

10 Laws of Leadership

*Leading to
Success in a
Changing World*

**BILL
NEWMAN**



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ISBN 1 875121 31 5

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Previously titled *Ten Principles of Christian Living*
Revised and Reprinted © 2017 Bill Newman

Published by

BILL NEWMAN MINISTRIES

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My sincere thanks to Mr. Ian Anderson and Mr. Tony Willis, for their work in design, typing and editing.
My thanks also to Mr. Trefor Smith for his wonderful help in rebirthing this book.

Printed by Kingswood print | signage, Underwood, Queensland, Australia

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THIS BOOK CAN CHANGE YOUR LIFE!

When reading a book, we might decide to apply what we read into our lives. All too often, weeks later, we have forgotten our good intentions.

Here are 5 practical ways of:-

TURNING GOOD INTENTIONS INTO PRACTICAL HABITS!!!

1. USE CARDS

Write out the principles or passages you want to memorise on hand cards and review them often.

2. MARK YOUR CALENDAR

Mark your diary daily, for the time when you will review your good intentions.

3. RE-READ YOUR UNDERLINES

Underline key portions of this book, then re-read your underlines over and over.

4. APPLY THE MATERIAL IMMEDIATELY

There is an old saying:

*Hear something – you may forget it,
Hear and See something – you remember it, and
Hear, See and Do something – you understand and
remember it.*

Apply what you learn as soon as you possibly can – it helps you understand and remember it.

5. PRIORITISE WHAT YOU WANT TO LEARN

Select 1-3 things from the book, apply them faithfully and make them a habit. Remember, every person alive struggles with turning their good intentions into habits. Using these 5 points will turn your wishing into doing.

Introduction

Leading others to Success in a Changing World

“This is a faithful saying: If a man desires the position of an overseer, he desires a good work.” 1 Tim 3:1

“The hope of the world is the Church – the hope of the Church is it’s leadership.” – Bill Hybels

It has been a great privilege for me over the past several years to mix and mingle with many men and women in numerous areas of society who are leaders. It has always been a fascination of mine as I observe their lives, to see just what makes people want to follow their leadership.

If ever there was a time in history when we should be studying the principles of leadership it is now. Worldwide we are facing a leadership crisis.

The great need of today is for positive, constructive, dynamic, forward-thinking, creative and effective leadership.

Business, industry, government, labour, education and the church are all starving for effective leadership. We may have many people filling administrative positions but the need is for true leaders who are able to do the job more creatively and effectively.

Every nation needs to continuously develop young people into future leaders in order to accomplish continuing success. The world is divided into leaders and followers. Civilization needs social progress, and progress always depends upon good leadership.

When viewed from a distance, leadership looks so easy. True leaders know only too well that their skills and abilities were developed over an extended period of time.

What makes a Good Leader

John W. Gardner, former Secretary of the U.S. Department of Health, Education, and Welfare, who directed a leadership study project in Washington D.C., pinpointed five characteristics that set 'leader' managers apart from 'run-of-the-mill' managers:

Leaders are long-term thinkers, who see far beyond the day's crisis and the quarterly reports.

Their interest in the company does not stop with the unit they are heading. They want to know how all of the company's departments affect one another and they are constantly reaching beyond their specific area of influence.

They put heavy emphasis on vision, values and motivation.

They have strong 'people skills'.

They don't accept the status quo. (*Success Magazine*)

What is leadership? Here are a few definitions:

"A leader is one who guides and develops the activities of others and seeks to provide continual training and direction." – **Ted Engstrom**

"Leadership is the discipline of deliberately exerting special influence within a group to move it toward goals of beneficial permanence that fulfill the group's real needs." – John Haggai

"Leadership is:

- *Knowing what to do next;*
- *Knowing why that's important; and*
- *Knowing how to bring appropriate resources to bear on the need at hand."* – **Bobb Biehl**

"Leading is causing people to take effective action." – Howard Hendricks

Or just to keep it simple:

A leader is one who knows the way,
goes the way,
and shows the way.

Leadership is an awesome responsibility. I have endeavoured in this book to dissect the critical issues about leadership. Here are ten principles that I believe if implemented, will see your effectiveness as a leader soar. I trust that they will help you to rise to your full potential. Note that they are principles. You will have to take the time to develop your own steps of action, whether you are a leader of many people or just a few.

The world is full of opportunities waiting to be seized. Aspire to be the leader you were meant to be. Be yourself but be your best self. Dream your dreams, get your pen and paper ready to develop a plan of action to achieve your goals. Have the courage to act with resilience on your ideas, despite the possibility of pain, tears and failure. There are risks involved when you say yes to life and decide to reach for goals that you never previously dreamed possible.

Since creation, billions of people have walked on the earth. BUT there will never be another one just like you. Look at your fingerprints - You are so unique. And because you are so unique you can develop those God-given special talents and abilities you have, to fulfill your purpose and destiny.

No matter what happens in this world there will always be room at the top and there will always be room for the brave pioneer.

Become the leader you were meant to be!

1 LAW

The Leader Has Vision — Moses —

Now the Lord had said to Abram,
Get out of your country, and from your kindred,
and from your father's house, and go to a land that I will show you:
And I will make of you a great nation, and I will bless you,
and make your name great; and you shall be a blessing:
And I will bless them that bless you, and curse him that curses you:
and in you shall all families of the earth be blessed.

Genesis 12:1-3

**Dynamic Leadership
is always fired
by Vision**

1 LAW

The Leader Has Vision

“The empires of the future are the empires of the mind”.

[Winston Churchill]

Vision is the key to understanding leadership. Without vision you are just playing games with your life. Men and women with vision see more and further than others. Leaders have empires in their brains.

Your imagination is one of the most powerful things you possess. Imagination is your dream machine. Leaders organise special dream times. Time to dream big dreams. The tragedy today is that we crush the ability of our children to dream, by demanding that they grow up too soon. Real leaders have never lost that childlike ability to dream dreams.

Helen Keller, that wonderful blind and deaf person, said: “The greatest tragedy to befall a person is to have sight but lack vision”.

It is so true that
poor eyes limit a man’s sight;
poor vision, his deeds

There is nothing that excites and motivates people to accomplish something special like a vision. Leadership, is that special and unique ability, to influence people to move toward goals that are beneficial and meet the group’s best interests.

Leadership is:

- **Knowing what to do next;**
- **Knowing why that is important; and**
- **Knowing how to bring appropriate resources to bear on the need at hand.**

Strong leadership is powerful. Confusion by leadership of the vision, will result in diminished accomplishments. The vision, along with the leadership, must be clear, forthright and concise.

There was a study done of concentration camp survivors. What were the common characteristics of those who did not succumb to hopelessness, disease and starvation in the camps? Victor Frankl was a living answer to that question. He was a successful Viennese psychiatrist before the Nazis threw him into such a camp. “There is only one reason”, he said in a speech, “why I am here today. What kept me alive was you. Others gave up hope. I dreamed. I dreamed that someday I would be here telling you how I, Victor Frankl, had survived the Nazi concentration camps. I’ve never been here before, I’ve never seen any of you before, I’ve never given this speech before. But in my dreams I have stood before you and said these words a thousand times.”

Study great leaders and you will find they have been dreamers.

“When you cease to dream you cease to live.” [Malcolm S Forbes]

Start dreaming and keep on dreaming. If your dream ever gets foggy set some time aside to sharpen your vision. Have a big dream worth dreaming. Most of us have vast potential that has never been developed, simply because we failed to recognise it or maybe the circumstances in our life have never required it.

In observing leaders over the years I have often asked myself:

Does the man make the dream? – Or does the dream make the man? – My conclusion is that both are equally true!

The ministry which fails to commit at least a small percentage of its time, to simply reflect and see new possibilities, is doomed to maintaining the status quo and possibly outliving its usefulness.

Take some quality time aside, then ask yourselves:

“As a team what must we do, to prepare for the challenges of the next twenty years?” Your vision or dream is simply your view of what life would be like, if certain current needs were met. Your dreams are like a huge motivational magnet. They help draw you through life’s low points.

Constantly dare to dream, not only personally, but also on the team level. If you want your life and those you work with to be vital in the future, spend some quality quiet time, seeking God and letting your imaginations soar.

If you had anything you wanted - unlimited time, unlimited money, unlimited information, unlimited wisdom, unlimited staff, all the resources you could ask for - what would you do? Your answer to that question is your dream. Earnestly seek God’s desire for the future of your ministry.

Vision is a comprehensive sense of where you are, where you are going, how you are going to get there and what you will do after you get there. It is dreaming dreams about the future. It is seeing the big picture and personally painting a part of it.

Vision is feeling challenged by the world around you and being compelled to make a mark on it seeking God to use the force of your inspired ideas, personality, resources and desires.

Vision must be focused. If it is too broad, people will flounder and become discouraged. If it is non-specific it is useless. It must be clear, concise and in focus. Blurry vision causes people to lose their way! Just like a broad beam of torchlight, compared to the power of a laser beam. The only difference is the light is highly concentrated and focused.

Without limiting the vision, at the same time it must be attainable. Set realistic reachable goals, otherwise you will become discouraged and will potentially discourage others.

“There was once a cartoon showing two Eskimos sitting on chairs, fishing through holes in the ice. The one on the right was sitting with his line in a hole about the size of a dinner plate. The Eskimo on the left was also sitting with his line in the water. His hole however, was enormous! It was the size and shape of a whale.

Now that is vision. He is thinking big. How do you think the other Eskimo felt sitting next to this guy with the big hole? My guess is that every now and again he looked over and wondered if he should cut his hole bigger. Vision is contagious. The size of your vision may look foolish but it can have a profound effect on others". [1]

So much of what we undertake lacks vision. We cut our tiny holes in the ice and make our plans to go home cold and hungry.

You may think like the shoe salesman who went to Africa and soon called his manufacturer back home, "I want to come home. Nobody wears shoes in this part of the world!" So they brought him back home and then sent out another salesman who shipped back order after order. He wrote to the home office – "Everybody here needs shoes!" Now that's seeing the glass half full or half empty!

Napoleon saw Italy, but not the Alps. He had an objective and he knew where he was going. Washington saw the Hessians at Trenton. A man of similar stature would have only seen the Delaware river choked with ice.

The majority see the obstacles; the few see the objectives and distant goals. Obstacles are all you see, when you take your eyes off your goal.

To the Israelites Goliath was 'much too big to hit' - but to young David he was 'much too big to miss'!

Vision is the blazing campfire around which people will gather. It provides light, energy, warmth and unity but many of us stand away in the shadows and refuse to come up to the fire and be part of the vision.

In 1886 the US Patent Office was very nearly closed because some congressmen didn't want to include it in the budget. One Congressman said, "It now appears that everything practical has already been invented." That was before telephones, computers, cars, aeroplanes and a million other inventions.

We need visionaries who will embark on high-risk ventures. History is full of them and we are the better for it today. It's people who have vision – programs in themselves don't have vision. All too often we knock the spirit out of visionaries.

Vision starts very much out of attitude and attitude determines our altitude. What dreams and visions keep you awake at night? What fresh idea would revolutionise your life? How can you develop this idea so that others will get excited about joining you, in changing your world?

Forget the cynics and the knockers. They will always be around in abundance to knock you. There will always be the discouragers and the doubters who can't see beyond the first obstacle. People of vision are not afraid to fail.

“The tragedy of life is not that we die, but what dies inside a man while he lives.” [Albert Schweitzer]

A leader is one who has the courage to dream, the ability to organise and the strength to execute the action necessary. A leader is simply one who knows where he/she wants to go, then just gets up and goes.

