Daniel was a strong leader because of the Spirit of God in his life.

In the book of Daniel chapter five we read of King Belshazzar that had a dream that troubled him. His wife, the queen, came to him and said these words concerning Daniel the prophet: *"Do not let your thoughts trouble you, nor let your countenance change. There is a man in your kingdom in whom is the Spirit of the Holy God. And in the days of your father, light and understanding and wisdom, like the wisdom of the gods, were found in him; and king Nebuchadnezzar your father – your father the king – made him chief of the magicians, astrologers, Chaldeans and soothsayers. Inasmuch as an excellent spirit, knowledge, understanding, interpreting dreams, solving riddles, and explaining enigmas were found in this Daniel, whom the king named Belteshazzar, now let Daniel be called, and he will give the interpretation."* (Dan. 5:11,12)

One of the most important qualifications for the first deacons was that they should be full of the Holy Spirit.

When the first church appointed these deacons we read these words in **Acts 6: 3** *"Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, which we may appoint over this business."*

Even Jesus needed the Holy Spirit.

John 3: 34 *"For He whom God has sent (John the Baptist is referring to Jesus) speaks the words of God, for God does not give the Spirit by measure."*

In **Acts 10: 38** we read this about Jesus, the best leader ever: *"God anointed Jesus of Nazareth with the Holy Spirit and with power, who went about doing good and healing all who were oppressed by the devil, for God was with Him."*

How can we, as leaders of God's work, be happy with less than this?

God wants to give us His Spirit. Jesus said in **Luke 11: 13** *"If you then, being evil, know how to give good gifts to your children, how much more will your heavenly Father give the Holy Spirit to those who ask Him."*

A leader is someone with a vision (a passion)

He must be so convinced of the vision he has received from God that he can convey it to others with conviction so that they will also feel excited about it, and will want to run with the vision.

Habakkuk 2:2: *"Then the Lord answered me and said: Write the vision and make it plain upon tablets, that he may run that reads it."* Do your best, as a leader, to always get a "fresh" revelation from God.

A leader takes a stand against that which is wrong.

Jesus as the perfect leader took a definite stand against that which was wrong.

We read of how Jesus cleansed the temple in **Matt. 21: 12 - 14**

"Then Jesus went into the temple of God and drove out all who bought and sold in the temple, and overturned the tables of the money changers and the seats of those who sold doves. And He said to them: It is written, My house shall be called a house of prayer, but you made it a den of thieves. Then the blind and the lame came to Him in the temple, and He healed them."

It was very important that the temple first be cleansed before miracles could happen! Do you want to see miracles? Then pray for the cleansing that's needed in the church.

A leader has insight into the spiritual world.

In **Matt. 6: 22, 23** Jesus made this statement: *"The lamp of the body is the eye. If therefore your eye is good, your whole body will be full of light. But if your eye is bad (evil) your whole body will be full of darkness. If therefore the light that is in you is darkness, how great is that darkness!"*

Those in the past who could "see" more than others have been able to influence their generations for God.

Paul states in Philippians 4: 8 "Finally, brothers, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable – if anything is excellent or praiseworthy, *think about such things.*"

The devil often gets us to think with our carnal mind, and we lose the way God wanted us to think as mentioned in the scripture above. By doing this we lose our battles.

A study of Moses as a Leader.

One cannot attempt a study of leadership without studying the life of Moses. After all, he led between 2 and 3 million Jews for 40 Years from Egypt through the wilderness to Canaan.

Moses' life can be divided into three sections. For his first 40 years he was in Egypt. For his second 40 years he was in the wilderness where he looked after livestock and lived with the priest of Midian. During the last 40 years he led Israel out of Egypt to Canaan their promised land.

Through the hospitality of Jethro the priest of Midian, Moses was helped out of his bitterness and self-condemnation with which he had fled from Egypt. Jethro welcomed Moses and led him into a world of hope and preparation. (**Exodus 2: 20**)

A true leader needs to exhibit a ministry of hospitality.

Paul even mentioned that one of the qualifications of a leader in the church is that they should be "*hospitable*" (1 Tim. 3:3)

We never hear any teaching on this, while it is very important for a leader to be hospitable. The Bible even teaches us that through hospitality we may entertain angels.

Hebrew 13: 3 "*Do not forget to entertain strangers, for by so doing some have entertained angels*"

In the desert Moses learned to distinguish between sympathy and principle, between being impulsive and staying calm. Only in the "desert time" of your life (meaning the lonely times) you learn what your real calling is all about. Moses learned a lot in the loneliness of the desert, and fortunately God put a family around him.

Thank God that we as leaders are also not alone. God has given us brothers and sisters in the Lord that can support us in the task that we must do.

The true leader is one that is thoroughly prepared by God for his task.

It took Moses 40 years to complete his degree in the "Wilderness University". Moses was a person just like us with a violent temper and a speech impediment.

Moses went through an amazing period of his life when he only had success.

Think of the 10 plagues and passing through the Red Sea.

Manna fell from heaven; water came out of the rock; the Amalekites were defeated when Moses stood on the mountain with his arms lifted up.

The people of Israel wanted him to help them. It's an amazing position to be in, but what a dangerous position to be in. God sends a simple priest to Moses (his father-in-law) to warn him. Jethro even says, "What you're doing is wrong" Jethro's advice prevented the downfall of a leader as well as that of the people of Israel.

Read what happened between Moses and Jethro in the tent talking about what God had done for Israel (**Exodus 18: 7-12**)

What happened in Exodus 18:13-23 changed the history of Israel. (For you as a leader it will be a good thing to study this passage in God's word.)

Up until now Moses had thought that he had all the gifting to help His followers with their problems. He wanted to make a good impression on his father-in-law, Jethro. He wanted him to be proud of him.

Jethro gave Moses important keys to achieve success as a leader. These keys are still valuable after 4000 years!

1. **Moses had to be their intercessor.**

He was to be the people's representative before God and bring their problems to God. We read in Ex. 18:19 where God said to Moses *"Listen now to My voice; I will give you counsel, and God will be with you. Stand before God for the people, so that you may bring the difficulties to God."*

No one can be a successful spiritual leader if he doesn't represent the people that he leads before God, through prayer.

As an intercessor Moses protected the people from God's judgments **Num. 16:1-50** Moses did not seek his own interests. **Ex. 32: 7-14 and Num. 12: 1 to 50.**

2. **He had to be their teacher.**

God said to him: *"And you shall teach them the statutes and the laws"* (Ex. 18:20) If you want to be a good leader you must be able to teach your followers the correct principles in life.

3. **He had to be an example.**

In this same verse God said to Moses: *"...and show them the way in which they must walk and the work they must do."*(v.20)

A leader shows the way by walking in front.

4. **He had to be able to delegate**

Very clearly God said in verse 21: *"Moreover you shall select from the people able men, such as fear God, men of truth, hating covetousness; and place such over them to be rulers of thousands, rulers of hundreds, rulers of fifties and rulers of tens."*

If Moses wanted to be a good leader, he had to delegate his work to others. A "bad" leader wants to do everything himself.

Paul gave the same counsel to Timothy in **2 Timothy 2: 2** *"And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also."*

5. He had to make judgments only over great matters.

In verse 22 we read: *"And let them judge the people at all times. Then it will be that every great matter they shall bring to you, but every small matter they themselves shall judge. So it will be easier for you, for they will bear the burden with you."*

One of the reasons leaders break down under the load they carry is because they want to judge every problem in the church, while God gave this example in the life of Moses.

Jethro completes his counsel to Moses with the following words:

Exodus 18: 23 *"If you do this thing, and God so commands you, then you will be able to endure, and all these people will also go to their place in peace."*

(One other translation says: "...you will be able to endure the pressure, and there will be peace and harmony in the camp.")

If we want "Peace and Harmony" in our church or in our organization, we should learn from this scripture.

A short study of Nehemiah as a Leader.

1. He was a man of prayer.

When he heard that Israel was in great need and that the walls of Jerusalem were broken down, we read these words in **Nehemiah 1: 4 and 6** *"So it was, when I heard these words, that I sat down and wept, and mourned for many days; I was fasting and praying before the God of heaven...I pray before You now, day and night, for the children of Israel Your servants, and confess the sins of the children of Israel which we have sinned against You. Both my father's house and I have sinned."*

If you read through the book of Nehemiah you will find how many times he prayed. He prayed before he did anything. This is what a leader should do.

2. He was a man who could confess (He could say: "I am sorry")

In **Nehemiah 1:6** we read: *"Both my father's house and I have sinned."*

I believe: *"If you can confess, you can overcome"*

3. He was a man of courage

When there was a conspiracy against Nehemiah to kill him, and his friends told him to hide himself from his enemies in the temple, we read these words *"And I said: Should such a man as I flee? And who is there such as I who would go into the temple to save his life? I will not go in!"* **Nehemiah 6:11**

4. He was a man who cared about the needs of his fellow man. Nehemiah 2: 10

5. He was a man of **strategy**.

In **Neh. 2:12** we read: *"I told no one what my God had put in my heart to do at Jerusalem;..."*

You as a leader should take note of this scripture. I failed in the past as leader many times because I spoke "too quickly" what God has put in my heart, when I should have done what Nehemiah did.

He went out by night and tried to find God's plan of what he had to do in Jerusalem. In **Neh. 2:16** we read: *"And the officials did not know where I had gone or what I had done; I had not yet told the Jews, the priests, the nobles, the officials, or the others who did the work."*

6. He was **wide-awake and watchful**.

His enemies wanted to stop him rebuilding the wall of Jerusalem and one of them said: *"Now Tobiah the Ammonite was beside him (beside Sanballat) and he said: Whatever they build, if even a fox goes up on it, he will break down their stone wall"* **Neh. 4:3.**

Nehemiah's answer to this was to pray but also to be watchful.

In **Neh. 4:9** we read: *Nevertheless we made our prayer to our God, and because of them we set a watch against them day and night."*

7. He was a man who **motivated** his followers.

He said to them: *"And I told them of the hand of my God which had been good upon me, and also the king's words that he had spoken to me. So they said: Let us rise up and build. Then they set their hands to this good work."* **Nehemiah 2: 18.**

"And I looked, and arose and said to the nobles, to the leaders, and to the rest of the people, „Do not be afraid of them. Remember the Lord, great and awesome, and fight for your brethren, your sons, your daughters, your wives and your houses...Wherever you hear the sound of the trumpet, rally to us there. Our God will fight for us."