“Neither you nor the world knows what you can do, until you have tried.”
[Ralph Waldo Emerson]

Notice three vital things about Vision

1. Vision creates power. The enthusiasm that comes from vision, results in dynamic power. This then leads to greater productivity and feelings of productivity, increase your feelings of self-esteem. Enthusiasm is produced from vision and the power from enthusiasm, is the energy that drives every successful idea.
2. Great vision comes from being quiet and still, often alone with God. Every leader needs to spend time in solitude and reflection. We live in a crazy rat-race world. Find a place where you can enjoy solitude. You will find that your best ideas come in a quiet place. Archimedes had his eureka moment relaxing in a bath and Isaac Newton was musing under a tree!
3. Never allow your vision to escape you. Just as a fire will die without fuel, so too, will your visions and dreams, unless you keep them constantly alive. Your vision should be so much part of you, that you are living it day by day. Each day you need to rehearse and go over your vision.

Visions rebuild themselves in quietness, not in the hustle and confusion of life.

“We grow by dreams. All big men are dreamers. Some of us let dreams die but others nourish and protect them, nurse them through bad days ... to the sunshine and light which always comes.” [Woodrow Wilson]

Vision

**VISION HAS NO FORCE, POWER OR IMPACT
UNLESS IT SPREADS FROM THE
VISIONARY TO THE VISIONLESS**

“A mark of a great leader is the ability, not only to capture the vision, but also to articulate it and to cause people to fully embrace it. Because vision concerns action it is imperative that the vision be cast in such a way that people understand and can respond to it. Vision is not to be jealously guarded, a perspective to be protected. For the vision to have impact it must be a shared vision.” [Adapted from “The Power of Vision” by George Barna]

Vision is the basis for your success. Vision is essential for leaders. You will see further down the track than your peers. You will know where you are going.

Vision creates goals that you set for yourself. They become the motivating factors to continually drive you out of complacency. They help you overcome failure and hardship.

Vision moves you to capture the dream God has put in your heart. Vision never allows you the luxury of discouragement. It never allows you to accept anything that is negative.

Vision challenges you to implement many goals, that will accomplish your dreams.

BUT ... it all starts with you having a VISION.

Hebrews 11:8-12

By faith Abraham, when called to go to a place he would later receive as his inheritance, obeyed and went, even though he did not know where he was going.

By faith he made his home in the promised land like a stranger in a foreign country; he lived in tents, as did Isaac and Jacob, who were heirs with him of the same promise.

For he was looking forward to the city with foundations, whose architect and builder is God.

By faith Abraham, even though he was past age--and Sarah herself was barren--was enabled to become a father because he considered him faithful who had made the promise.

And so from this one man, and he as good as dead, came descendants as numerous as the stars in the sky and as countless as the sand on the seashore.

Abrahamic example of Vision

There were seven divine communications with Abraham, each initiating a significant move forward. Every time God appeared to Abraham there was a giant forward step involved. Abraham responded with an obedient faith. Here is the first in Genesis 12:1-3;

“The Lord said to Abram, “Leave your country, your people and your father’s household and go to the land I will show you. I will make you into a great nation and I will bless you; I will make your name great, and you will be a blessing. I will bless those who bless you, and whoever curses you I will curse; and all peoples on earth will be blessed through you.”

Before God could take Abraham and use him in a mighty way, He had to first impart to him a vision. (Note- the promises of blessing were material, as were the promises made to David before fighting the giant – no taxes, position, the Princess etc.).

Vision will always be tested. Here are six ways in which the vision given to Abraham was tested:

1. He was tested to see if he would leave his country, his kindred and his father's house.

Was he really going to mean business? Talk and ideas are cheap without action! Thoughts determine what one wants, action determines what one gets. No-one will ever gain a distant shore, if they are afraid to lose sight of their safe harbour.

2. When he arrived in Canaan his vision was tested by trying circumstances - there was a famine in the land.

Is this vision going to stand against all odds? When the going gets tough, the tough get going. I often say to the youth in high schools, "This world does not owe you a living, you must get out there and make a living." Trying circumstances test the leader's resolve to press forward with the vision.

3. There was a test regarding his nephew Lot.

There was strife between their herdsmen and it became necessary for them to separate. This was a test of humility of Abraham's faith. Rather than assert his rights, he allowed Lot the first choice. The leaders must constantly exercise wisdom and diplomacy in order to achieve their vision. If Abraham had fully obeyed God in the first place, he would not have had this problem with Lot. So many leaders are willing to move ahead with a vision but want to hang on to security at the same time. This argument had the potential of destroying the whole mission.

4. Abraham faced a test, when Lot was captured.

This was a test of courage of Abraham's faith. Would he dare go up against the four great kings and their armies, in order to rescue Lot? Along with a vision will come great challenges and great courage and resilience will be needed. The quality of courage and determination is vital if a leader is to succeed.

5. Abraham was tested when the king of Sodom offered to let him keep the possessions he had confiscated.

This was a test to Abraham's integrity. Would he accept gifts and honour from the godless king of Sodom? It is vital that leaders maintain their

integrity. The Christian leader should wear an invisible sign – ‘This ministry is not for sale!’

6. Abraham was tested by the suggestion of a well-meaning wife.

Sarah was not necessarily a bad wife, but she lacked faith. Up to this time it is not recorded that Sarah had been promised a child. The promises were made to Abraham, though obviously he shared them with Sarah. But Sarah’s suggestion for Abraham to take a handmaid, Hagar, brought new testing for Abraham. Would he take matters out of the hand of God and act in the energy of the flesh? This sixth test was the trying of the patience of his vision. While it is true that the leader should work smarter, not harder, it is also true that often there are no short cuts to achieving goals and dreams. The work, the planning must all be worked through. Carnal means should never be adopted to ACHIEVE spiritual ends.

As with Abraham, all these various kinds of testing will mature the leader. Every character in the Bible at one point in their life had to be tested by God, first in the obvious area - the body or the physical, then in the soul and then in the spirit. When the test in each of these areas had been overcome, then the person was really ready to be God’s powerful instrument.

“for everyone born of God overcomes the world. This is the victory that has overcome the world, even our faith. Who is it that overcomes the world? Only the one who believes that Jesus is the Son of God.”
1 John 5:4-5

“Commit thy way unto the Lord; trust also in Him; and He shall bring it to pass.” Psalm 37:5

The importance of Vision and Goalsetting

Goals are vision with feet. Goals are a set of specific, measurable steps to achieve the vision. When realistic goals are set and met you will feel satisfied and successful. The whole concept of setting goals will have the exciting flavour of accomplishment. Goal-setting will deliver you from constant crisis management. You can switch from fire fighting to fire prevention! Goal-setting will help you to constantly re-sharpen your vision. An axeman never loses time sharpening his axe. Take time to hone and re-hone your goals.

Henry Kaiser said, “Determine what you want more than anything else in life, write down the means by which you intend to attain it and permit nothing to deter you from pursuing it”. Here are some questions that may help you to establish some long range goals over the next ten years:

1. What do I want to do?
2. What do I want to be?
3. What do I want to see?
4. What do I want to have?
5. Where do I want to go?
6. What would I like to share?

Here are some of the benefits of goal-setting:

1. Goals simplify the decision-making process.

The leader is constantly faced with a multitude of decisions. Invitations to join this Board or that, to speak at conventions and meetings, a thousand and one opportunities come. A leaders gift makes many invitations for them. When you know your direction in life as you establish goals, so you can evaluate simply and easily each situation as it presents itself.

2. Goals tone up mental and physical health.

The reason so many people die soon after retirement, is that they have ceased to set goals for themselves. Without direction in your life, you are vulnerable to negative thought patterns. It is well known that your mental attitude and your physical health are closely related. Having set goals will demand that you keep sharp mentally and physically in shape.

3. Goals generate respect.

People admire and respect someone who knows where they are going. During his days as President, Thomas Jefferson and a group of companions were travelling across the country on horseback. They came to a river, which had left its banks because of a recent downpour. The swollen river had washed the only bridge away. Each rider was forced to ford the river on horseback, fighting for his life against the rapid currents. The very real possibility of death threatened each rider, which caused a traveller who was not part of their group, to step aside and watch. After several had plunged in and made it to the other side,

the stranger asked President Jefferson if he would ferry him across the river. The President agreed without hesitation. The man climbed on and shortly thereafter, the two of them made it safely to the other side. As the stranger slid off the back of the saddle onto dry land, one in the group asked him, "Tell me, why did you select the President to ask this favour of?" The man was shocked, admitting he had no idea it was the President who had helped him. "All I know," he said, "is that on some of your faces was written the answer 'no' and on some of your faces the answer was 'yes'. His was a 'yes' face." [2]

Those with goals have a 'yes' face. They inspire others to greater heights. As I walked through the basement, which served as the War Cabinet Rooms for Winston Churchill during the Second World War's sterner days, I reflected on his tenacity under tremendous pressure to lead a nation at war. His firm goals for England generated the trust and respect needed, to lead that great nation to final victory.

4. Goals help you to realise and enjoy the feeling of accomplishment.

What you cannot measure you cannot monitor. Without goals you float aimlessly but, as you achieve your goals, there is a feeling of satisfaction and real accomplishment.

5. Goals produce persistence.

Persistence, or staying power, is the quality that sets the leader apart. Just as the stamp sticks to the letter until it gets to its destination, so the leader never gives up. Problems and discouragements will come at the leader but he can overcome them with staying power. The bee has been aptly described as 'busy'. To produce one kilogram of honey, the bee must visit 56,000 clover heads. Since each flower head has 60 flower tubes, a total of 3,360,000 visits are necessary to give us that kilogram of honey for our breakfast table. Meanwhile the worker bee has flown the equivalent of three times around the world. Talk about persistence!

Many times we are nearer our goals than we think we are, so never give up - persist. It is always too soon to quit!

"... never give in, never give in, never, never, never, never-in nothing, great or small, large or petty – never give in except to convictions of honour and good sense." [Sir Winston Churchill]

6. Goals deliver the leader from the deception and desire for applause.

Leaders become unstuck when they start to believe their own publicity! It is always a fact of life that a third of the crowd care for you, a third of the crowd don't care for you and the other third couldn't care less about you! That should bring you down to earth.

Goals deliver you from living in the past. A leader, often because of his/her hard work, will receive justified praise. The problem arises when his/her ego needs to feed on it.

Having set goals the leaders take their minds off the past and centre their attention on the goals of the future.

Goalsetting is an ongoing Discipline

Thomas Edison set himself an ambitious goal. It was to come up with a major invention every six months, a minor invention every ten days. When he died he had 1,092 US patents and over 2,000 foreign patents.

Edison knew that, by setting such goals for himself and striving to reach them, he was bound to increase his output. The same principle applies no matter what goals you set for yourself, they are bound to help your results. Challenge yourself - then rise to meet that challenge. Set your bar high, you will surprise yourself what you can achieve with God's help!

Goals and plans are the keys to achievement and success. Only 3% of people have goals and write them down; 10% more have goals and plans but keep them in their heads. The other 87% – drift through life without definite goals or plans. They do not know where they are going and so they let others dictate to them.

The 3% who have goals and plans that are written down, accomplish from 50 to 100 times more during their lifetime than the 10% who have goals and plans but merely keep them in their heads. Just read that again.

So -

- (1) Set definite goals.
- (2) Establish a plan of action for their fulfillment.
- (3) Commit your goals and plans to writing and give them a specific time frame.

The fear of Goalsetting

With all the advantages of goal-setting, why is it that so many balk at taking the time to establish even the simplest goals for their life? A primary reason is simply – fear.

1. **There is the fear of imperfect goals.**

Some fear their goals will not work out, so they are afraid to set targets and make advance plans.

2. **The fear of defeat.**

You will never reach a distant shore if you are afraid of losing sight of the calm harbour. Yes, there is a real possibility that you will end up flat on your face but what a tragedy, if you never attempt anything important or vital with your life. Often the testing storms of life are the very things that strengthen our resolve and put some steel in our backbone!

“Attempt something so great that it is doomed for failure unless God be in it.” [John Haggai]

Be ashamed to die until you achieve something great for God.

3. **The fear of ridicule.**

We are always worried about what ‘they’ will think. But who are they? They are often our own fears. The fear of man does bring a snare, as the Bible says. If your knees are knocking - kneel on them.

If you are in the front line you will be the first to be shot at! There will always be the cynics and the knockers. They mocked Noah as he built the ark. Check any park. There has never been a statue erected to a cynic. If you throw mud you lose ground!

It is important to listen to sound and good advice from a trusted source but don’t allow yourself to be distracted, fearing the reaction of others. Take the advice that seems right to your heart and ignore the naysayers. Misery loves company!

4. **The fear of thinking goal setting as presumptuous.**

If leaders considered their backgrounds, education or qualifications for their task in hand, there would have been very little attempted in this world.

Mark Twain said, “If you think you can or you think you can’t, you are probably right.”

Nothing is impossible to the willing heart. Progress results from persistence with purpose. Keep your eyes on your goals and you will forget about yourself. The person who has accomplished all he/she thinks is worthwhile has begun to die. Let faith not fear guide your life!

“Youth is not a time of life, it is a state of mind. It is a temper of the will, a quality of the imagination, a vigor of the emotions, a predominance of courage over timidity, of the appetite for adventure over the love of ease.

Nobody grows old by merely living a number of years. People grow old by deserting their ideals. Years wrinkle the skin, but to give up enthusiasm wrinkles the soul. Worry, doubt, self-distrust, fear and despair, these are the long, long years that bow the head and turn the growing spirit back to dust.

Whether seventy or seventeen there is in every beings’ heart the love of wonder, the undaunted challenge of events and the childlike appetite for what’s next, and the joy in the game of life. You are as young as your faith, as old as your doubt, as young as your self-confidence, as old as your fear. So long as your heart receives messages of beauty, cheer, courage, grandeur and power from the earth, from man and from the infinite, so long you are young.” [General Douglas MacArthur]

The importance of Goalsetting

John Haggai, in his book “Lead On”, talks about S-M-A-R-T goals. He says to make your goals:

Specific – Each goal must be a specific step rather than a vague desire.

Measurable – If you can’t measure it, you can’t monitor it.

Attainable – Goals, but not unattainable ones.

Realistic – State what results can be realistically achieved, given your available resources.

Tangible – Making your goals tangible is the only realistic way of achieving intangible goals. [3]

The advantages of Goalsetting

The establishment of a goals' program is the way you can fulfill your vision. Setting goals is not a one-time exercise. It is an ongoing discipline. Without a goals' program, a vision is only wishful thinking. Your goals will have to be constantly modified. While you are working on your immediate or short-range goals you must also be careful to keep your eyes on your long-range goals.

Your vision must remain permanent but your goals must remain flexible. Do not change the order. Far too many churches, businesses, teaching institutions and individuals allow their vision to change and make their goals permanent. So often it starts with a man, then it becomes a movement, then a machine, then just a monument to the glory of past things.

A leader must have a vision but that vision must be fulfilled by goals that work toward the achievement of the vision. A vision is the foundation for all leadership. But where the rubber meets the road is with a set of specific, measurable steps or goals to achieve the vision.

A leader has one life-dominating vision, which he converts to a life-compelling mission. But his goals are many. A vision must be broad enough to be permanent. Goals will change and develop.

How to set Goals to achieve your Masterplan

When realistic goals are set and met you will feel successful and the whole concept of setting goals will have the exciting flavour of accomplishment.

Charles Schwaab was given a million dollars for this simple piece of advice:

1. Make a list.
2. Put priorities in order.
3. Do the list.

Not bad for a million dollars but it made him billions!

Goals are critical for success and achievement. Here are some simple steps to help you to develop your goal setting program:

1. Set time aside where you can do some undisturbed dreaming.

The world's greatest area of undeveloped territory lies beneath people's hats! It was the great Benjamin Disraeli who said, "Nurture your mind with great thoughts, for you never go any higher than you think." If you want to become successful you must think until it hurts. Most are mentally lazy by nature. Train your mind to think and to dream again. Your mind is like a muscle. It must be exercised to grow.

Children are able to fantasize. Their dreams are so vivid. We have to continually develop the ability to dream. Find a quiet place and dream again.

Begin by outlining a clearly defined picture of what you want to BE, DO, HAVE or HELP in twenty years time.

Work backwards from twenty years, ten years, five years, three years and one year.

The areas should include the following: (not in order of importance)

- a. Financial
- b. Family
- c. Friends
- d. Associations or groups you are involved with
- e. Emotional
- f. Spiritual
- g. Career
- h. Physical

This is the time to let your mind soar. Make sure you have plenty of unhurried time. This place of quiet is where you must return to continually. If you do not take control of your thought life, you will be a slave of your surroundings. "...and bringing into captivity every thought to the obedience of Christ." [2 Corinthians 10:5b]

If you want to be successful you must think, think, think! Very little can stand against the pressure of sustained thought and brainstorming. Every great achiever will acknowledge, that they COULD have done more or gone further.

Take time to think and pray, it is the source of power.

Dreams really do come true if you dare to dream.

It's like the old song goes, "If you don't have a dream, how you 'gonna make a dream come true?"

2. Develop your Masterplan.

It is time to put pen to paper!

No matter how far out they may seem, start writing your dreams down on a paper pad or notebook. Work over the eight areas mentioned earlier. (You may have more to add.) Let your mind soar. Don't restrict yourself. Forget about the opinions of others. At this time you must be completely alone away from the internet, television, radio, mobile phone, people and any other distractions. This is the time to really mean business with God.

In our action-orientated society we are more attuned to action, rather than contemplation. With all the distraction and hustle of a busy existence, it is so important to develop the ability to come aside with God and dream.

Before a painter starts work on a masterpiece he has to first spend time actually designing the painting. You are surely wanting your life to count? To do so will take planning, rather than just getting blown about by every wind.

But this is still just the broad-brush stage. The details will come later when you work on your action plan.

A masterplan is simply a written statement that clearly defines your forward planning, your direction, your organisation and your resources.

The conductor has the complete musical score, while each musician has his individual part to play. The site foreman has the master blueprint and each tradesman has his individual drawings. God sees the big picture, make sure you include Him in your planning.

Your masterplan will crystallise your visions and dreams

You now have a vision, it is time now to sharpen your focus. Your vision is the foundation for all leadership. Having a vision now requires a commitment to action. This is the time to create your masterplan.

Now you begin to bring all the wild ideas, your dreams and visions together into some systematic form.

The vision will stay the same over a long period of time and your masterplan will correspond to the vision. Your goals, however, will have to be reviewed often, in order to adjust them to changing situations, in order to realise your vision.

At this stage you should be working on your mission statement for you personally, your team, association and Board. On a personal level the question is, “Why do I exist?” It is like your North Star, it is there to give you direction and keep you on track. It answers the question, “What is my purpose?”

At this stage you will have to ask yourself some pertinent questions:

- 1. Assess the needs you wish to meet.**
(The business world calls it their market)
- 2. What team will you need to accomplish the dream?**
- 3. What advisors will you need to succeed?**
(Committees, expertise, Directors)
- 4. Determine your direction.**
- 5. Organise who will be responsible for what.**
(The right people in the right place)
- 6. How much will it cost?**
(Develop a projected budget)

You may need to develop a flow chart of your operation no matter how big or small. As your support team grows there are five areas that you will have to carefully monitor:

- 1. Reporting.**
This is the way you check you are on target. As a leader you are responsible for helping your team achieve their goals - goals which you and they have agreed on.
- 2. Communication.**
Develop an effective method of keeping everyone in touch.
- 3. Evaluating.**
People, program, progress, organisation and quality all need to be evaluated.

4. Refining.

Continually ask, “How can we do it better?”

As well as the time you set aside yourself to develop and define your vision, spend time with your associates and work as a team effort. This will encourage a group’s team spirit. People will support what they feel they have been a part of developing

5. Develop your action plan.

This is the important stage where you develop your set of specific, measurable steps to achieve your vision.

The vision is important but the vision will never be realised unless a goals’ program is put in place and faithfully followed. Goal setting is not easy and it takes constant review and change. Without a goals’ program the vision is merely wishful thinking. Goal setting should be second nature to the leader.

You should have measurable goals in each of your objective areas. Be careful not to set too many or you will be overwhelmed. As you reach these goals you will feel successful. If you don’t reach them you will not feel as successful. But remember – you don’t have to reach them all to make a major difference. You can do extremely significant things, if you reach only half your goals and you will be far better off than never having set any goals at all.

Keep your goals in balance. Balance is the key to living. For example you don’t sacrifice your family life for the sake of unrealistic goals.

Your action plan should list the specific steps you expect to take and when. You should put all these steps in writing. Your action plan is not something you produce and file away in a drawer, it must be constantly referred to, adjusted or modified.

Setting your Goals for Success

It has been well said that a definite purpose, is the starting point for all achievement. You have to know what you want and how you are going to achieve it. Let me now give you some stepping-stones to help you achieve your dreams through goal planning.

1. Form a very specific, clear picture of what you want.

Our problem is that we have too much muddy thinking. It takes time and effort to crystallise our goals. Sometimes we have to think until it hurts. Sometimes it demands quality and quantity time. Good ideas are like gold and jewels, they have to be carefully mined out from the debris. Nothing can hold against the attack of sustained thought.

I heard about a church that was to build a new sanctuary. When the plans were complete the Church leaders, instead of just handing them over to the builders, took them away for the weekend and spent time visualising and thinking them through. They imagined themselves walking up to the front door in the daytime. Then someone thought what it would be like at night and realised that the control light switches were a long way from the front door, a hopeless situation at night. Others noticed that, as soon as they walked through the front door, instead of entering a beautifully appointed foyer, all they could see was an ugly fire hydrant on the wall. Room after room was dealt with in this way until, ultimately, they saved themselves many thousands of dollars. Dreaming and visualising, getting a clear specific picture, is a very profitable exercise both in time and money. Walk your dreams through, to test them for practicality in a day to day setting.

**Spend time getting a clear picture
of exactly what you want to accomplish**

2. Determine whether or not you are prepared to pay the price.

There is no gain without pain. So many often come to a desperation quotient before they are prepared to do something. They may be disgusted at the slave trade like Wilberforce. They may get mad at segregation like Martin Luther King. They may be infuriated at the porn plague like Mary Whitehouse. They may be heartbroken over the poor, like Mother Theresa. Their country may have its back to the wall and require decisive action like Winston Churchill. They may be sickened by the profiteering of religion just as Jesus was, when He drove the racketeers from the temple.

A leader with a burning desire must be prepared to pay a price. Something may have to click inside of you whereby you will get mad enough or

determined enough, desperate enough or concerned enough or for some other reason you will endure the pain and pay the price for achievement. It will not be handed to you on a silver platter. You have to pay the price. But remember that, if it is easy, it is not worth having. If Mount Everest was easy to climb, the challenge would not be there. If the moon was a small plane flight away, the thrill and achievement of standing in the moon dust would be insignificant.