Nehemiah 4: 14 and 20.

He also said to his followers these words: *"Do not sorrow, for the joy of the Lord is your strength."* **Nehemiah 8: 10.**

Two chapters you should take time to study is Nehemiah 8 and 9.

You will find that Nehemiah inspired the people to come together to hear God's word that was read by Ezra the priest.

God's word was read *"from the morning until midday"* (Neh. 8:3) The people reacted on God's word: *"Then all the people answered „Amen, Amen!" while lifting up their hands. And they bowed their heads and worshipped the Lord with their faces to the ground."*

I want you to take note of what the people did: Their first reaction on God's word was to say "Amen" by saying that they agreed with what God said. We must do the same.

GOD'S CRITERIA FOR LEADERSHIP

Acknowledgement: These questions are taken from the book:
"Spiritual Leadership" written by J. Oswald Sanders, 1980, Moody Press, Chicago.

Questions you should ask to evaluate yourself on your leadership potential

1. Have you ever broken yourself of a bad habit? To lead others, you must be master over yourself.

2. Do you keep control of yourself when things go wrong?

The leader who loses self-control in testing circumstances forfeits respect and loses influence. Be calm in crises and in disappointments.

3. Do you think independently? Though using the thoughts and counsel of others is wise, the leader cannot afford to let others do his thinking or make his decisions.

4. Can you handle criticism objectively? Turn it to good by humbling yourself and looking for how it can benefit God's Kingdom.

5. Can you use disappointments creatively? After John the Baptist was be-headed, Jesus immediately went out and began healing people, thus destroying satan's kingdom with Godly vengeance.

6. Do you readily secure the cooperation and win the respect and confidence of others? Sow respect and you will reap it.

7. Do you secure discipline without having to exercise a show of authority? "Not by power, nor by might, but by My Spirit says the Lord."

8. Have you qualified as a peacemaker?

Jesus said in Matt. 5:9 *"Blessed are the peacemakers, for they shall be called sons of God."*

Leaders must have the ability to discover common ground between opposing viewpoints and then inducing both parties to accept it.

9. Are you entrusted with the handling of difficult and delicate situations? Being reliable, confidential, and tactful are good qualities of a good leader.

10. Can you inspire people to do happily some legitimate thing that they would not normally wish to do?

11. Can you accept opposition to your viewpoint of decision without considering it a personal attack on your life? Face the fact that there will be those who will oppose you and do not be offended by it.

12. Do you find it easy to make and keep friends? Pr 18:24 *"A man who has friends must himself be friendly...."*

13. Are you dependent on the praise or approval of others?

Refuse the sin of discouragement. Be dependent only on God, not man.

14. Are you at ease in the presence of your superiors and strangers? Only you know if you are righteous before God. (That you are in right standing before God)

15. Do those under your authority appear at ease in your presence? A leader must be communicative, sympathetic and friendly, thus causing others to be at ease with them.

16. Are you really interested in people? Make no distinction between people regarding race, gender, financial status, personality. Be no respecter of persons (Act. 10:34).

17. Do you possess tact? Empathize and anticipate the likely effect of a statement before you make it.

18. Do you possess a strong and steady will? Do not be like a wave tossed by circumstances. James 1: 6-8 *"...he who doubts is like a wave of the sea driven and tossed by the wind. For let not that man suppose that he will receive anything from the Lord; he is a double-minded man, unstable in all his ways."*

19. Do you nurse resentments, or do you readily forgive?

Matt. 6:14,15 *"For if you forgive men their trespasses, your heavenly Father will also forgive you. But if you do not forgive men their trespasses, neither will your Father forgive your trespasses."*

20. Are you reasonably optimistic?

Can you say as Paul did in Phil 4:13: *"I can do **all** things through Christ who strengthens me."*

CHARACTER OF A LEADER

Only by conquering yourself, will you be able to conquer anything else. This is what David had to do. He had to conquer the negative things his brothers said against him before he could conquer Goliath.

We read this story in 1 Sam. 17:28,29.

"Now Eliab his oldest brother heard when he (David) spoke to the men; and Eliab's anger was aroused against David, and he said: „Why did you come down here? And with whom have you left those few sheep in the wilderness? I know your pride and the insolence of your heart, for you have come down to see the battle. And David said: „What have I done now? Is there not a cause?"

- Discipline yourself by working while others waste time; study while others sleep; pray while others play.
- Be willing to take unpleasant tasks others avoid to do.
- Be willing to stand up for the truth.
- Always be willing to receive correction.
- Discipline yourself to plan ahead.
- Have a passion for your vision and always look for a way to fulfill your vision.
- When you are sure of the will of God; pursue it.
- Humility and integrity must control your life.
- Protect your joy, because Nehemiah 8:10 says: *"The joy of the Lord is our strength."*
- Be a person of prayer and allow the Holy Spirit to help you to pray. (Rom. 8:26)

OVERCOMING TEMPTATION

Temptations do not stop when we get saved, or when we become a leader.

Always stay in God's word, because if you know the truth, and do the truth, it will set you free. (John 8:32)

Temptation always starts in the mind; therefore we must renew our mind according to Rom. 12:2. Think on the things you will find in Phil. 4:8. This will help you not to think evil things.

Coming back to Joseph: Remember how he overcame temptation. He ran away from it. (Ex. 39:3-20) The best thing for you is always to "Run"

EVERY LEADER SHOULD BE WILLING TO SERVE

Jesus washed the feet of His disciples. (John 13:1-15)

Verse 14 and 15: *"If I then, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet. For I have given you an example, that you should do as I have done to you."*

Remember: The reason God gave the fivefold ministry was that it should serve the body of Christ.

Eph 4: 11,12 *"And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers. For the **equipping** of the saints for the work of ministry, for the edifying of the body of Christ."*

RESPONSIBILITY, ACCOUNTABILITY, AND AUTHORITY

(Qualities of a good leader)

A leader will take on responsibility.

Jesus knew He had to go to the cross and He accepted His task. Heb 12:2 *"(Jesus) who for the joy that was set before Him endured the cross, despising the shame, and has sat down at the right hand of the throne of God."*

A leader will count the cost and pay the price.

Example: Paul being a Jew was persecuted by the Jews because he preached a liberating gospel.

A leader is able to submit and yet not be controlled.

The Apostle Paul when in Jerusalem, submitted himself to the apostles in love, but he did not submit to doctrines he did not believe.

Set an example in word and deed -1 Tim 3:2-13
Always desire to be:

Blameless
The husband of one wife
Temperate
Sober-minded
One with good behaviour
Hospitable
Able to teach
Not given to wine
Not violent
Not greedy for money
Gentle
Not quarrelsome
Not covetous
One who rules his own house.
Not a novice
Have a good testimony in the public

CONFESS THESE SCRIPTURES:

I am more than a conqueror. (Romans 8:37)
 I am a world over comer. (1 John 5:4)
 I am the head and not the tail. (Deut 28:13)
 I am above only and not beneath. (Deut 28:13)
 I am a king and priest. (Rev 1:6)
 I am reigning in life through Jesus Christ. (Romans 5:17)
 I am free from fear. (2 Tim 1:7)
 I am courageous. (Joshua 1:7)
 I am strong in the Lord and the power of His might. (Eph 6.10)
 I am seated in heavenly places in Christ Jesus. (Eph 2:6)
 I am faithful. (Proverbs 28:20)
 I am a giver (Luke 6:38)
 I am a doer of God's Word (James 1:22-25)
 I am a member of the body of Christ. (I Cor 12:27)
 I am running to obtain the prize. (I Cor 9:24,25)
 I am the salt of the earth. (Matt 5:13)
 I am the light of the world. (Matt 5:14)
 I am filled with God's Spirit. (Acts 1:8)
 I am willing and obedient. (Is 1:19)
 God is for me. (Romans 8:31)
 Greater is He that is in me. (1 John 4:4)
 I can do all things. (Phil 4:13)
 God has given me the victory. (1 John 5:4)
 God is my source of supply. (Phil 4:19)

I will walk in love, (Eph 5:1-2)
God always causes me to triumph. (1 Cor 15:57)
I have authority over Satan. (Mark 16:16-18, Luke 10: 19)
I walk by faith. (2 Cor 5:7)
I meditate in God's Word. (Joshua 1:8)
I trust in the Lord. (Prov 28:25)
Jesus is my wisdom. (I Cor 1:30)
My spirit is life because of righteousness. (Romans 8: 10)
Christ is my wisdom, righteousness, sanctification and redemption. (I Cor 1:30)
I put on the new man. (Eph 4:24)
I am the righteousness of God in Christ. (2 Cor 5:21)
I am as bold as a lion. (Prov 28:1)
My children are delivered. (Prov. 11:21)
I flourish like a palm tree. (Ps. 92:12)
I am free from sin nature. (Rom 6:18)
My prayers avail much. (James 5:16)
The Lord loves me. (Ps. 146:8; John 3:16)
The Lord is my strength. (Ps 37:39)
I am strong in the Lord and in the power of His might. (Eph. 6: 10)
God is my refuge and strength. (Ps 46:1)
The joy of the Lord is my strength. (Nehemiah 8:10)
The fruit of my spirit is love. (Gal 5:22)
God loved me first. (1 John 4:19)
I walk in love. (Eph. 5:2)
I let love continue. (Heb 13:1)
I let the peace of God rule in my heart. (Cor 3:15)
I follow after peace. (Rom 14:19)
I have the peace of God in me. (John 20:21)
I am blessed with all spiritual blessings in Christ. (Eph 1:3)
I am seated with Jesus in heavenly places. (Eph 1:6)
I have an inheritance in Christ. (Eph 1:11)
I am a seed of Abraham in Christ. (Gal 3:29)
I am a joint-heir with Christ. (Rom 8:17)
My life is hid with Christ in God. (Col 3:3)
I am a child of light and of the day. (I Thes 5:5)
I have the God-kind of faith. (Mark 11:22)
I walk by faith and not by sight. (I Cor 5:7)
I hide the Word in my heart. (Ps 119:11)
The Word is a lamp to my feet. (Ps 119:105)
Christ's Word dwells in me richly. (Col 3:16)
I lay hands on the sick and they recover. (Mark 16:18)
I am strong. (Joel 3: 10)
I have authority over all the power of the enemy. (Luke 10:19)
I have authority in the Name of Jesus.