What are some of the other costs for the price of leadership? There is criticism, fatigue, the effort to think, loneliness, identifying with people, making unpleasant decisions, the effect of competition, the possibility of the abuse of power, false pride and jealousy, time management and rejection.

If you are not willing to pay the price of leadership it is pointless to read on. You will only be playing games with your life. But remember, every worthwhile accomplishment has a price tag, in terms of hard work, patience, faith, resilience, determination and endurance.

3. Develop a plan of action.

Every building, no matter how small or great, must start with a blueprint. Your life, your dreams, your goals – are far more important than any building. But a blueprint is essential to move forward in an orderly manner.

Here are four steps in developing your ‘modus operandi’ as a leader.

- i) Setting Goals and Strategy; Including long and short-range planning.
- ii) Organisation; This concerns people and structure.
- iii) Implementation; The day-to-day execution of plans.
- iv) Persistence; Sustained staying power.

It is time now to practically and systematically set out your goals. Remember, goals are a set of specific, measurable steps that design the program for fulfilling your vision.

- a. Make a list of your goals.

Write down all the goals that you can think of in the four areas: being, doing, owning, accomplishing. Start with 20 years, then 15, then 10, then 5, then 1 year, then 6 months, then 90 days, then 60 days.

- b. Now rearrange them in order of priority for each of the four areas. Select the goals you want first. Next set a target date. Be realistic. Make them attainable goals. A goal without a deadline is not really a goal - it is a wish.
- c. Make a list of the required action you must take to achieve your goal. For example, the extra effort required, or more study, or the cash needed. (Remember - no gain without pain.)
- d. Develop the qualities in your personal behavior that will be required. Obtain the skills. i.e. a pleasant personality, neat appearance, mental awareness, a winning smile, a warm handshake, a positive walk or plain hard work.
- e. List your deficiencies and conquer them, starting right now! Today!
- f. List the personnel or help needed to achieve your goals and the techniques or methods as well.
- g. Develop an iron determination to follow through your plans regardless of obstacles, criticism or circumstances, or what other people say, think or do.
- h. Visualise the 'new you'. Vividly imagine yourself as having already reached your goals.
- i. Begin at once.

In the absence of clearly defined goals we are forced to concentrate on activity and ultimately, become enslaved by it. Remember, there is no joy in victory without running the risk of defeat.

Opportunities never come
to those who wait,
They are captured by those
who dare to attack

The fulfillment of our goals must be good for others. If they bring harm to others then our goals are selfish. The great rewards in life are love and achievement. All else is secondary. Become a giver, not a taker.

Don't be afraid to set goals. Goal-setting accomplishes your vision.

To achieve goals demands hard work, determination and commitment. For many, though, the main reason they do not establish a quest to achieve goals is plain fear; the fear of ridicule from others or the fear of defeat. Others fear that their goals will not be perfect - or worse still, they may consider themselves presumptuous.

The importance and the benefit of goal setting is immeasurable. Without setting goals your visions and dreams are just wishful thinking. There are so many benefits in goal setting. They make decision making easier. Your physical and mental health will be better. You will have established a more positive attitude to life. You will be helping to eliminate stress, confusion and fear. Those who have goals attract respect from people. It gives you a sense of accomplishment. It gives you resilience and staying power. It is staying power that sets the leader apart.

The tragedy of life doesn't lie in not
reaching your goal –
The tragedy lies in having no goal to reach

Henry Kaiser said, "Determine what you want more than anything else in life, write down the means by which you intend to attain it, and permit nothing to deter you from pursuing it."

Without goals and priorities we will never escape the tyranny of the urgent. If we do not have our eyes fixed on a goal the urgent will crowd out the important. Before you know it days and weeks will pass by and your clamoring urgent tasks will have totally crowded out your important tasks. Procrastination tends to place easy non important tasks before the harder important tasks. You must recognize and resist the temptations of indolence and procrastination. Time is a limited asset and it must be used wisely.

4. Mission Statement

To keep you on course with a clarity of purpose, set aside some extended time to prepare succinct, personal and organisational mission statements.

A mission statement focuses your energies and lets you enjoy a sense of direction and purpose. It prevents you from being distracted and sidetracked. It also focuses your personal energies and resources. You don't spend time, money and effort on things that don't bring return and are not related to your purpose for living.

Use your mission statement to direct and unify your life. A constant reaching of your mission statement will help in keeping yourself motivated. Your mission statement should be such that it is a constant challenge to you.

Your organizational mission statement can be likened to a team pushing a heavy wheelbarrow. The team must agree on the overall destination, the direction in which they are travelling and the road they will take. This will prevent people working against one another and getting frustrated with other team members, who are seemingly pulling against them. Individual tasks can then be clearly laid out, in clear service of the mission statement. You must always be asking if the smaller tasks serve the larger mission. If not, they must be reevaluated and refocused. This planning of a sharp mission statement can be likened to sharpening an arrow point. Every task and goal must serve the mission. The mission must be clear and precise. Don't just aim for the target, aim for the bullseye! A mission statement should be short enough for every member of the team to be able to recite it easily. If the mission statement is too broad and long, the overall purpose and direction will be fuzzy and blunted and even your direction will be unclear.

GOOD PLANNING;

80% Thinking

20% Writing

100% Doing!

The mosaic example
of planning and goal setting

The work of God requires careful Holy Spirit-directed planning. The Apostle Paul was a master of strategy. He was constantly planning the progress of the Church throughout the Roman empire. Our Lord had a strategy with His ministry. He sent John to prepare the way of the Lord. Later the disciples went ahead two by two, to announce His coming. It all required careful planning.

To move the vast numbers of Jews out of Egypt would have required careful planning to get them to their goal - the Land of Promise.

A special leader had to be also prepared. God chose Moses -

What were the leadership qualities of Moses?

A. **Moses was trained.**

Training involves at least three elements - education, example and discipline. Moses enjoyed all three. Moses enjoyed the best of education in the courts of Pharaoh, the example of his mother and the discipline of both. He would also have had military training and experience, to equip him to be a skilled organiser with the ability to handle large crowds and great armies of men. He would have received training in the communication systems of his day, as well as in administration. He was also trained in the matter of authority. This not only included how to use authority but how to delegate it to others. He learned how to know men and which ones he could depend on. Training is important to the growth of the leader. We never leave the classroom.

B. **Moses spent time alone with God, in God's private school.**

To be the powerful leader that God required would take more than the education he received in Egypt. Moses had to spend time with the Master Teacher. The Apostle Paul went through the same process. Even our Lord spent time in the wilderness before entering upon His public ministry. His faith had to grow if he was to lead the Israelites - numbering about 3 million - into the desert, where there would be no provisions other than what God would miraculously give. He was able to see 'Him who is invisible.' [Hebrews 11:27]

C. **Moses had to conquer his inferiority.**

The "cop-outs" of Moses caused the displeasure of God. Inferiority is often pride in disguise. We are afraid of what others may think or that we will not be able to achieve the results. What God commands us to do, He will empower us to do. "I can do all things through Christ who strengthens me." [Philippians 4:13]. "...our sufficiency is of God." [2 Corinthians 3:5]

D. Moses learned the principle of delegating responsibility.

Teamwork is essential if we are to achieve great things for God. God always works through people. The responsibility of leadership can become a heavy burden. It became this way with Moses. Then his father-in-law came to visit. A leader does well to listen to an outsider, who can often see the picture a lot clearer than he can. Advice can also be misleading, that is why it is so important to take it to the Lord, just as Jethro encouraged Moses to do. Through sharing the workload with qualified men, Moses was not only better able to cope but also to become a better leader. There is a lesson for us all here!

E. Moses was a master-planner.

To move 3,000,000 people across a desert is no small feat. God instructed how the Tribes were to be arranged. He also gave great detail regarding the construction of the Tabernacle, the arrangement of the tribes for marching, where the Trumpeters were to be placed also the Priests and the Ark. It all required careful planning if they were to reach their goal.

2 LAW

The Leader Has Discipline – Joshua –

But they held their peace:
for by the way they had disputed among themselves,
who should be the greatest.
Mark 9:34

Nothing worthwhile or significant is
possible without discipline

2 LAW

The Leader Has Discipline

Continual success cannot be achieved without discipline.

Self-discipline is - “the willingness to perform the acts that are beneficial to us that - for whatever reason - we don’t want to perform.”

“Discipline is the basic set of tools we require to solve life’s problems. Without discipline we can solve nothing. With only some discipline we can solve only some problems. With total discipline we can solve all problems.”
[Scott Peck - The Road Less Travelled]

Some regard discipline as hardship. In reality, it permits success and sets you free from futile living.

In this world we either discipline ourselves or we are disciplined by others

Discipline is required of the athlete, to win the prize. Discipline is required by the captain running his ship. Discipline is needed for the pianist to practise for the concert. Discipline is vital for the student to pass their exam. Discipline is mandatory for leaders to successfully achieve their goals and dreams.

One of the great failures of our generation has been to underestimate the importance of discipline. Influenced by a superficial psychology, we have abhorred restraint, indulged our natural impulses and crucified inhibitions. We forget too easily that no worthwhile or significant life or work is possible without discipline.

Vince Lombardi, the legendary coaching genius who was the only man to

ever coach three consecutive world championship football teams once said, “I’ve never known a man worth his salt who, in the long run, deep down in his heart, did not appreciate the grind and the discipline. There is something in good men that truly yearns for and needs discipline.” Lombardi knew that if you wanted something in life you had to plan for it, prepare yourself for it and then, most importantly, you had to go for it.

There is an old saying that “a thousand wishes won’t fill a bucket with fishes”.

Thinking and feeling do not produce action. Only action produces thinking and feeling.

Mark Twain put it this way: “Thunder is good; thunder is impressive; but it’s the lightning that gets the job done”.

The leader is a fighter

When the disease of discouragement hits us, all too soon we give up the fight. I remember travelling from Sydney to San Francisco. They were screening the first “Rocky” film. The plane had caught a tailwind and we arrived ten minutes early. The passengers were so cross not knowing how the fight ended! As I read the reviews from the following “Rocky” films, the boxer becomes successful as the heavyweight champion of the world. One night he is watching a video of his next opponent. He sees the fight in his eyes. Fear begins to grip Rocky. He thinks to himself, “This guy can take me.” Fortunately his trainer sees what is happening. He takes the fighter back to the smelly back alleys with the leaking taps, back to where he came from and there he instills the fight back into the champion.

I see this so often among leaders. They reach a certain level of “success” and they plateau. They lose the fight. They need to go back to their roots, back to where they started, back to where it was really tough. They need the fight, the hunger, the steel put back into their life, the fire back in their belly.

Ted Engstrom writes with insight: “Cripple him, and you have a Sir Walter Scott. Lock him in a prison cell, and you have a John Bunyan. Bury him in the snows of Valley Forge, and you have a George Washington. Raise him in abject poverty, and you have an Abraham Lincoln. Strike him down with infantile paralysis, and he becomes Franklin Roosevelt. Burn him so severely that the doctors say he’ll never walk again, and you have a Glen Cunningham - who set the world’s one mile record in 1934. Deafen him and you have a Ludwig van Beethoven. Have them born black in a society filled

with racial discrimination, and you have a Booker T. Washington, a Marian Anderson, a George Washington Carver... Call him a slow learner or retarded and write him off as unteachable, and you have an Albert Einstein.” [4]

As one man summed it up: *Life is about the twenty per cent of what happens to us and eighty per cent in the way we respond to these events.*

Thomas Edison was an amazing character! Thanks to his genius, we enjoy the microphone, the phonograph, the incandescent light, the storage battery, talking movies and more than a thousand other inventions. But beyond all that, Edison was a man who refused to be discouraged. His contagious optimism affected all those around him.

His son recalled a freezing December night in 1914. Unfruitful experiments on the nickel-iron-alkaline storage battery, a 10 year project, had put Edison on a financial tightrope. He was still just solvent because of profits from movie and record production.

On that December evening the cry “Fire!” echoed through the plant. Spontaneous combustion had broken out in the film room. Within minutes all the packing compounds, celluloid for records and film were burning. Fire companies from eight surrounding towns arrived, but the heat was so intense and the water pressure so low, that attempts to douse the flames were futile. Everything was soon destroyed.

When he couldn’t find his father, the son became concerned. Was he safe? With all his assets being destroyed, would his spirit be broken? Soon he saw his father in the yard running toward him.

“Where’s Mom?” shouted the inventor. “Go get her, son! Tell her to hurry up and bring her friends! They’ll never see a fire like this again!”

Early the next morning, long before dawn, with the fire barely under control, Edison called his employees together and made an incredible announcement. “We’re rebuilding!”

He told one man to lease all the machine shops in the area. He told another to obtain a wrecking crane from the Erie Railroad Company. Then, almost as an afterthought, he added, “Oh, by the way, anybody know where we can get some money?”

Later he explained, “We can always make capital out of a disaster. We’ve just cleared out a bunch of old rubbish. We’ll build bigger and better on the ruins”. Shortly after that, he yawned, rolled up his coat for a pillow, curled

up on a table and immediately fell asleep.

Harold Sherman once wrote a book entitled “*How to Turn Failure into Success.*”

In it he gives a ‘*Code of Persistence.*’ If you give up too easily, write this down and read it daily.

1. I will never give up as long as I know I am right.
2. I will believe that all things will work out for me if I hang on until the end.
3. I will be courageous and undismayed in the face of odds.
4. I will not permit anyone to intimidate me or deter me from my goals.
5. I will fight to overcome all physical handicaps and setbacks.
6. I will try again and again and yet again to accomplish what I desire.
7. I will take new faith and resolution from the knowledge that all successful men and women had to fight defeat and adversity.
8. I will never surrender to discouragement or despair no matter what seeming obstacles may confront me.

A page from John Wesley’s Diary reads as follows:

In Southwest Asia in the 14th Century, the army of Asian conqueror Emperor Tamerlane (a descendant of Ghengis Khan) had been routed, dispersed by a powerful enemy. Tamerlane himself lay hidden in a deserted manger while enemy troops scoured the countryside.

As he lay there, desperate and dejected, Tamerlane watched an ant try to carry a grain of corn over a perpendicular wall. The kernel was larger than the ant itself. As the emperor counted, sixty-nine times the ant tried to carry it up the wall. Sixty-nine times he fell back. On the seventieth try he pushed the grain of corn over the top.

Tamerlane leaped to his feet with a shout! He too, would triumph in the end! And he did, reorganising his forces and putting the enemy to flight.

For Michael J. Coles, every day is a comeback. A devastating motorcycle accident taught him the most important lesson of his life – You must always surpass your goals.

Life was sweet when Coles and a partner launched the Original Great American Chocolate Chip Cookie Co. with \$8,000. In the first month, his company pulled in \$32,000.

Then it happened. “I was on my way home on my motorcycle,” recalls Coles. “I hit a rock and slammed into a telephone pole.” He awoke the next morning in the hospital. With three limbs in casts and his face wrapped in bandages, he slowly set about repairing his body and his business.

Coles made what others thought was acceptable progress. One day, though, he was hobbling up his driveway when his daughter challenged him to a race. He tried to run, and then he froze. “I realised I was mentally handicapped too.”

Stung by humiliation, Coles took his first real step forward - “I decided that moment that whatever it took, I would try to fully recover.” He designed an excruciating rehabilitation program of weight lifting, squatting, and bicycling. “I set an impossible goal – I would become the best bicyclist around.”

After four years of training, he bicycled across the country in fifteen and a half days – a new world record. But all Coles could think about was breaking his own record. And he did - two years later!

Coles also pushed an aggressive franchise plan that reached sales of seventy million dollars. “The accident taught me something”, Coles mused. “If you get run off the road, you get right up and start over again.”[5]

Press on.

Nothing in the world can take the place of persistence.

Talent will not;

Nothing is more common than unsuccessful men with talent.

Genius will not; Unrewarded genius is almost a proverb.

Education will not; The world is full of educated derelicts.

Persistence and determination alone are omnipotent.

The slogan “Press On” has solved and will always solve the problems of the human race.

Calvin Coolidge – 30th US President

The successful leader will learn to fight against the disease of discouragement, depression and despondency.

The leader knows how to work effectively

Any farmer will tell you that cows do not ‘give milk’, you have to fight for every drop!

True success comes from hard work. There are no short cuts. I’m not talking about a workaholic but rather one who has learnt to enjoy work. So many people want to just work to get rich, so they won’t have to work. Most people with that attitude never make it anyway.

The key is to work smarter, not harder. [As you start out, you’ll have to work smarter AND harder!] You must be constantly thinking, “How can I do this better? – Is there a more cost effective way? How can I conserve time? How can I produce something better doing it a different way?”

Leadership success is having a dream then work, work, work. Learn to love work. There are so many in hospital that would do anything to get out with a healthy body and go back to work. Work is a principle that God has given to man. Even before Adam sinned against God, God placed him in the Garden of Eden to keep and work it.

Work will always seem harder when it’s less enjoyable. It is not work that is a curse but drudgery. Every one of us have to do things we don’t like. Real achievers develop the ability to enjoy whatever they do.

What would it be like in a hospital bed or a wheelchair or unable to even get a job? There are millions of people out there right now, who would give anything to have and enjoy what you have.

Success is hard work in disguise. Success, work, discipline all go together. There are two types of pain in life, the pain of discipline and the pain of regret. Which would you sooner have?

“Dressed as a rag doll, Melody Schick, 24, sat with a teddy bear cradled in her left arm and staring into space from a revolving platform. Only her eyes moved. Then, five hours and 43 boring minutes later she rose slowly and tried to smile. Miss Schick was seeking to beat the world record for sitting still! The previous record was 5 hours and 32 minutes. The record attempt took place at a Dallas shopping centre as hundreds of shoppers watched.” [6]

There are most likely many people now who could beat that record! They have been sitting still - metaphorically, if not literally – for years. They never get involved in work or participate in any program.

Once upon a time there were four people named Everybody, Somebody, Anybody, and Nobody. There was an important job to be done and Everybody was asked to do it. But Everybody was sure that Somebody would do it - Anybody could have done it. But Nobody did it! Somebody got angry about it, because it was Everybody's job. Everybody thought that Anybody could do it, and Nobody realized that Everybody wouldn't do it! It ended up that Everybody blamed Somebody and Nobody did the job that Anybody could have done in the first place!

The old plumber was admonishing his young helper, who was always taking coffee breaks. "When I was an apprentice," he said, "we used to lay the first two lengths of pipe - then the boss would turn on the water and we'd have to stay ahead of it."

The dictionary is the only place where success comes before work!

"An old farmer who was about to die, called his two sons to his bedside and said, "My boys, my farm and the fields are yours in equal shares. I leave you a little ready money but the bulk of my wealth is hidden somewhere in the ground, not more than eighteen inches from the surface. I regret that I've forgotten precisely where it lies". When the old man was dead and buried, his two sons set to work to dig up every inch of ground, in order to find the buried treasure. They initially failed to find it but as they had gone to all the trouble of turning over the soil they thought they might as well sow a crop, which they did, reaping a good harvest. In autumn as soon as they had opportunity, they dug for the treasure again, with no better results. As their fields were turned over more thoroughly than any others in the area, they reaped better harvests than anyone else. Year after year their search continued. Only when they had grown much older and wiser did they realize what their cunning father had meant. Real treasure comes as a result of hard work." [7]

A student once wrote to the famous preacher Henry Ward Beecher, asking him how to obtain 'an easy job.' Mr Beecher replied, "If that's your attitude, you'll never amount to anything. You cannot be an editor or become a lawyer or think of entering the ministry. None of these professions are easy. You will

have to forget the fields of merchandising and shipping, abhor the practice of politics, and forget about the difficult field of medicine. To be a farmer or even a good soldier, you must study and think. My son, you have come into a hard world. I know of only one easy place in it, and that is in the grave.”

The leader has the ability to stand back and see the big picture; Three men were working on a large building project. One was asked, “What are you doing?” “I’m mixing mortar,” he said. The second man said, “I’m helping put up this great stone wall.” When the third man was asked, he replied, “I’m building a cathedral to the glory of God.” Seeing the big picture and the end result, enables the leader to press on with enthusiasm.

One of the major components of genius seems to be hard work. Noah Webster worked 36 years on his Dictionary, while Gibbon laboured 26 years on his ‘Decline and Fall of the Roman Empire.’ When Milton was writing ‘Paradise Lost’, he rose at 4:00am every morning to begin work. Plato wrote the first sentence of ‘The Republic’ nine different times before it was acceptable to him. For the flower stand sequence in the silent movie ‘City Lights’ when the tramp first meets the blind flower girl, Charlie Chaplin shot the same short scene 451 times before he was satisfied.

Nothing great was ever achieved without self-discipline!

The leader strives for excellence

Going far beyond the call of duty, doing more than others expect ... this is what excellence is all about! It comes from striving, maintaining the highest standards, looking after the smallest detail, and going that extra mile, that others aren’t prepared to go. Excellence means doing your very best in everything you do.

John Gardener, author of ‘Excellence’ said, “The society which scorns excellence in plumbing -because plumbing is a humble activity and tolerates shoddiness in philosophy -because it is an exalted activity, will have neither good plumbing nor good philosophy. Neither its pipes nor its theories will hold water.” [8]

A leader loves excellence and shuns mediocrity. People or companies or nations who do not set high standards will soon be left behind in a world of accelerating change, development, and improvement.

Excellence is not achieved by accident. What we aim at ,determines what

we will become and while we may not always make our goals, our goals will always make us. To aim at excellence, is to point your life towards the realization of your vast potential, to endeavor to fulfill your vast capabilities.

Duty determines destiny

Great leaders are never satisfied with the status quo. They constantly strive for higher and higher levels of achievement.

“Success has always been easy to measure. It is the distance between one’s origins and one’s final achievement.”

– Michael Korda

‘Good enough’ is the enemy of ‘excellence’. Effective leaders bring out the best in people, by stimulating them to achieve what they initially thought was impossible.

Expect the best and you will get it!

As well as expecting the best, people need to be shown that seemingly impossible levels of performance are possible!

For years no one believed it was possible to run the mile foot race in under four minutes. Until 1954, the best time was 4:01 by Gunder Haegg in 1945. Conventional wisdom, held that the heart just could not stand the added stress of running any faster. Then Roger Bannister proved it could be done with an amazing time of 3:59.4. In a short period of time thereafter, twenty six different men broke the four minute mile!

“The kind of people I look for to fill top management spots are the eager beavers, the mavericks. These are the guys who try to do more than they’re expected to do – they always reach.”

– Lee Iacocca

The leader should set the example in everything he does. Your team will not respond to requests for better and better results from a leader who does not expect the same from themselves.

To lead with excellence – you cannot lead from behind, you must lead from the front

Excellence is best described as doing the right things right - selecting the

most important things to be done and then accomplishing them, one hundred per cent correctly.

Here are some additional tips for securing excellence in your ministry or organisation:

1. Make high quality achievement your magnificent obsession. Make quality improvement your number one priority.
2. Recognize, reward and celebrate those individuals in your team who achieve exceptional results.
3. Attack the root causes of poor quality. If you take care in the beginning, the end will take care of itself.