(Matthew 28:18; Mark 16:16)

I resist the devil and he flees from me. (James 4:7)

I put on the armour of God. (Eph 6:12)

I cast out devils in Jesus' Name. (Mark 16:18)

Whatever I sow, that is what I will reap. (Gal 6:7)

God pours out a blessing on me because I tithe. (Mal 3:8)

God teaches me to profit. (Isaiah 48:17)

I receive freely all things. (Rom 8:32)

I give and it is given back to me even more. (Luke 6:38)

Through His poverty, I was made rich. (I Cor 8:9)

I honour the Lord with my money. (Prov 3:9)

I am prosperous and in good health. (3 John v.2)

It is more blessed to give. (Acts 20:35)

My lips shall not speak wickedness. (Job 27:4)

I have what I say. (Mark 11:23)

My tongue is a tree of life. (Prov 15:4)

I hold fast the confession of my faith. (Heb 10:23)

Death and life are in the power of my tongue. (Prov 18:21)

I let the Lord carry my burdens. (Ps 68:19)

Bless the Lord O my soul. (Ps 103:1)

I delight myself in the Lord. (Ps 37:4)

I will sing of His mercies and loving-kindness. (Ps 89:1)

I offer the sacrifice of praise to God continually. (Heb 13:5)

I Worship God in spirit and in truth. (John 4:24)

LEADERS SHOULD HAVE A DREAM

If you can “dream” it, you can do it! Nothing is impossible for God. Your godly desire is like a vision and a dream. A “vision” is having the ability to see something not actually visible, having the ability to see beyond what is and cause to come about what should be. A “dream” is to think upon your godly desire and to “see” it in your spirit.

A dream comes to pass through diligent effort on our part as well as the Lord's.

Eccl. 5:3 *“For a dream comes through much activity.”*

Prov. 21:5 *“The plans of the diligent (someone that works hard) lead surely to plenty.”*

Prov. 10:4 *“He who has a slack hand becomes poor, but the hand of the diligent makes rich.”* There is no place for laziness in a man or woman of dreams.

A man without a dream is like a ship without a sail.

Make practical steps to see your dream come true.

Those that fail to plan, plan to fail. It is not unscriptural to make Spirit led plans for your dream to come to pass. When you want to build, sit down and figure out the cost. (Luke 14:28-30)

If you want to get out of debt:

Plan not to buy everything you desire.

Plan not to buy the most expensive car, but a car you can afford.

Decide to be a “giver” in God’s kingdom and understand the principles of “Sowing and Reaping” according to 2 Corinthians 9:6-12: *“Remember this: he who sows sparingly and grudgingly will also reap sparingly and grudgingly, and he who sows generously and that blessing may come to someone, will also reap generously and with blessings. Let each one give as he has made up his own mind and purposed in his heart, not reluctantly or sorrowfully or under compulsion, for God loves (that is, He takes pleasure in, prizes above other things, and is unwilling to abandon or to do without) a cheerful (joyous, prompt-to-do-it) giver – whose heart is in his giving. And God is able to make all grace (every favour and earthly blessing) come to you in abundance, so that you may always and under all circumstances and whatever the need, be self-sufficient – possessing enough to require no aid or support and furnished in abundance for every good work and charitable donation. As it is written, He (the benevolent person) scatters abroad, he gives to the poor; his deeds of justice and goodness and kindness and benevolence will go on and endure forever! And God who provides seed for the sower and bread for eating will also provide and multiply your resources for sowing, and increase the fruits of your righteousness (which manifests itself in active goodness, kindness and charity) Thus you will be enriched in all things and in every way, so that you can be generous (and your generosity as it is) administered by us will bring forth thanksgiving to God. For the service the ministering of this fund renders does not only fully supply what is lacking to the saints but it also overflows in many (cries of) thanksgiving to God.” (Amplified Bible)*

One great preacher once told me: *"I only listen to successful people."* This may mean that you will end up leaving some friends because they influenced you in a negative way.

Always be a scholar and be humble to learn from others.
Plan to make the best of your time.

If you want to have success in your marriage life:

Understand that God is first in your life; then your wife then your children; after them the church etc.

Plan to spend time with your spouse; your children and family.

Plan your marriage according to **1 Peter 3:1-7**

Set goals for your spiritual life:

Be a person that will know how to praise and worship God. Take enough time to read and study God's Word and to pray.

Dream about your job, business and career:

There is nothing wrong to have a successful job, business and career. God wants to bless you in your finances so that you will have enough and that you will be able to bless His kingdom with your finances. He wants you to give your tithe and offerings to your local church; to give to Missions and to give to the poor.

Find scriptures on finances and speak them over your finances.

Your dream can come to pass by making small goals that are obtainable; this will help you reach your higher goals. A dream or vision just does not happen overnight.

Myles Munroe said: *"The poorest person in the world is a person without a dream."*

"If you can see beyond your present circumstances, if you can have hope for the future, you have true riches, no matter how much money you have in your bank account. That is why the Bible encourages us with these words: *"I know the plans I have for you, declares the Lord, plans to prosper you and not harm you, plans to give you hope and a future."* (Jeremiah 29:11) It doesn't matter what you currently have or don't have, as long as you can see what you could have. This vision is the key to life because where there's a dream, there's hope, and where there's hope, there's faith – and faith is the substance, or fulfillment, of what you are hoping for. (See Hebrews 11:1)"

Dr. Myles Munroe – "The Principles and Powers of Vision" – (Page 25)
Bahamas Faith Ministries International. P.O. Box N9583, Nassau, Bahamas.

MAKING PLANS FOR THE FUTURE

There has been a mentality that says it is wrong to make any plans for the future. They take the scripture in Matthew 6:34 which says, *"Take therefore no thought for tomorrow, for tomorrow shall take thought for the things of itself."*

Christians have used this scripture out of context. Jesus was teaching about putting trust in our heavenly Father, and not to be anxious or worried about tomorrow. He was referring to natural things - food, clothing, shelter. He was not teaching that we should have no direction or plans made in our life.

We say: "I'll take one day at a time" and they make no plans for the future. We are not to be worried about tomorrow, but we are to have plans.

Remember this: "If we fail to plan, we plan to fail."

Another scripture taken out of context is James 4:13,14.

James is talking about the wealthy man. One who is too busy making plans to be even richer. He has made plans for business, and yet, hasn't even sought what the will of the Lord is for his life. In this letter, James is addressing the Jews who were only looking at material gain. We are to be a people who make plans and not wait to the very last minute and then it is often too late.

Jesus was a man of planning.

Many times we think of Jesus as a wandering nomad who had no plans but just went from place to place taking each day only as it came, with no thought or planning for tomorrow.

Matthew 4:13-16 - Jesus leaves the Galilean area and goes to Capernaum. This was not by accident, because it says in verse 14: *"that it might be fulfilled which was spoken by Isaiah the prophet...."(Isaiah 9:1,2)*

Jesus knew the scriptures and He had made plans to fulfill them.

Jesus had a plan to win people for the kingdom of God and gave instructions to His disciples. Jesus even tells them how to behave themselves in the future when they stood before governors.

According to Matthew 16:21 Jesus knew His purpose. He knew He was to go to Jerusalem, and suffer many things, and be killed. But He also knew He would rise again.

Matthew 21:1,2 - Jesus sends His disciples to get a colt for His entry into Jerusalem.

Matthew 26:2 - He knew where He had to be for Passover because He was that Passover Lamb that was to be sacrificed.

Matthew 26:17-19 - Jesus prepared for the next day - Passover.

Matthew 26:32 - Jesus knew where He was going after the Resurrection.

Matthew 26:53,54 - Jesus had to fulfill the scriptures.

John 19:25-27 - Jesus made sure His mother was taken care of before He died. He had a plan for her in His heart

Leaders should plan ahead.

Poor planning has to do with the culture we are in, and what the enemy is trying to do in that nation.

Wise planning will help you to reach those goals you have set for yourself and if you have special events, plan ahead.

Plan your meetings and then put them on the calendar.

Make an effort not to cancel your meetings once they have been made. People like dependability. Set deadlines - when you expect to have a job done or event finished.

Do a lot more thinking.

Sit down at a table with a pen and paper and a calendar and begin to write down ways to organize yourself, your department, your ministry. List your goals, responsibilities, and how you realistically plan to get the job done. Fifteen minutes of thinking may save you 3 - 4 hours of last minute work.

Begin to get out of the habit of living day to day. Think month to month, plan two or three months in advance. That is good. It is all right to plan for the future. It is better to have planned and failed, than to have failed because you did not plan.

The reason some of us are so worn out and tired is because we spend our day putting out fires. Running around and trying to solve problems caused because we did not plan properly. Why not figure out what causes the "fires" and stop it before it starts.

Everybody has the same amount of time. We all have 24 hours per day. Leaders must make wise use of their time.

Priority time must be given to more important things.

People are more important than things, so organize your time with people, especially the right people.

Some people will demand too much time; they will keep you from the rest of God's people. If a person needs extensive counseling, make an appointment or refer them to a counselor.

Set aside time for routine things, such as your prayer time; time to study; leadership meetings.

But always be flexible to meet the needs of people Col. 4:5 *"Walk in isdom...redeeming the time."* The word used here for time is *"kairos"* (*opportune time*) Once time passes, it can never be retrieved.

If you are not there early, you are late (Jason Stafford)

You should study Eph 5:15,16 *"See then that you walk circumspectly, not as fools but as wise, **redeeming the time**, because the days are evil."*

Moses prayed to be taught to measure time by days, not years. Ps 90:12: *"So teach us to number our days that we may gain a heart of wisdom"*

ALWAYS FINISH THE WORK YOU STARTED!

Do not allow fear, because fear will cause:

Sickness - Proverbs 17:22 *"A merry heart does good, like medicine, but a broken spirit dries the bones."*

Bondage - Proverbs 29:25 *"The fear of man brings a snare, but whoever trusts in the Lord shall be safe."*

Torment - 1 John 4:18 *"There is no fear in love; but perfect love casts out fear, because fear involves torment..."*

Failure - Deut 20:8 (What God said when He chose His army) *"The officers shall speak further to the people, and say: What man is there who is fearful and fainthearted? Let him go and return to his house, lest the heart of his brethren faint like his heart."*

To recap: The steps to seeing your dream come true are:

- o Put some effort into your dream.
- o Keep your vision or dream always in your heart.
- o Make practical steps toward that vision or dream.
- o Small goals lead to big ones.
- o Think big while you are in a small place.
- o Get rid of fear and failure.

There are three types of leaders:

Those who never really accomplish the basics.

Those who accomplish the basics but are content to stay where they're at.

Those who accomplish the basics and reach out to become better and bigger doing more than what is expected of them.

How to think "big"

If you read Numbers 13:17-33 you will find that Moses sent out 12 spies into the Promised Land, one man from each tribe. After 40 days, ten of these spies came back and said that Israel would not be able to conquer it. They saw themselves as "grasshoppers" when they compared themselves with the giants living in the land. But Caleb gave a different report. We read what he said in Numbers 13:30 *"Then Caleb quieted the people before Moses, and said: Let us go up at once and take possession, for we are well able to overcome it."*

How you see yourself is critical. It is not how big the giants are in your life but how small you see yourself before them.

In Proverbs 23:7 we read: *"as a man thinks, so is he."*

It is not what you are that hold you back; it is what you think you are not.

There is nothing wrong with starting small.

In Job 8:7 we read these words: *"Though your beginning was small, yet your latter end would increase abundantly."* Always plan to grow. It is okay to be in a small place, just don't let the small place be in you.

DEVELOPING THE LEADER WITHIN YOU

By: John Maxwell

Published in Nashville, Tennessee, by Thomas Nelson, Inc. (1993)

A summary of this exciting book

Everything rises and falls on Leadership

Leonard Ravenhill in "The Last Days Newsletter" tells about a group of tourists who were visiting a beautiful village. As they walked by an old man sitting beside the fence, one tourist proudly asked him: "Were any great men born in this village?" The old man replied: "Nope, only babies"

Leadership is developed, not discovered. The truly "born leader" will always emerge; but to stay on top, natural leadership must be developed. In working with thousands of people desirous of becoming leaders, I have discovered they all fit in one of four categories or levels of leadership:

- | | |
|----------------------------|--|
| The Leading Leader. | Is born with leadership qualities |
| The Learned Leader. | Has been with leaders most of his life |
| The Latent Leader. | Has recently seen leadership and is in training. |
| The Limited Leader. | Has little exposure to leadership or training |

LEADERSHIP and MANAGEMENT

Management is the process of assuring that the program and objectives of the organization are implemented. Leadership, on the other hand, has to do with casting vision and motivating people. **People don't want to be managed, they want to be led. If you want to manage somebody, manage yourself.**

- ❑ Knowing how to do a job is the accomplishment of labour
- ❑ Showing others is the accomplishment of a teacher
- ❑ Making sure the work is done by others is the accomplishment of a manager
- ❑ Inspiring others to do better work is the accomplishment of a leader

Birds that fly great distances across continents have three remarkable qualities.

- ❑ First, they rotate leadership (no one bird stay out in front all the time)
- ❑ Second, they choose leaders who can handle turbulence
- ❑ Thirdly, all during the time one bird is leading, the rest are honking their affirmation

THE DEFINITION OF LEADERSHIP: INFLUENCE

There is only one definition: “*Leadership is the ability to **influence** others to become followers*”

Level 1 of Leadership: POSITION

A person may be “in control” because he has been appointed to a position. He may have authority. But real leadership is more than authority; it is more than having the technical training and following the proper procedure. Real leadership is being the person others will gladly follow.

A real leader knows the difference between being the **boss** and a **leader**, as illustrated by the following:

The boss drives his workers; the leader coaches them

The boss depends upon authority; the leader on goodwill

The boss inspires fear; the leader inspires enthusiasm

The boss fixes the blame for the breakdown; the leader fixes the breakdown

The boss knows how it is done; the leader shows how

The boss says “go”; the leader says “let’s go”

Level 2: PERMISSION

“Leadership is getting people to work for you when they are not obligated.”

“People don’t care how much you know until they know how much your care”

People who are unable to build solid, lasting relationships will soon discover that they are unable to sustain long, effective leadership.

Level 3: PRODUCTION

On this level things begin to happen, good things. Profit increases. Morale is high. Turnover is low. Needs are being met. Goals are being realized.

Level 4: PEOPLE DEVELOPMENT

A leader is great, not because of his or her power, but because of his or her ability to empower others. **Success without a successor is failure.**

A leader’s main responsibility is developing others to do the work.

The core of leaders who surround you should all be people you have personally touched or helped to develop in some way. Try to keep in touch with your leaders

Develop key leaders:

Systematically meet with and teach those who are your key leaders.
They in turn pass on to others what you have given to them.

Level 5: PERSONHOOD

Climbing the steps of leadership:

The higher you go, the longer it takes.

The higher you go, the higher the level of commitment.

The higher you go, the easier it is to lead.

The higher you go, the greater the growth.

If you are leading a group of people, you will not be on the same level with everyone.

For your leadership to remain effective, it is essential that you take the other influencers within the group with you to the higher levels.

CONCLUSIONS ON INFLUENCE:

We now have a blueprint to help us to understand influence and how to increase it. The blueprint indicates that in order to get to the top, you must do two things:

1. Know what level you are on at this moment.
2. Know and apply the qualities needed to be successful at each level.

Level 1: Position / Rights

Level 2: Permission / Relationships

Level 3: Production / Results

Level 4: People development / Reproduction

Level 5: Personhood / Respect

THE KEY TO LEADERSHIP PRIORITIES:

The discipline to prioritize and the ability to work toward a goal are essential to a leader's success.

THE PARETO PRINCLIPLE

20 percent of your priorities will give you 80 percent of your production.

Examples of the Pareto Principle:

Time	20 percent of our time produces 80 percent of the results.
Counseling	20 percent of the people take up 80 percent of our time.
Products	20 percent of the products bring in 80 percent of the profit.
Reading	20 percent of the book contains 80 percent of the content.
Job	20 percent of our work gives us 80 percent of our satisfaction.
Speech	20 percent of the presentation produces 80 percent impact.
Donations	20 percent of the people will give 80 percent of the money.
Picnic	20 percent of the people will eat 80 percent of the food

Decide what to do and do it, decide what not to and don't do it.

What is required of me to be a good leader ? A leader can give up anything except final responsibility. The question that always must be answered before accepting a new job is "What is required of me?" In other words, what do I have to do that no one but me can do? Whatever those things are, they must be put on a high priority list. Failure to do them will cause you to be among the unemployed. There will be many responsibilities of the levels under your position, but only a few that require you to be the one and only one who can do them.

What gives me the greatest return?

A question I must always ask myself is, "Am I doing what I do best and receiving a good return for the organization?" Three common problems in any organization:

Abuse: Too few employees are doing too much.

Disuse: Too many employees are doing too little.

Misuse: Too many employees are doing the wrong things.

What is the most rewarding?

Life is too short not to have fun. Our best work takes place when we enjoy it. Something they liked to do so much they would gladly do it for nothing. Then I suggested they learn to do it so well that people would be happy to pay them for it.

Priority Principles:

- Evaluate
- Eliminate
- Estimate

The good is the enemy of the best.

Too many priorities paralyze us.

W.H. Hinson tells us why animal trainers carry a stool when they go into a cage of lions. They have their whips, of course, and their pistols are at their sides. But invariably they also carry a stool. Hinson says that it is the most important tool of the trainer. He holds the stool by the back and thrusts the legs toward the face of the wild animal.

The animal tries to focus on all four legs at once. In the attempt to focus on all four, a kind of paralysis overwhelms the animal, and it becomes tame, weak, and disabled because its attention is fragmented. (Now we will have more empathy for the lions.)

If you are overloaded with work, list the priorities on a separate sheet of paper.

All good leaders have learned to say No to the good in order to say Yes to the best.

Integrity:

When I have integrity, my words and my deeds match up. I am who I am, no matter where I am or who I am with.

A person with integrity does not have divided loyalties (that's duplicity), nor is he or she merely pretending (that's hypocrisy). People with integrity are "whole" people; they can be identified by their single-mindedness. People with integrity have nothing to hide and nothing to fear. Their lives are open books. V. Gilbert Beers, says, "A person of integrity is one who has established a system of values against which all life is judged."

Integrity is not what we do as much as who we are.

Image is what people think we are. Integrity is what we really are.

Emerson said, "Every great institution is the lengthened shadow of a single man. His character determines the character of the organization."

Two old ladies were walking around a somewhat overcrowded English country churchyard and came upon a tombstone. The inscription said: "Here lies John Smith, a politician and an honest man." Good heavens!" said one lady to the other. "Isn't it awful that they had to put two people in the same grave!"

Your answers to the following questions will determine if you are into image-building instead of integrity-building:

Consistency: Are you the same person no matter who you are with? Yes or no.

Choices: Do you make decisions that are best for others when another choice would benefit you? Yes or no.

Credit: Are you quick to recognize others for their efforts and contributions to your success? Yes or no.

“The measure of a man’s real character is what he would do if he would never be found out.”

THE ULTIMATE TEST OF LEADERSHIP: CREATIVE POSITIVE CHANGE

“Change the leader, change the organization”.

PROFILE OF A WEAK LEADER.

- Has a poor understanding of people.
- Lacks imagination. (Lost his dream)
- Has trouble in handling personal problems.
- Passes the buck.
- Always feels satisfied.
- Is not organized.
- Flies into rages. (Cannot control anger)
- Will not take a risk.
- Is insecure and defensive. (Protects all the time)
- Stays inflexible.
- Has no team spirit. (Wants to stay in control all the time)
- Fights change.