Scripture tells us that God is not pleased with a ‘second-best’ sacrifice.

Be it your time or money or goods or service. If you give the very best to something or someone else and the second

best to Him, then is it not the same as a blemished sacrificial lamb? So often we may have something we don’t

want anymore and we think we are doing God a service by donating it to the Church – and yet we wouldn’t consider

giving those used goods to our earthly Sovereign!

We are wise to bring God our best firstfruits, in this there is a promise of great blessing.

Aristotle said, “We are what we repeatedly do”. Excellence then, is not an act but a habit. We must resist every situation that allows the ‘good’ to be the enemy of the ‘best’. Wise Solomon stated in Ecclesiastes 9, “Whatever your hand finds to do, do it with all your might.”

So many have great gifts, but are too lazy to unwrap them!

Excellence requires quality. It may be quality in ministry, management, time, products, or service. True success demands quality. The day of junk presentation is over. Study any winner. It is not their cleverness, but the fact that each and every aspect of their business, life or performance is one step better than the norm.

No machine or computer can sense quality; only the human being can in either product, performance or service. We must stress excellence over mediocrity. Don't make the mistake of running a ministry or organisation on figures and finances alone or you will go under. Quality is the key to everything we do today. People notice and support quality. Shoddiness is the "She'll be right mate" excuse for laziness. Be it in small or large things, quality means excellence. Quality friendship, quality time, quality service, quality care, all require giving a little extra, going the extra mile but both God and man will notice!

The exceptional leader will demand quality in leadership, service and outcomes

This philosophy of excellence is described in Toyota's "Basic Management Handbook":

"The only acceptable quality percentage is 100%. Every car must be manufactured exactly according to specifications. No Toyota should ever leave the factory without passing quality tests perfectly."

Every ministry or organisation must strive for excellence. It is the responsibility of the leader to ensure it.

"If there's a way to do it better ... find it." – **Thomas A. Edison**

Recess is finally over.

The difference between good and great is just a little extra effort

Push yourself to achieve great results and don't accept the status quo

It all starts with a dream, which gives a direction to pursue, a goal to achieve. The thing that turns fantasy into reality is the patient discipline of unflagging determination. The leader does not give up when encountering obstacles or pain. They keep on. When others give up and walk away, they keep on. When others say "It can't be done", they keep on. When laughter and ridicule threaten to turn their dreams to shreds, they keep on. Persistence pays off!

We can dream, think, plan, hope and pray; but without the grit and discipline of persistence, our goals may be nothing more than empty wishes.

Ask the athlete striving to win gold or the young woman earning a Ph.D., or the musician perfecting his skill and each will tell you there is no secret for quick success. The plain truth is that whether we're attempting to master our bodies, a subject, or an instrument, the requirement is the same - a relentless pursuit of the right objectives.

"Genius is 1% talent and 99% hardwork." – **Albert Einstein.**

Those with discipline stand the best chance of realizing their fondest dreams.

Joshua 1:1-11

After the death of Moses the servant of the LORD, the LORD said to Joshua son of Nun, Moses' aide:

"Moses my servant is dead. Now then, you and all these people, get ready to cross the Jordan River into the land I am about to give to them--to the Israelites.

I will give you every place where you set your foot, as I promised Moses.

Your territory will extend from the desert to Lebanon, and from the great river, the Euphrates--all the Hittite country--to the Great Sea on the west.

No one will be able to stand up against you all the days of your life. As I was with Moses, so I will be with you; I will never leave you nor forsake you.

Be strong and courageous, because you will lead these people to inherit the land I swore to their forefathers to give them.

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.

Do not let this Book of the Law depart from your mouth; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful.

Have I not commanded you? Be strong and courageous. Do

not be terrified; do not be discouraged, for the LORD your God will be with you wherever you go."

So Joshua ordered the officers of the people:

"Go through the camp and tell the people, 'Get your supplies ready. Three days from now you will cross the Jordan here to go in and take possession of the land the LORD your God is giving you for your own.'"

Biblical example of Discipline in the life of Joshua

Joshua was God's great warrior and as a soldier he was a man of discipline. Leaders cannot take people further than they have gone themselves. The leader must be a person of discipline personally, if he or she expect the same from those following.

What sort of a person does God entrust with spiritual leadership? Perhaps Joshua may have felt inadequate that such an honour would come upon him after the great Moses. So God uses words like "be strong," "be not afraid," "Neither be dismayed," "very courageous," "successful." Some people are just too capable in their own right, for God to use!

A. Joshua had to receive his own personal vision from God. It was a distinct call.

"No one will be able to stand up against you all the days of your life. As I was with Moses, so I will be with you; I will never leave you nor forsake you. Be strong and courageous, because you will lead these people to inherit the land I swore to their forefathers to give them." Joshua 1:5-6

The Lord said to him, "Moses my servant is dead." "Joshua, it is just you and Me now. All the props are taken away." As God revealed His plan personally to Moses, so now the same thing is happening to Joshua.

B. Joshua was a faithful man.

Joshua was Moses' minister or aide. God trains before He trusts and uses. Faithfulness in small things enables the leader to be trusted with bigger things. There must be discipline with small things first. Our

Lord had put in thirty years of preparation for three years of ministry. He was subject to His parents therefore He knew the discipline of home. Nothing imperfect would have been turned out of His carpenter shop.

C. He was a principle-centered leader.

His source of power and strength was found in the Word of God. “Do not let this Book of the Law depart from your mouth; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful” Joshua 1:8. Leadership without principles is like a ship without a rudder, no matter how powerful the engine. Integrity is a must, in effective leadership. Integrity is the value we place on ourselves. Our principle base is vital, as it is solidly based in the Word of God. We must be faithful in making and keeping meaningful promises and commitments. If we cannot make and keep commitments to ourselves as well as to others, our commitments become meaningless. We know it and others know it. They sense our duplicity and become guarded.

D. He had a surrendered heart.

In Joshua 5:13-15, it would seem that this is a pre-incarnate appearance of our Lord similar to that experienced by Moses. “Now when Joshua was near Jericho, he looked up and saw a man standing in front of him with a drawn sword in his hand. Joshua went up to him and asked, ‘Are you for us or for our enemies?’ ‘Neither,’ he replied, ‘but as commander of the army of the LORD I have now come.’” Then Joshua fell facedown to the ground in reverence, and asked him. ‘What message does my Lord have for his servant?’ The commander of the LORD’s army replied ‘Take off your sandals, for the place where you are standing is holy,’ And Joshua did so.”

“Joshua, I have not come to take sides, I have come to take over!” Nowhere in all his battle strategy manuals brought from Egypt could Joshua have conquered the great city of Jericho! Only the leader who has a surrendered heart will be able to accomplish all that God intends for him/her to do.

“Not by might nor by power, but by my Spirit” says the LORD Almighty
– Zechariah 4:6

3 LAW

The Leader Has Wisdom – Solomon –

Get wisdom, get understanding: forget it not;
neither decline from the words of my mouth.

Forsake her not, and she shall preserve thee:
love her, and she shall keep thee.

Wisdom is the principal thing; therefore get wisdom:
and with all thy getting get understanding.

Proverbs 4:5-7

Wisdom is the ability to apply knowledge
and experience to any given situation.

3 LAW

The Leader Has Wisdom

Wisdom is the ability to apply knowledge and experience to any given situation.

“John and Dave were hiking when they spotted a mountain lion staring at them. John froze in his tracks, but Dave sat down on a log, tore off his hiking boots, pulled a pair of running shoes from his backpack and hurriedly began to put them on.”

“For crying out loud, you can’t outrun a mountain lion!” John screamed.

“I don’t have to,” shrugged Dave. “I only have to outrun you!” [9]

Well that may be one kind of wisdom! But real wisdom is desperately needed by our leaders today.

Max Born was one of the great minds of the 20th Century. He was a close friend of Albert Einstein. In an interview on German television before his death, Born commented: “I’d be happier if we had scientists with less brains and more wisdom.”

Knowledge can be memorised, Wisdom must think things through

Wisdom is the something that enables us to use knowledge rightly. Wisdom resists group pressures, thinks for itself, and is reconciled to the use of its own judgement. It doesn’t matter how much money you have; everyone has to buy wisdom on the month by month installment plan.

Herbert Hoover said, “Wisdom consists not so much in knowing what to do in the ultimate, as in knowing what to do next.”

Knowledge and information by themselves, are very different from prudence and wisdom. In the New Testament the writer James in his 3rd chapter tells us that “the wisdom that comes from heaven is first of all pure; then peace-loving, considerate, submissive, full of mercy and good fruit, impartial and sincere.” Much of today’s knowledge is gathered in pursuit of financial gain and power. If only Einstein had known that his energy formula would be misused to create atom bombs to kill millions of people.

“The fear of the LORD is the beginning of knowledge, but fools despise wisdom and instruction.” Proverbs 1:7

“The fear of the LORD is the beginning of wisdom.” Psalm 111:10

“Blessed are those who find wisdom, those who gain understanding, for she is more profitable than silver and yields better returns than gold.” Proverbs 3:12-14

“I, wisdom, dwell together with prudence; I possess knowledge and discretion. To fear the Lord is to hate evil; I hate pride and arrogance, evil behavior and perverse speech.” Proverbs 8:11-13

Leaders gather Knowledge

We are experiencing an age where the sheer quantity of knowledge is exploding. The quantity of shared human knowledge that is now possible through the internet, is on the steep upward climb of a ‘J curve’. Anyone would now have a hard time keeping up and trying to quantify how often human knowledge doubles. A few short years ago it was suggested that this happens approximately every two years.

Buckminster Fuller created the “Knowledge Doubling Curve”; he claimed that until 1900 knowledge doubled approximately every 100 years. But by the end of World War II it was doubling every 25 years. Knowledge is currently leaping ahead in certain fields like nanotechnology more quickly than in others. Some have suggested that eventually due to the internet, human knowledge may double in an amazingly short time span.

According to research from the University of Ottawa, between the years of

1665 and 2009, more than 50 million science papers were published and more recently over 2.5 million are published each year! More than eighty per cent of all the scientists who have ever lived are alive today. An estimated seventy per cent of the medicines in use today were developed after World War II.

Just a few years ago, computer memory could assimilate into permanent storage 5 million words per second. That is the same as assimilating the entire Bible 6 times every second. That capability is constantly increasing day by day.

Leaders are Readers

The effective leader will develop a regular reading program. The more knowledge you obtain regarding your particular area of interest and expertise, the better you can apply wisdom as it is needed.

Epictetus said, “Only the educated are free.” Gaining knowledge will give you the facts you need at hand, so that you will not freeze in making decisions. Fear, doubt and worry will immobilize you and prevent you from getting the job done. Reading and studying will help you overcome many of these problems and help you to proceed.

Listen to recordings. Car travel can waste so much valuable time but can be redeemed by listening to good CD’s and downloaded talks and sermons. Top leaders have much of their instruction on video as well. It is time well invested to glean from the advice, learning and wisdom of others.

Invest time with other leaders as well, not only in your own field, but in other areas as well. Take a leader to lunch. It may cost you a little but the knowledge and wisdom you gain will be well worth the investment. [Remember to keep quiet and let them do the talking!] Have a pen and paper handy to record their advice.

Go to conferences or conventions. You probably need the break and the inspiration.

“Chance favors the prepared mind.” – **Louis Pasteur**

A little boy came to his father and asked him, “Dad, who made God?” The father, engrossed in the evening paper responded, “Beats me son.” The little boy would not be put off. “Dad, why is the earth round?” The dad answered, “I don’t know son.” The boy played for a minute then asked, “Dad, is there

life on other planets?” The father patiently answered, “Nobody knows the answer to that.” Finally the boy asked his father, “Dad, do you mind me asking you all these questions?” The father put down his paper, “Why, not at all son,” he said, “how else are you going to learn?”