A Middle-Eastern mystic said, “I was a revolutionary when I was young and my prayer to God was: “Lord, give me the energy to change the world.” As I approached middle age and realized that my life was half gone without me changing a single soul, I changed my prayer to: “Lord, give me the grace to change all those who come into contact with me, just my family and friends, and I shall be satisfied.” Now that I am an old man and my days are numbered, I have begun to see how foolish I have been. My one prayer now is: “Lord, give me the grace to change myself.” If I had prayed this from the start, I would not have wasted my life.”

Habits allow us to do things without much thought, which is why most of us have so many of them. Habits are not instincts. They are acquired reactions. They don't just happen; they are caused. First we form habits, but then our habits form us. Change threatens our habit patterns and forces us to think, re-evaluated, and sometimes unlearn past behaviour.

It starts first with a thought; then a word; a deed; a habit and then a destination.

People are too satisfied with the way things are.

In the 1940's the Swiss watch was one of the most prestigious and best quality watches in the world. Consequently 80 percent of the watches sold in the world were made in Switzerland. In the late '50's the digital watch was presented to the leaders of the Swiss watch company. They rejected this new idea because they knew they already had the best watch and the best watchmakers. The man who had developed the digital watch subsequently sold the idea to Seiko. In 1940 Swiss watch-making companies employed eighty thousand people. Today they employ eighteen thousand. In 1940, 80 percent of the watches sold in the world were made in Switzerland.

For growth and continual effectiveness, every organization must go through a continuous four-stage cycle of **create, conserve, criticize** and **change**.

A CHECKLIST FOR CHANGE:

Below are the questions you should review before attempting changes within an organization. When the questions can be answered with a yes, change tends to be easier. Questions that can be answered with no (or maybe) usually indicate that change will be difficult.

YES	NO	
-----	-----	Will this change benefit the followers?
-----	-----	Is this change compatible with the purpose of the organization?
-----	-----	Is this change specific and clear?
-----	-----	Are the top 20 percent (the influencers) in favour of this change?
-----	-----	Is it possible to test this change before making a commitment to it?
-----	-----	Are physical, financial, and human resources available to make this change?
-----	-----	Is this change reversible?
-----	-----	Is this change the next obvious step?
-----	-----	Does this change have both short- and long- range benefits?
-----	-----	Is the leadership capable of bringing about the change?
-----	-----	Is the timing right?

People change when they hurt enough to have to change; learn enough they want to change; receive enough they are able to change. The leader must recognize when people are in one of these three stages. In fact, top leaders create an atmosphere that causes one of these three things to occur.

C.K. Chesterton suggests, “Don’t take the fence down until you know the reason it was put up.” It is important to know what happened in the past before making changes for the future.

Give the people ownership of the change.

Openness by the leader paves the way for ownership by the people.

Without ownership, changes will be short-term. Changing people's habits and ways of thinking is like writing instructions in the snow during a snowstorm. Every twenty minutes the instructions must be rewritten, unless ownership is given along with the instructions.

HOW TO OFFER OWNERSHIP OF CHANGE TO OTHERS

1. Inform people in advance so they'll have time to think about the implications of the change and how it will affect them.
2. Explain the overall objectives of the change. The reasons for it and how and when it will occur.
3. Show people how the change will benefit them. Be honest with the employees who may lose out as a result of the change. Alert them early and provide assistance to help them find another job if necessary.
4. Ask those who will be affected by the change to participate in all stages of the change process.
5. Keep communication channels open. Provide opportunities for employees to discuss the change. Encourage questions, comments, and other feedback.
6. Be flexible and adaptable throughout the change process. Admit mistakes and make changes where appropriate.
7. Constantly demonstrate your belief in and commitment to the change. Indicate your confidence in their ability to implement the change.
8. Provide enthusiasm, assistance, appreciation, and recognition to those implementing the change.

When change is successful, you will look back and call it growth.

THE QUICKEST WAY TO GAIN LEADERSHIP

PROBLEM-SOLVING

There are four common reasons why people do not perform the way they should:

1. They do not know what they are supposed to do.
2. They do not know how to do it.
3. They do not know why they should.
4. There are obstacles beyond their control.

Problems give meaning to life.

A wise philosopher once commented that an eagle's only obstacle to overcome for flying with greater speed and ease is the air. Yet, if the air was withdrawn, and the proud bird were to fly in a vacuum, it would fall instantly to the ground, unable to fly at all. The very element that offers resistance to flying is at the same time the condition for flight.

We have a tendency all of our lives to want to get rid of problems and responsibilities. When that temptation arises, remember the youth who was questioning a lonely old man. "What is life's heaviest burden?" he asked. The old man answered sadly, "Having nothing to carry."

Many of the Psalms were born in difficulty. Most of the Epistles were written in prisons. Most of the greatest thoughts of the greatest thinkers of all time had passed through the fire. Bunyan wrote Pilgrim's Progress from jail.

A test of a leader is the ability to recognize a problem before it becomes an emergency.

You can judge leaders by the size of the problems they tackle.

The right attitude.

When we are able to think right about tough situations, then our journeys through life become better.

The problem-solving process I suggest following these steps to problem-solving.

- Identify the problem. Too many times we attack the symptoms, not the cause.
- Prioritize the problem. Do not try to solve all the problems all at once. Make them line up for you one- by-one.
- Define the problem. Problems should be solved at the lowest level possible because that is where they appear. That is also the level where they are most clearly defined.

The extra plus in leadership: Attitude

Robert Half International, a San Francisco consulting firm, recently asked vice-presidents and personnel directors at one hundred of America's largest companies to name the single greatest reason for firing an employee. The responses are very interesting and underscore the importance of attitude in the business world.

- ❑ Incompetence: 30 percent.
- ❑ Inability to get along with other workers: 17 percent.
- ❑ Dishonesty or lying: 12 percent.
- ❑ Negative attitude: 10 percent.
- ❑ Lack of motivation: 7 percent.
- ❑ Failure or refusal to follow instructions: 7 percent.
- ❑ All other reasons: 8 percent.

We are responsible for our attitudes.

Our destinies in life will never be determined by our complaining spirits or high expectations. Life is full of surprises and the adjustment of our attitudes is a lifelong project.

The pessimist complains about the wind.

The optimist expects it to change.

The leader adjusts the sail.

The greatest day in your life and mine is when we take total responsibility for our attitudes. That's the day we truly grow up.

It's not what happens to me that matters but what happens in me.

Hugh Downs says that a happy person is not a person with a certain set of circumstances, but rather a person with a certain set of attitudes.

Too many people believe that happiness is a condition. When things are going bad, they're sad.

The leader's attitude helps determine the attitudes of the followers.

Leadership is influence. People catch our attitudes just like they catch colds; by getting close to us.

You can accomplish your goals, if you set them. Who says you're not tougher, smarter, better, harder-working, more able than your competition? It does not matter if they say you can't do it. What matters, the only thing that matters, is if you say it.

How to change your attitude:

The following sections will help you change your attitude.

Review

The Six stages of attitude change:

- 1.) Identify problem feelings.
- 2.) Identify problem behaviour.
- 3.) Identify problem thinking.
- 4.) Identify right thinking.
- 5.) Make a public commitment to right thinking.
- 6.) Develop a plan for right thinking

DEVELOPING YOUR MOST APPRECIABLE ASSET: PEOPLE

Guy Ferguson puts it this way:

To know how to do a job is the accomplishment of labour;

To be available to tell others is an accomplishment of the teacher;

To inspire others to do better work is the accomplishment of the management;

To be able to do all three is the accomplishment of true leaders.

PRINCIPLES FOR PEOPLE DEVELOPMENT:

My success in developing others will depend on how well I accomplish each of the following:

- Value of people. This is an issue of my attitude.
- Commitment to people. This is an issue of my time.
- Integrity with people. This is an issue with my vision.
- Influence over people. This is an issue of my leadership.

SUCCESSFUL PEOPLE DEVELOPERS...MAKE THE RIGHT ASSUMPTIONS ABOUT PEOPLE

An assumption is an opinion that something is true. My assumptions about people largely determine how I treat them. Why? What I assume about people is what I look for. What I look for is what I find. What I find influences my response.

Therefore, negative assumptions about others will stimulate negative leadership of them. Positive assumptions about others will stimulate positive leadership of them.

Assumption: Everyone wants to feel worthwhile.

Napoleon Bonaparte, a leader's leader, knew every officer of his army by name. He liked to wander through his camp, meet an officer, greet him by name, and talk about a battle or a maneuver he knew this officer had been involved in. He never missed an opportunity to inquire about a soldier's home, town, wife, and family; the men were always amazed to see how much detailed personal information about each one the emperor was able to store in his memory.

Assumption: Everyone needs and responds to encouragement.

For twenty-three years I have been responsible for developing people. I have yet to find a person who did not do better work and put forth greater effort under a spirit of approval than under a spirit of criticism. Encouragement is oxygen to the soul. How do we who influence others truly motivate and develop them? We do it through encouragement and belief in them.

Assumption: People “buy into” the leader, before they “buy into” his or her leadership.

Assumption: Most people don’t know how to be successful.

Success is really the result of planning. It happens when preparation and opportunity meet. Most people think success is instantaneous. They look at it as a moment, an event, or a place in time. It’s not. Success is really a process. It is growth and development. It is achieving one thing and using that as a stepping-stone to achieving something else. It is a journey.

Most people think that success is learning how to never fail. But that’s not true. Success is learning from failure. Failure is the opportunity to begin again more intelligently. Failure only truly becomes failure when you do not learn from it.

Ask the right questions about people.

Am I building people or am I building my dream and using people to do it?

DO I CARE ENOUGH TO CONFRONT PEOPLE WHEN IT WILL MAKE A DIFFERENCE?

The ten commandments of confrontation:

- 1.) Do it privately, not publicly.
- 2.) Do it as soon as possible. That is more natural than waiting a long time.
- 3.) Speak to one issue at a time. Don’t overload the person with a long list of issues.
- 4.) Once you’ve made a point don’t keep repeating it.
- 5.) Deal only with actions the person can change. If you ask the person to do something he or she is unable to do, frustration builds in your relationship.
- 6.) Avoid sarcasm. Sarcasm signals that you are angry at people, not at their actions, and may cause them to resent you.
- 7.) Avoid words like always and never. This usually make people defensive.
- 8.) Present criticisms as suggestions or questions if possible.
- 9.) Don’t apologize for the confrontational meeting. Doing so may indicate you are not sure you had the right to say what you did.
- 10.) Don’t forget the compliments. Use what I call the “sandwich” in these types of meetings:

Compliment – Confront - Compliment

AM I LISTENING TO PEOPLE WITH MORE THAN MY EARS; AM I HEARING MORE THAN WORDS?

Am I a good listener?

Give yourself four points if the answer to the following questions is **Always**; three points for **usually**; two for **rarely**; and one for **Never**.

- ___ Do I allow the speaker to finish without interrupting?
- ___ Do I listen “between the lines”; that is, for the subtext?
- ___ When writing a message, do I listen for and write down the key facts and phrases?
- ___ Do I repeat what the person has said to clarify the meaning?
- ___ Do I avoid getting hostile and/ or agitated when I disagree with the speaker?
- ___ Do I tune out distractions when listening?
- ___ Do I make an effort to seem interested in what the other person is saying?

Scoring:

- 26 or higher: You are an excellent listener.
- 22-25: Better than average score.
- 18-21: Room for improvement here.
- 17 or lower: Get out there right away and improve your listening.

People tend to stay motivated when they see the importance of the things they asked to do.

People tend to stay motivated when they see the value to them of the things they are asked to do.

I need to work out their strengths and work on their weaknesses. The question that as a leader I must continually ask is not, “How hard does this person work?” (Is he or she faithful?) **But** “How much does this person accomplish?” (Is he or she fruitful?)

PEOPLE DEVELOPMENT PRINCIPLES:

People development takes time.

At one time Andrew Carnegie was the wealthiest man in America. He came to America from his native Scotland when he was a small boy, did a variety of odd jobs, and eventually ended up as the largest steel manufacturer in the United States. At one time he had forty-three millionaires working for him. In those days a millionaire was a rare person; conservatively speaking, a million dollars in his day would be equivalent to at least twenty million dollars today. A reporter asked Carnegie how he hired forty-three millionaires. Carnegie responded that those men were not millionaires when they started working for him but had become millionaires as a result.

The reporter then asked how he had developed these men to become so valuable to him that he would pay them so much money.

Carnegie replied that men are developed the same way gold is mined. When gold is mined, several tons of dirt must be moved to get an ounce of gold, but one doesn't go into the mines looking for dirt. One goes in looking for gold.

The number one motivational principle in the world is: People do what people see. The speed of the leader determines the speed of the followers.

People developers look for opportunities to build up people.

Some of the best advice you can find about being a good leader is found in the old Chinese poem.

Go to the people, Live among them.
Learn from them. Love them.
Start with what they know,
Build on what they have.
But of the best leaders,
When their task is accomplished,
Their work is done,
The people will remark,
"We have done it ourselves."

THE INDISPENSIBLE QUALITY OF LEADERSHIP: “VISION”

My observation over the last twenty years has been that all effective leaders have a vision of what they must accomplish. That vision becomes the energy behind every effort and the force that pushes through all the problems.

Helen Keller was asked, “What would be worse than being born blind?” She replied, “To have sight without vision.”

VISION STATEMENTS

I believe the vision comes first.

Four vision levels of people:

- 1.) Some people never see it. (They are wonderers.)
- 2.) Some people see it but never pursue it on their own. (They are followers.)
- 3.) Some people see it and pursue it. (They are achievers.)
- 4.) Some people see it and pursue it and help others see it. (They are leaders.)

All great leaders possess two things: one they know where they are going and two, they are able to persuade others to follow.

What you see is what you get.

When Disney World first opened, Mrs. Walt Disney was asked to speak at the Grand Opening, since Walt had died. She was introduced by a man who said, “Mrs Disney, I just wish Walt could have seen this.” She stood up and said, “He did,” and sat down.”

Demosthenes, the greatest orator of the ancient world, stuttered! The first time he made a public speech, he was laughed off the rostrum. Julius Caesar was an epileptic. Napoleon was of a humble parentage and far from being a genius (he stood forty-sixth in his class at the Military Academy in a class of Sixty-five). Beethoven was deaf, as was Thomas Edison. Charles Dickens was lame; so was Handel. Homer was blind; Plato was a hunchback; Sir Walter Scott was paralysed.

Experience has taught me these principles about vision.

- The **credibility of a vision** is determined by the leader.
- The **acceptance of a vision** is determined by the timing of the presentation.
- The **value of a vision** is determined by the energy and direction it gives.
- The **evaluation of a vision** is determined by the commitment level of people.
- The **success of a vision** is determined by it’s ownership by both the leader and the people.

THE PRICE TAG OF LEADERSHIP: “SELF DISCIPLINE”

In reading the lives of great men, I found that the first victory they won was over themselves... Self discipline with all of them came first.”

The Greek word for self-control comes from a root word meaning “to grip” or to “take hold of.”

When we are foolish we want to conquer the world. When we are wise we want to conquer ourselves. Remember how David conquered himself before he won the battle against Goliath

What you are going to be tomorrow, you are becoming today. It is essential to begin developing self-discipline in a small way today in order to be disciplined in a big way tomorrow.

DO PROJECTS ONE AT A TIME.

A general fights only one front at a time. That is also true of a good leader. A feeling of being overwhelmed is the result of too many projects clamouring for your attention. For years I have followed this simple process:

- Itemize all the needs to be done. (write down what should be done)
- Prioritize things in order of importance. (put the important ones first)
- Organize each project in a folder. (open a file for each one)
- Emphasize only one project at a time. (take one file at a time)

WORK ACCORDING TO YOUR TEMPERAMENT.

If you are a morning person, organize your most important work for morning hours. Obviously, if you are a late starter do the opposite. However, be sure not to allow the weaknesses of your temperament to excuse you from what you know you need to do to work most effectively.

USE YOUR DRIVING TIME FOR LIGHT WORK AND GROWTH.

My father gave me some advice the day I became sixteen and received my drivers license. Climbing into the passenger side of the car, he placed a book in my glove compartment and said, “Son, never be in a car without a book. Whenever you are delayed in traffic you can pull out this book and read.” My car also contains many tapes for me to listen to and a note pad to jot down thoughts. My car phone also allows me to make calls to people on the way home from work.

HUMAN NATURE CANNOT HANDLE UNCHECKED POWER.

Abraham Lincoln said, “Nearly all men can stand adversity, but if you want to test a man’s character, give him power.” Power can be compared to a great river; while within bounds it is beautiful and useful. But when it overflows its bounds it destroys.

Integrity in a leader must be demonstrated daily in a number of tangible ways. These are four that I strive to demonstrate to those I lead.

- 1.) I will live what I teach.
- 2.) I will do what I say.
- 3.) I will be honest with others.
- 4.) I will be transparent and vulnerable.

STAFF DEVELOPMENT

The growth and development of people is the highest calling of leadership.

These two realities enabled me to search for and find the most important leadership lesson I’ve learned. Those closest to the leader will determine the level of success for that leader.

All leaders have “war stories” of bad experiences in leading and developing staff. Perhaps this humorous illustration will help us laugh about our past experiences and allow us to begin building a winning team around us.

As nearly everyone knows, a leader has practically nothing to do except to decide what is to be done; tell somebody to do it; listen to reasons why it should not be done or why it should be done in a different way, follow up to see if the thing has been done; discover that it has not; inquire why; listen to excuses from the person who should have done it; follow up again to see if the thing has been done only to discover that it has been done incorrectly; point out how it should have been done; conclude that as long as it has been done; it may as well be left where it is; wonder if it is not time to get rid of the person who cannot do a thing right; reflect that the person probably has a spouse and a large family and any successor would be just as bad and maybe worse; consider how much simpler and better matters would be now if he had done it himself in the first place; reflect sadly that he could have done it right in twenty minutes and, as things turned out, he has had to spend two days to find out why it has taken three weeks for somebody else to do it wrong.

A Chinese proverb says, “If you are planning for one year, grow rice. If you are planning for twenty years, grow trees. If you are planning for centuries, grow men.”

A PICTURE OF A WINNING TEAM

Winning teams...

- Have great leaders
- Pick good people
- Play to win
- Make other team members more successful
- Keep improving

Listed below are the “Top 20” personal requirements I look for in a potential staff member:

1. Positive attitude - the ability to see people and situations in a positive way.
2. High energy level – strength and stamina to work hard and not wear down.
3. Personal Warmth – a manner that draws people to them.
4. Integrity – trustworthy, good solid character, words and walk are consistent.
5. Responsible – always “comes through,” no excuses, job delegated-job done.
6. Good Self-image – feels good about self, others, and life.
7. Mental Horsepower – ability to keep learning as the job expands.
8. Leadership ability – has high influence over others.
9. Followership ability – willingness to submit, play team ball, follow the leader.
10. Absence of personal problems – personal, family, and business life are in order.
11. People Skills – the ability to draw people and develop them.
12. Sense of Humor – enjoys life, fails to take self too seriously.
13. Resilience – able to “bounce back” when problems arise.
14. Track record – has experience and success, hopefully in two or more situations.
15. Great Desire – hungers for growth and personal development.
16. Self-discipline – willing to “pay the price” and handle success.
17. Creative – ability to see solutions and fix problems.
18. Flexibility – not afraid of change; fluid; flows as the organization grows.
19. Sees “Big Picture” – able to look beyond personal interest and see the total picture.
20. Intuitive – able to discern and sense a situation without tangible data.

WHEN YOU CANNOT AFFORD TO HIRE THE BEST, HIRE THE YOUNG THAT ARE GOING TO BE THE BEST.

Then:

Believe in them - that will encourage risk.

Show them - that will build respect.

Love them - that will strengthen relationships.

Know them - that will personalize development.

Teach them - that will enhance growth.

Trust them - that will develop loyalty.

Expand them - that will provide challenges.

Lift them - that will insure results.

Share information with everyone who is affected, not with just the key players.

People are usually “down on” what they are not “up on.” As a leader, you will know you have succeeded when the members of your team put the interests of the group over their own.