Take time for Others

The greatest contribution leaders can make to mankind is to use their power in a positive way - to help and inspire others.

The leaders who accomplish the most, will be those who are able to communicate their wisdom effectively to others. They will communicate to subordinates with as much care and attention, as they communicate to their superiors.

Most members of any group or organisation want to be “in the know” they want to know what is going on, and how they fit into the picture.

Sharing information about goals and strategies is very important to the success of any organisation. People need to know where they are heading, before they can make commitments to place group needs above their own. They want frequent, candid information from their immediate boss.

The basic building block of good communication is the feeling that every human being is unique and of value. It has been well said that the finest expression of respect is not praise or status, but a willingness to talk openly to a person. The effective leader will share information openly and willingly. By taking time to share information, the leader demonstrates that he or she values the individual as an important member of the organisation.

The Leader who has Wisdom demonstrates Integrity

More than anything else, followers want to believe that their leaders are ethical and honest. They want to say, “Someday I want to be like him or her.”

Corruption and dishonesty seem to occur, when the leader loses sight of the fact that he or she is given power for one purpose – in the service of others.

Integrity is the most important quality in the Success of the Leader

Dwight D. Eisenhower had these words to say about the importance of integrity:

“In order to be a leader a man must have followers. And to have followers, a man must have their confidence. Hence the supreme quality for the leader is, unquestionably, integrity. Without it, no real success is possible no matter whether it is on a section gang, a football field, in the army, or in an office. If a man’s associates find him guilty of being phoney, if they find he lacks forthright integrity, he will fail. His teachings and action must square with each other. The first great need, therefore, is integrity and high purpose.” [10]

Every time people engage in dishonest or immoral acts, the results come back to haunt them. The key question you must ask yourself is, “What is the right thing to do?”

Here are some suggestions to help maintain your integrity:

1. Be a person who honours your word.
2. Don’t lie to cover facts. Nothing increases compatibility like mutual trust and honesty. Credibility is hard to regain.
3. Watch the bribes in any form, that may compromise your position.
4. Be responsible for your mistakes and learn from them. Don’t ‘pass the heat on to others’ for your own mistakes.
5. Guard your tongue. Don’t divulge information given in confidence.

People are changed, not by coercion or intimidation, but by example. The example you set, both positive and negative, will establish the standards for your organization or ministry.

J. Hanes stated powerfully, *“A good name is seldom regained. When character is gone, one of the richest jewels of life is lost forever.”*

Honesty and integrity are best taught by example.

A Leader with Wisdom seeks Good Counsel

As a President or Prime Minister has their cabinet so, as a leader, you must cultivate a group of tried and trusted people who can advise you and supplement your wisdom and knowledge. Learn to accept good advice.

What qualities would you look for in people who could advise you? Here are some:

1. Someone who has your best interests at heart. They will stay with you, even through the tough times.
2. Someone who is consistent. They must have the runs on the board.
3. Someone who will be straight with you. You don't want a "yes" man, or someone who will just pat you on the back all the time.
4. Someone who is positive, not negative. You can't afford the luxury of negativity or you will end up with bad advice.
5. Someone who accepts you warts and all.
6. Someone who is filled with common sense.
7. Someone who is the soul of discretion. You need someone you can trust to keep confidences.

A good advisor will prove to be more precious than gold to you and will help so much with wise counsel.

Be a leader who Exercises Wisdom

1 Kings 10:1-8

When the queen of Sheba heard about the fame of Solomon and his relation to the name of the LORD, she came to test him with hard questions.

Arriving at Jerusalem with a very great caravan--with camels carrying spices, large quantities of gold, and precious stones--she came to Solomon and talked with him about all that she had on her mind.

Solomon answered all her questions; nothing was too hard for the king to explain to her.

When the queen of Sheba saw all the wisdom of Solomon and the palace he had built,

the food on his table, the seating of his officials, the attending servants in their robes, his cupbearers, and the burnt offerings he made at the temple of the LORD, she was overwhelmed.

She said to the king, "The report I heard in my own country about your achievements and your wisdom is true.

But I did not believe these things until I came and saw with my own eyes. Indeed, not even half was told me; in wisdom and wealth you have far exceeded the report I heard.

How happy your men must be! How happy your officials, who continually stand before you and hear your wisdom!

Wisdom demonstrated in the life of Solomon

One of the greatest gifts to mankind is a wise person. Homes, churches, governments and society at large, all need wisdom. The Christian leader needs an abundant supply of wisdom. God promises to supply wisdom for the asking!

Solomon enjoyed the grandest reign of any Jewish king. At the height of his rule, he was the greatest leader the nation had ever known. What were some of the qualities of his leadership?

A. Solomon had the gift of wisdom.

The Lord spoke to Solomon in a dream while he was at Gibeon making a sacrifice. God told him he could have anything he wished. The new king asks for wisdom. "...your servant is here among the people you have chosen, a great people, too numerous to count or number. So give your servant a discerning heart to govern your people and to distinguish between right and wrong. For who is able to govern this great people of yours..." 1 Kings 3:6-9. God grants his request abundantly. God promises to supply wisdom to any leader today. "If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him." James 1:5

B. Solomon receives a God-given vision for his reign.

The great kingdom that Solomon was to build, all started with a vision. It was while Solomon was worshipping God that God spoke to him. Any leader must spend time in the Lord's presence, in order to see clearly the direction the Lord wants him to take.

C. Solomon soon has his wisdom tested.

When he returns to Jerusalem, he is immediately confronted with a situation, which tests his newly acquired wisdom. Two prostitute mothers approach him concerning two babies, one dead and the other living. Both mothers claim the living one as theirs. Solomon then suggests that they divide the living child in half with a sword and give half to each woman. The real mother, of course, is horrified at this, showing her real identity. [1 Kings 3:16-28]

"...When all Israel heard the verdict the king had given, they held the king in awe, because they saw that he had wisdom from God to administer justice". Leaders who are relying on God for wisdom will make decisions beyond their normal abilities.

D . Solomon developed a diversified team.

Solomon had 12 cabinet members to aid in his reign. [1 Kings 4:7]. Our Lord did the same thing. A leader must develop a good loyal team. The key to team building is to have the people on the team more informed than the leader in their area of responsibility. In this way things have a chance to grow. If a leader is on top of the pyramid, the work cannot grow beyond the leader.

E. Solomon was a good planner.

The temple was built without the sound of hammer, axe or any other tool on the site. That took great planning. “In building the temple, only blocks dressed at the quarry were used, and no hammer, chisel or any other iron tool was heard at the temple site while it was being built” [1Kings 6:7]. Leadership requires intensive planning and goal setting.

F. Solomon had a high standard of excellence.

The quality of the material in the temple was second to none. (And in his own palace as well!) Leadership requires the best that we can possibly give. Athletes call it their personal best. Leaders should give their personal best especially to the work of God.

G. Solomon’s wisdom was well known.

Everyone knew of his wisdom in-

- a. Administration. [1 Kings 4:29, 5:12]
- b. Skill in law. [1 Kings 3:28]
- c. Poetry. [1 Kings 4:32]
- d. Architecture. [1 Kings 5:1-7]
- e. Engineering. [1 Kings 9:15-22]
- f. Commercial enterprise. [1 Kings 9:26-10:29]
- g. Horticulture. [Eccles. 2:5]
- h. Philosophy. [Eccles. 2:3]

Just as Solomon had a continual learning program so the leader of today must be constantly gleaning knowledge. The mind is like a muscle. It must be exercised to grow.

H. Sad to say, Solomon had feet of clay.

His failures in the latter part of his life, should stand as a warning to leaders of today [1 Kings 11]. Wisdom gained can just as easily become wisdom lost. The godly Christian leader must be constantly

in tune with his God, seeking to discern wisdom from heaven from the earthly.

If any of you lack wisdom, let him ask of God, that giveth to all men liberally, and upbraideth not; and it shall be given him. — James 1:5

L⁴AW

The Leader Has Courage – Daniel –

Be strong and of a good courage, fear not, nor be afraid of them:
for the Lord thy God, he it is that doth go with thee;
he will not fail thee, nor forsake thee.

Deuteronomy 31:6

Courage is not the absence of fear;
it is the mastery of it!

L⁴LAW

The Leader Has Courage

COURAGE. It has several names: bravery, valour, fearlessness, audacity, chivalry, heroism, confidence, nerve ... and a few nicknames; guts, grit, gristle, backbone, pluck, and spunk. But whatever the name, it's never met its match. The heights of the Himalayas only encourage it. The depths of the Caribbean merely excite it. The sounds of war stimulate it. The difficulty of a job motivates it. The demands of competition inspire it. Criticism challenges it ... adventure arouses it ... danger incites it ... threats quicken it.

COURAGE. That's another word for inner strength, presence of mind against odds, determination to hang in there, to venture, persevere, and withstand hardship. It's got 'staying' power. It's what kept the American pioneers rolling forward, in those covered wagons in spite of the elements and mountains and flaming arrows. It's what makes the amputee reject pity and to bounce back to take life by the throat. It's what forces every married couple having trouble, never to say, "Let's terminate." It's also what encourages a divorcee to face tomorrow. It's what keeps a nation free, in spite of attacks from inside and out.

Are you ready to engage when the heat rises? Or to turn about and quit? Every day, in some way, your courage will be tested.

Courage is a three letter word. Real courage is saying "yes" to life, not backing down when we face adversity. Courage is acting despite fear, not without it.

“Courage is doing what you’re afraid to do. There can be no courage when you’re scared.” – Eddie Rickenbacker

“Success is never final, and failure is never fatal; it’s courage that counts.” – Unknown

“The American Pilgrims displayed dramatic courage. On December 21 1620 the voyaging Mayflower dropped anchor in Plymouth Bay with Captain Christopher Jones at her helm. It had been a gruelling voyage, taking the one hundred and twenty ton ship sixty-six days to make the perilous crossing. There had been disease, anxiety, and childbirth among the 102 courageous passengers. Furthermore, they arrived on the black New England shore, during a hard winter which ultimately claimed half of their number. However, when spring came and the captain of the Mayflower offered free passage to anyone desiring to return, not a single person accepted.

These chivalrous souls had dedicated themselves to the total cause of freedom. They had come to a wilderness to carve out a better way of life. Faith prompted the voyage; faith sustained the Pilgrims and their religious convictions constrained them to raise their voices in praise. Their hardship, sacrifice, devotion, concept of government, and vigorous religion all remind us of those who sought a country.” [11]

Leaders lead from the Front and not from the rear

Leadership is often a battle, and the fight requires courage. Having courage doesn’t mean you’ll have no inner turmoil. Having courage means that you will do what is right, regardless of the consequences. One leader said, “Leaders choose their battles. They can’t win every one. They may even lose a few along the way. But they can win the war.”

“Courage is resistance to fear, mastery of fear - not absence of fear.”

– Mark Twain

I will never forget seeing a painting of Viscount Nelson, Great Britain’s greatest admiral and naval hero. He defeated the combined French and Spanish fleets at Trafalgar in the greatest naval victory in British history. His victory broke the naval power of France, and established Great Britain’s rule of the seas for the rest of the 1800’s.