Let's take a moment now to stop and consider your strengths as a leader.

This evaluation will allow you to review those areas of importance to a leader we've discussed in the pages of this book, while reinforcing the areas you need to emphasize in your development. Just circle the number that corresponds with how you see your ability, right now.

1	2	3	4	5
Mastered	Strong	Satisfactory	Needs Growth	Difficult

Common Strengths Outstanding Leaders Share

DREAMING 1 2 3 4 5

Never let go of a dream until you're ready to wake up and make it happen.

In working with leaders, I have often asked myself, "Does the man make the dream, or does the dream make the man?" My conclusion: both are equally true.

GOAL SETTING 1 2 3 4 5

A goal is a dream with a deadline.

If you don't know what you want and where you are going, you will get next to nothing and end up nowhere.

INFLUENCING 1 2 3 4 5

The very essence of all power to influence lies in getting the other person to participate.

People do not care how much you know until they know how much you care.

PERSONAL ORGANIZATION 1 2 3 4 5

"Organizing is what you do before you do something, so that when you do it, it's not all mixed up." Christopher Robin in Winnie the Pooh

PRIORITIZING 1 2 3 4 5

"He is a wise man who wastes no energy on pursuits for which he is not fitted; and he is wiser still who; from among the things he can do well, chooses and resolutely follows the best."- William Gladstone

PROBLEM-SOLVING 1 2 3 4 5

"The majority see the obstacles; the few see the objectives; history records the successes of the latter, while oblivion is the reward of the former."- Alfred Armand

RISK-TAKING 1 2 3 4 5

Risks are not to be evaluated in terms of the probability of success, but in terms of the value of the goal.

DECISION-MAKING 1 2 3 4 5

Your decisions will always be better if you do what is right for the organization rather than what is right for yourself.

CREATIVITY 1 2 3 4 5

There is always a better way... your challenge is to find it. "Man's mind, once stretched by a new idea, never regains it's original dimensions."- Oliver Wendell Holmes

HIRING/FIRING 1 2 3 4 5

"There are only three rules of sound administration; pick good [people], tell them not to cut corners, and back them to the limit. Picking good [people] is the most important."
Adlai E. Stevenson

"When you appropriately fire a person from a position in which he is failing, you are actually releasing him from that failure- and freeing him to seek a position in which he can succeed."- Bobb Biehl

EVALUATION 1 2 3 4 5

People who reach their potential spend more time asking, "What am I doing well?" rather than "What am I doing wrong?"

The person who knows how will always have a job; but the person who knows why will always be the boss.

The Leader and Discipline

Acknowledgement: Notes used from the book "Celebration of Discipline"

Author: Richard Foster.

Printed 1998: by HarperCollins Publishers, 10 East 53rd Street, New York. NY 10022

Richard Foster published "Celebration of Discipline" in 1978; 1988; 1998.

More than 1 million books are in print. More than 38 million visited his Website.

He makes this statement: "Books are best written in community."

He has divided his book into three parts: "The Inward Disciplines; The Outward Disciplines and The Corporate Disciplines.

No one claiming to be a leader will be one without understanding what discipline is.

Richard Foster had real insight when he wrote the above book. In this book you will

find: The inward discipline; the outward discipline and the corporate discipline.

Discipline are not just for spiritual giants, and therefore out of our reach.

God intends the Disciplines of the spiritual life to be for ordinary people. *"People who have jobs, who care for children, who wash dishes and mow lawns"*

Added notes: "Discipline" is the quality of being able to behave and word in a controlled way which involves obeying particular rules or standards. (Collins Dictionary)

Disciplines should be an inward part of our lives.

The life that is pleasing to God is not a series of religious duties.

The Slavery of Ingrained Habits

We are accustomed to thinking of sin as individual acts of disobedience to God.

In Col. 2:20-23 Paul lists some of the outward forms concerning sin.

Willpower will never succeed in dealing with the deeply habits of sin.

What is in your heart will "pop up" at a certain time! Matt. 12:34-36

A "careless word" will slip out to reveal the true condition of your heart.

Disciplines will open doors for you.

Only God can work from the inside. But we should live a life of Discipline.

Discipline allows us to place ourselves before God so that He can transform us.

The Bible says in Gal. 6:8 *"He who sows to his own flesh will from the flesh reap corruption; but he who sows to the Spirit will from the Spirit reap eternal life"*

A farmer cannot grow grain; all he can do is provide the right conditions for the growing of the grain. He cultivates the ground, he plants the seed, he waters the plants, and then the earth's natural forces take over so that the grain can grow! This is the way with Spiritual Disciplines – it prepares the way for God to work in us.

Did you know? "Discipline" helped Moses to create peace in his "Church"
It is summed up in Ex. 18:23.

Discipline helped David to conquer Goliath.

Goliath made David a Champion! (No Goliath – no Champion)

"Discipline" helped Nehemiah not to tell everyone about what God told him to do.
Neh. 2:11-16

Olympic athletes train for 4 years. (Perhaps just for the 100 meter)
Only "Discipline" can help them to win a gold medal!

"Discipline" is the quality of being able to behave and work in a controlled way which involves obeying particular rules or standards. (Collins Dictionary – page 399)

A farmer cannot grow grain

All he can do is provide the right conditions for the growing of the grain. He cultivates the ground, he plants the seed, he waters the plants, and then the natural forces of the earth take over and up comes the grain!

The Discipline of Meditation.

Our problem is: Noise; hurry and crowds. The Bible says in Is. 28:16: "*Whoever believes will not act hastily.*" Meditation is to listen to the voice deep inside of you.

Why are we content to have the message second-hand?

In Hebrew the word "meditation" is used 58 times. Meaning: Listening to God's word; reflecting on God's works; rehearsing God's deeds; remembering God's laws.

The purpose of meditation

To grow closer to God, so that we can say: "*He walks with me and He talks with me*"
We create spiritual space in us for Christ to dwell in us.

Remember: Eastern meditation is an attempt to empty the mind – Christian meditation is to fill the mind!

Preparing to Meditate

You cannot meditate from a book. We learn to meditate by meditating.

Daily we need "inward silence" therefore find a place to meditate. No phone. A place with a lovely landscape can help. Have one designated place to meditate.

Discipline of Prayer

To meditate is a wonderful thing, but prayer (talking to God) is one of the most important disciplines in life. Real prayer is life creating and life changing.

Prayer is the central avenue God uses to transform us. If we are unwilling to change, we will abandon prayer from our lives. The closer we come to the heartbeat of God the more we see our need and the more we desire to be conformed to Christ. James 4:3 says: "*You ask and do not receive, because you ask wrongly, to spend it on your passions.*" In real prayer we begin to think God's thoughts after Him – to desire the things he desires, to love the things He loves and to do His will.

Prayer is something to learn. His disciples asked Him to teach them to pray. (Luke 11:1)
We should never make prayer too complicated. God is not far away from us.

There will be times that we will not know what to pray. Thank God for the holy Spirit that will help us in our prayers. (Rom. 8:26)

Don't just tell people that you will pray for them. Why don't you pray just at that spot?

Added Notes:

Gordon Lindsay (founder of CFNI) once said: "*Every Christian should have a violent prayer every day*"

Prayer should not be a "work" but should be something we "enjoy"

Do we have to "fight" the devil every time we pray?

There will be times that you will have to do spiritual warfare, but prayer is your way of communication with God.

Do we have to weep every time we pray? Sometimes you will weep when you pray, but talking to God should bring joy in your heart.

Real prayer is something you will have to learn to do by praying.

The disciples asked Jesus in Luke 11:1: *"Lord, teach us to pray"*

The first thing Jethro, the father-in-law of Moses, told him to do was to stand between God and the people in prayer. This is the number one thing a leader should do.

The Discipline of Study

What we study determines the kind of habits that are formed in our lives.

Study involves four steps:

- (1) Repetition
- (2) Concentration (we must be single-minded and not double-minded)
- (3) Comprehension (the ability to understand something)
- (4) Reflection (the significance of what we are studying)

Study of books

There is a difference between reading a book and studying a book. We must understand what the writer has written. Interpreting and evaluating the book is very important. Daily devotional reading is commendable, but is not study.

Study of Nonverbal "Books"

"Nonverbal" is the expression of your face, your arm movements or the tone of your voice. For example: To observe nature and learn from it.

"If you love everything, you will perceive the divine mystery of things" (Dostoevski)

But we should also study ourselves.

We should learn the things that control us. What control our moods? Why do we like certain people and dislike others? What do we learn from this?

The Discipline of Simplicity

Simplicity is freedom. Duplicity is bondage. Simplicity brings joy and balance. Duplicity brings anxiety and fear.

The lust for status and position is gone because we no longer need status and position.

Someone said: *"We buy things we do not want to impress people we do not like"*

The Bible and Simplicity

Psalm 62:10; Proverbs 11:28; 1 Tim. 6:9; 1 Tim. 3:3,8; Always remember Deut. 8:17
Matt. 6:25-33

Simplicity means the freedom to trust God for everything, and not to depend on ourselves.

- (1) First, buy things for their usefulness rather than their status.
- (2) Second, reject anything that is producing an addiction to you.
- (3) Third, develop a habit of giving things away. Masses of things that are not needed complicate life. They must be sorted and stored and dusted and re-stored. Most of us can get rid of half our possessions without any serious sacrifice.
- (4) Fourth, refuse to always have the newest on the market.
- (5) Fifth, learn to enjoy things without owning them.
- (6) Sixth, develop a deeper appreciation for the creation.
- (7) Seventh, beware of "buy now, and pay later" schemes.
- (8) Eighth, obey Jesus' instructions about plain, honest speech. Matt. 5:37 *"Let what you say be simply 'Yes' or 'No', anything more than this comes from evil"*
- (9) Ninth, reject anything that breeds the oppression of others.
- (10) Tenth, shun anything that distracts you from seeking first God's kingdom.

The Discipline of Solitude.

The word "Solitude" means "the state of being alone."

The fear of being left alone petrifies (extremely frightens) people. Our fear of being alone drives us to noise and crowds.

Loneliness is inner emptiness – Solitude is inner fulfillment.

Solitude is more a state of mind and heart than it is a place. Inward solitude is the freedom to be alone, not in order to be away from people but in order to hear God's Voice better.

Jesus experienced outward solitude.

He was 40 days in the desert. (Matt. 4:1-11)

Before He chose the twelve He spent the entire night in prayer. (Luke 6:12)

When He received the news of John the Baptist's death. (Matt. 14:13)

Also after feeding the 5000 people. (Matt. 14:23)

Without silence there is no solitude.

Though silence sometimes involves the absence of speech, it always involves the act of listening. Inner solitude and inner silence are twins.

Under the Discipline of silence and solitude we learn when to speak and when to refrain from speaking.

Solomon said in Eccles. 3:7 that there is "*a time to keep silence and a time to speak*"

Find a place outside the home: a spot in a park, a church, a closet. Churches invest millions in buildings. How about constructing one place where an individual can come to be alone for some time? Four times a year withdraw for three to four hours to decide what you want to accomplish in the next ten years. "*Don't you feel a tug, a yearning to sink down into the silence and solitude of God?*" (page 108)

The Discipline of Submission

Of all Disciplines none has been more abused than the Discipline of Submission.

The Freedom in Submission

This is the ability to lay down the burden to always want to have it our way.

In the Discipline of submission we are released to drop the matter. Our lives will not come to an end if this or that does not happen.

In submission, the dreams and plans of other people become important to us.

This gives us freedom. We discover that it is far better to serve others than to have our own way.

1 Peter 2:13 "*Therefore submit yourselves to every ordinance (institution) of man for the Lord's sake*" **1 Peter 5:5** "*...Yes, all of you be submissive to one another...*"

Ephesians 5:22 "*Wives submit to your own husbands, as to the Lord. For the husband is head of the wife, as also Christ is head of the church...*"

There are seven acts of submission.

- (1) We must submit to God. **James 4:7** "*Therefore submit to God. Resist the devil and he will flee from you*"
- (2) Submit to God's Word.
- (3) Submit to our family. Listen to them.
- (4) Submit to our neighbors and those we meet in our daily lives. If they are in need we help them. We help them and share what we have with them.
- (5) Submit to your brothers and sisters of your church.
- (6) Submit to the broken and despised. Have a heart for them.
- (7) Submit to the world wherever God needs you.

The Discipline of Service

As the **Cross** is the sign of submission, so the **Towel** is the sign of service.

Jesus washed His disciples feet according to John 13:14,15. By doing this He disciplined Himself to serve them. One problem they had was who was the greatest. (Luke 9:46)

In the Discipline of service there is also great liberty.

The teaching of Jesus was clear: "*...the Son of man came not to be served but to serve*" Matt. 20:25-28. Nothing disciplines the desires of the flesh like service.

There is a difference between choosing to serve and choosing to be a servant.

When we choose to serve, we are still in charge. We decide who we will serve and when we will serve. But when we choose to be a servant, we give up the right to be in charge. There is a great freedom in this. Service is a way of living and not specific acts of serving.

There is the service of common courtesy. Courtesy is politeness, respect, and consideration for others!

There is the service of hospitality. Peter urges us to "Practice hospitality ungrudgingly to one another" (1 Pet. 4:9) Paul does the same and even makes it one of the requirements for office of bishop (1 Tim. 3:2; Titus 1:8) Don't make hospitality too complicated.

There is the service of listening. It is important to listen to others. We do not need to have all the answers, but we must learn to listen. When we cannot hear God very clear, we should listen to others and often we hear God speaking to us through them.

There is the service of bearing the burden of others. "Bear one another's burdens, and so fulfill the law of Christ" (Gal. 6:2) If we care, we will learn to bear one another's sorrows.

The Discipline of Confession.

The heart of God is to forgive. Yes, He is a forgiving God. For this reason He gave His Son to die for all our sin. Because God forgave us, we must forgive each other.

The Bible teaches in James 5:16 *"...confess your sins to one another, and pray for one another..."* Confession is a difficult Discipline for us, but is something powerful.

To understand confession and forgiveness we should study Matt. 18:15-35

The Discipline of Worship.

"To Worship is to quicken the conscience by the holiness of God, to feed the mind with the truth of God, to purge the imagination by the beauty of God, to open the heart to the love of God, to devote the will to the purpose of God" (William Temple)

To worship is to experience Reality and to touch Life.

It is to know, to feel, to experience the resurrected Christ in the midst of the gathered community. It is breaking into the Shekinah of God, or better yet, being invaded by the Shekinah of God. ("Shekinah" means the glory; radiance and presence of God)

God seek for worshippers according to John 4:23.

Worship is our response to the love from the heart of God. We have not worshiped the Lord until Spirit touches spirit.

Nowhere does the Bible prescribe a particular form of worship.

God is the object of our Worship.

Matt. 4:10 *"You shall worship the Lord your God and Him only shall you serve"*

Prepare yourself during the week to listen to God and talk to God. Come earlier to Church and pray for those you see are burdened. Uplift the Worship Leader and the Worship Team by committing yourself to worship God with your spirit.

Singing is meant to move us into praise. Through music we express our joy and our thanksgiving. No less than forty-one Psalms command us to "sing unto the Lord" Singing helps us to focus and who connect to God. Often we forget that worship should include the body as well as the mind and the spirit.

Steps into Worship

Do not allow any distraction that will hinder you to Worship God. Don't let any noise and little children running around distract you to worship God. Thank God that they are alive and that they have energy. Many times you will not "feel" to worship, but do it!

The Discipline of Guidance

We have received excellent teaching on **how God leads us through Scripture and through reason and through circumstances and the promptings of the Spirit**. But we have heard little about how God leads through His people.

This is why Jesus taught on the power of agreement in Matt. 18:19,20.

In these words Jesus gave His disciples both assurance and authority.

In Acts 15:1-29 we read of the conference the first Church had in Jerusalem concerning Circumcision. At the end there was a "**Corporate decision**" when we read these words in **verse 28**: *"For it seemed good to the Holy Spirit, and to us, to lay upon you no greater burden than these necessary things"*

In guidance God uses the Holy Spirit and His people. We must listen to each other.

The Problems of Corporate Guidance

As we all know, dangers exist in corporate guidance as well as in individual guidance.

One danger is manipulation and control by leaders.

While leaders need the counsel and discernment of the believers, they also need the freedom to be able to lead.

In all guidance the Word of God must have the final say!

The Discipline of Celebration (Joy)

To “Celebrate” means to have a heart full of joy and thanksgiving! That’s why we read in Neh. 8:10 that the joy of the Lord is our strength. Nothing will last if you don’t have joy! Often I am inclined to think that joy is the motor, the thing that keeps everything else going. Joy produces energy. Joy makes us strong.

There is something sad in people running from church to church trying to get an injection of “the joy of the Lord” Joy is not found in singing a particular kind of music or in getting with the right kind of group or even in exercising the charismatic gifts of the Spirit, good as all these may be. Joy is found in obedience.

This is why I have placed celebration at the end of this study. Joy is the end result of the Spiritual Disciplines’ functioning in our lives.

It is important to avoid the kind of celebrations that really celebrate nothing.

Paul says in Phil. 4:4 *“Rejoice in the Lord always: and again I say, Rejoice”*

Verses 5 to 7 Paul teaches us what we should do if we want Gods joy.

The Benefits of Celebration (Joy)

It saves us from taking ourselves too seriously.

Of all people we should be the most free, alive and interesting. Many Christians lives sour lives. Celebration helps us relax and enjoy the good things of the earth.

Depression is an epidemic today and celebration can help stem the tide.

Another benefit of celebration is its ability to give us perspective. We can laugh at ourselves.

Celebration tends toward more celebration. Joy begets joy, Laughter begets laughter.

The Practice of Celebration

Most of our celebration is artificial, plastic.

One way to practice celebration is through singing, dancing and shouting.

What do little children do when they celebrate? They make noise, lots of noise.

After God delivered Israel from slavery Miriam and the women danced before the Lord. (Ex. 15:20) David leaped and dancing before the Lord with all his might. (2 Sam. 6:14-16)

Another way of celebration is laughter. Learn and Discipline yourself to laugh.

Celebrate family events. Why not plant a tree for every wedding anniversary?

CONCLUSION

"We have come to the end of this study, but only to the beginning of our journey."

*We have seen how **meditation** heightens our spiritual sensitivity which, in turn, leads us to **prayer**. Very soon we discover that prayer involves **fasting** as an accompanying means. Informed by these three Disciplines, we can effectively move into study which gives us discernment about ourselves and the world in which we live.*

*Through **simplicity** we live with others in integrity. **Solitude** allows us to be genuinely present towards people when we are with them. Through **submission** we live with others without manipulation, and through **service** we are a blessing to them.*

***Confession** frees us from ourselves and releases us to **worship**. Worship opens the door to **guidance**. All the Disciplines freely exercised bring forth the doxology of **celebration**.*

Some quotes concerning Leaders

Helen Keller became blind and deaf at the age of 19. Nothing stopped her to earn a Bachelor of Arts degree.

Mozart was already competent on keyboard and violin; he composed from the age of 5.

Shirley Temple was 6 when she became a movie star in the movie "Bright Eyes"

Pele of Brazil, was 17 years old when he was part of the world soccer team in 1958.

Elvis was a superstar at the age of 19.

Jesse Owens was 22 when he won 4 gold medals in the Berlin Olympics in 1936.

Beethoven was a piano virtuoso when he was 23.

Edmund Hillary was 33 when he became the first man to climb Mount Everest.

The Wright brothers (Orville 32 – and Wilbur 36) invented and built the first airplane.

Vincent van Gogh was 37 when he died – yet his paintings today are worth millions.

Neil Armstrong was 38 when he became the first man to walk on the moon.

Christopher Columbus was 41 when he discovered the Americas.

Henry Ford was 45 when he built the Ford T model car.

Leonardo Da Vinci was 51 years old when he painted the Mona Lisa.

Abraham Lincoln was 52 when he became President of the United States of America.

Colonel Harland Sanders was 61 when he started the KFC Franchise.

Nelson Mandela was 76 when he became President of South Africa in 1994.