Nelson chased the French to the West Indies and back. It was more than two years before he was able to bring the French to battle off Cape Trafalgar on the coast of Spain, on 21st October 1805. Nelson hoisted his famous signal, "England expects that every man will do his duty." With only 27 vessels he attacked the combined French and Spanish fleets. One of the great naval battles of all time followed. Napoleon's fleet, destroyed a total of twenty two Franco-Spanish warships without a single British ship being lost. This victory was achieved in part by Nelson departing from standard naval tactics and attacking from another quarter, with devastating results. [12]

In the famous painting, at the height of the battle, stood Nelson. One of his arms hung lifeless at his side, mangled and amputated from a previous fight. He only had the sight of one eye; again the result of another battle. There stood this one-eyed, one-armed, battered, naval hero. His officers pleaded with him to disguise himself and not stand boldly on the deck in his bright red uniform. The snipers' bullets were whistling through the air. Cannon balls were ripping the rigging and sails. He was a fighter. He said, "I am of the opinion that the boldest measures are the safest." With so many odds against them he knew he had to impart courage to his men. Without flinching, he stood, studying the battle, commanding the fleet.

Nelson was wounded at the height of the battle. He was carried below with a sharpshooter's bullet in his spine. He died during the battle, but he lived long enough to know that the British fleet had defeated the French and Spanish fleets. Nelson's last words were, "Thank God I have done my duty." He had the ability to inspire men with his own courage and confidence. His broken body housed a great spirit.

"One man with courage is a majority." – Andrew Jackson

There are those whom you lead, who need the encouragement of your courage. As a leader you need to conquer and destroy anything that robs you of courage.

What are some of the things that kill courage?

Destroy distracting worry

Worry has been termed, the 'official emotion of our age', and 'one of the most urgent (worrying!) problems of our day. It has well been described as the world's greatest modern plague. Worry is an enemy waiting to destroy us. Real or imaginary, worry can sap our strength, fill us with tension, affect

our health, and rob us of our joy and peace of mind. The exciting news is that worry can be conquered!

Worry has a way of commanding our total attention. Instead of keeping on target, we can zig-zag through life, if our thoughts are always returning to our real or imagined worries.

Don't allow yourself to get sidetracked through worry. Worry will rob you of precious time and energy. Worry will hinder you from achieving your goals by clouding your vision.

Worry causes confusion and fear. As you set goals for your life, they eliminate confusion and fear.

Keep on target. One of the most effective ways to overcome worry is to set goals, both short-term and long-term. You may be a homemaker. Set a goal to be done within a certain time rather than dwelling on your cares and problems. You may be concerned as a businessman that your income is dropping. Instead of wasting precious time and energy, set a plan of attack. Write it down, give the goal some boundaries and a deadline and you will be amazed at how your mind sets about making it happen and your sense of

You can slice your cares in half by asking the following questions:

1. What is the real problem?
2. What is the cause of the problem?
3. What are the possible solutions to the problem?
4. What solution is best?

Worry is the advance interest you pay on troubles that may never come

A businessman drew up what he called a "Worry Chart" in which he kept a record of his worries. He discovered that forty percent of them were about things that probably would never happen; thirty percent concerned past decisions that he could not now unmake; twelve percent dealt with other people's criticism of him, and ten percent were worries about his health. He concluded that only eight percent of them were really legitimate.

There are two days in every week, about which we should be kept free from fear and apprehension.

One of these days is yesterday, with its mistakes and cares, its aches and pains, its faults and blunders. Yesterday has passed beyond our control. All the money in the world cannot bring back yesterday. We cannot erase a single word we have spoken. The arrows have been let fly and cannot be retrieved.

The other day we should not worry about is tomorrow with its possible adversities, its burdens, and its great promise and possibilities. Tomorrow also is beyond our immediate control, it is yet unborn.

That leaves one day only - today. You can fight the battles of just one day. It is only when we add the burdens of yesterday and tomorrow, that we are likely to break under the load.

There is a great difference between worry and concern. A worried person sees the problem; the concerned person solves the problem. It's not that you skip through life laughing your problems away. No, you simply refuse to allow negative worry habits to dominate and control you which, if allowed to happen, make it impossible for you to function effectively.

It has been medically proven that worry causes sickness. People say, "I'm sick from worry." A study was made of one hundred executives of the average age of forty-four years and it was discovered that half of them had high blood pressure, heart disease, or ulcers. It was notable in every case that worry was a prominent factor. It is a simple fact of life that our bodies function well when our minds are free from worry, anxiety, stress, fear and tension.

Worry is like a rocking chair - it gives you something to do but it doesn't get you anywhere.

Worry is the misuse of the imagination.

Learn to control fear with Faith

One of the main reasons people fail in their job is because of fear. Fear freezes and paralyzes people. Yet God's Word to us is full of promises of His sure provision and protection. When we stand firm on the rock of His Word, despite our current circumstances, looking forward with the eyes and Spirit of faith we can be assured of His securing our future.

Recall the story of the disciples fearing for their lives as their boat was tossed by a sudden storm. Jesus seemed somehow distant from their panic, as He was soundly asleep on a pillow. But as they woke Him He said to them, "Why are you so fearful, O you of little faith?" Jesus then got up and rebuked the

howling winds and spoke peace and stillness to the sea. Then they were even more fearful, seeing that the very elements immediately obeyed His spoken word. The lesson here is that the Creator of the Universe was right there in the storm with them and would not forsake them but would take them home to safe harbour.

Faith is choosing to trust what God's Word says despite our circumstances!

Another time impetuous Peter jumped out of the boat and walked out on the water to Jesus. For a moment, he took his eyes off Jesus and wavering immediately started to sink. Jesus grabbed him and said "O you of little faith, why did you doubt?" (Matt 14:31) Later Jesus rebuked the disciples for their lack of faith, because they had already forgotten about His recent provision of food for a great multitude. Faith overcomes fear. David overcame Goliath by trusting in faith rather than his own strength.

The fear of Failure

Leaders are people who are not afraid to fail. They have the ability to accept their failures and continue on, knowing that failure is a natural consequence of trying. The law of failure is one of the most powerful of all the success laws because you only really fail when you quit trying.

"Failure is only the opportunity to move intelligently and begin again."

– Henry Ford

"The greatest mistake a man can make is to be afraid of making one."

– Elbert Hubbard

Remember you never fail if you are doing your best. You can turn a failure into a success if you learn from it. You grow by your failings. In fact it could be said, that each failure educates you and brings you nearer to your final success. A wise man learns by his mistakes a fool keeps making the same mistakes hoping that something will change.

Attitudes are a secret power working 24 hours a day, for good or bad.

"Remember you will not always win. Some days, the most resourceful individual will taste defeat. But there is in this case always tomorrow – after you have done your best to achieve success today."

– Maxwell Maltz

Most successful leaders fail time and time again. It's not whether or not you

fail but whether you have the courage to get up again.

A positive attitude is a person's passport to a better tomorrow. A misty morning does not signify a cloudy day.

The fear of Success

Some are afraid to launch out into the deep for fear they might be successful. They are not sure they can handle it and so prefer to stay in the comfort zone. Some fear the unknown, imagining the worst rather than the best possible scenarios. The Israelites should have trusted God's promise and they could have crossed the Jordan River and saved themselves 40 years wandering in the desert.

You will never gain the sight of some distant harbour if you are afraid of losing sight of the shore.

What does fear and anxiety do? It doesn't empty tomorrow of its problems, but it empties today of its strength. It doesn't make you escape trouble, but it makes you unfit to handle it when it comes.

Here are some of the most common forms of fear:

- The fear of poverty
- The fear of criticism
- The fear of ill health
- The fear of the loss of the love of someone
- The fear of old age
- The fear of death
- The fear of failure
- The fear of heights
- The fear of disease
- The fear of crowds
- The fear of rejection
- The fear of unemployment
- The fear of what others will say

The fear of moving away
The fear of being yourself
The fear of buying or selling
The fear of the loss of finance
The fear of war
The fear of the dark
The fear of being alone and loneliness
– to name just a few!

The misfortunes hardest to bear are those of which rarely happen!

Fear causes us to worry and threatens to destroy our inner peace and outward poise. It uses scare tactics and surprise attacks. It waits to attack you at your most vulnerable moment. No poison so effectively robs the mind of all its powers of action and reason than fear.

An old Indian fable tells of a mouse, which was in constant distress because of its fear of the rat. A magician took pity on it and turned it into a cat. Immediately it became afraid of the dog. So the magician turned it into a tiger. Immediately it began to fear the hunter. Then the magician said: “Be a mouse again. You have only the heart of a mouse and I cannot help you.”

Then of course there is the fearless mouse from the Chronicles of Narnia, who has the courageous heart of a lion in a tiny body!

All forms of fear produce fatigue. No wonder so many people are drained of vitality. Fear drains energy. One of the greatest keys to leadership is energy. Study any leader and you will discover one of their great secrets is their tireless energy.

Florence Nightingale could work twenty four hours at a stretch.

John Wesley travelled on horseback the equivalent of ten times around the earth’s equator.

Fear will cut a channel into which all other thoughts drain. You cannot afford the luxury of allowing worry to deplete your energy.

Fear stops you from trying. Your fears will stop you unless you stop them first.

The positive mind has ‘extra problem solving’ power.

“... and we take captive every thought to make it obedient to Christ.”

– 2 Corinthians 10:5b

Create your own Courage

“You gain strength, courage and confidence by every experience, but you must stop, and look fear in the face... You must do the thing you think you cannot do.” – Eleanor Roosevelt

Here are some suggestions to create courage:

1. Live for a great and a high cause. What great dreams do you have that keep you awake at night?
2. Remember, people are counting on you. Your family, your ministry or organisation, your team.
3. Keep your dreams vividly before you at all times. Obstacles are what you see, when you take your eyes off the goals.

**Remember – Courage is not the
Absence of Fear
But the Mastery of it**

Daniel 6:16-13

"Then the king commanded, and they brought Daniel, and cast him into the den of lions. Now the king spoke and said to Daniel, Thy God whom you serve continually, he will deliver you. And a stone was brought, and laid upon the mouth of the den; and the king sealed it with his own signet ring, and with the signet ring of his lords; that the purpose might not be changed concerning Daniel. Then the king went to his palace, and passed the night fasting: neither were instruments of music brought before him: and he didn't sleep. Then the king arose very early in the morning, and went in haste unto the den of lions. And when he

came to the den, he cried with a lamentable voice to Daniel: and the king spoke and said to Daniel, O Daniel, servant of the living God, is your God, whom you serve continually, able to deliver you from the lions? Then said Daniel unto the king, O king, live for ever. My God has sent his angel, and has shut the lions' mouths, that they have not hurt me: forasmuch as before Him innocence was found in me; and also before you, O king, have I done no wrong. Then the king was exceedingly glad for him, and commanded that they should take Daniel up out of the den. So Daniel was taken up out of the den, and no manner of hurt was found upon him, because he believed in his God."

Daniel as an Example of Courage

'Dare to be a Daniel', is a well-used phrase but with very good reason. Daniel was a man of great courage. It takes great courage to stand for God in a pagan land, with all the power and splendour of Babylon. It takes great courage to open your window and pray, knowing that your enemies are watching every move you make. It takes great courage to spend a night with starving lions trusting with faith in God for His will to be done. It takes great courage to face a drunken king with a message of judgment from God. It takes the greatest courage of all, to be in the presence of a Holy God and receive His revelation for the future of the world.

Daniel was a statesman in every sense of the word. As a leader in his day, he required tremendous courage. The leader of today requires that same courage. What were the qualities of leadership that Daniel possessed that made him such a remarkable leader?

A. Daniel was a disciplined leader.

Daily he opened his window toward Jerusalem and prayed. He did this three times every day. Leaders, to be effective, must be in a right relationship with God. "Now when Daniel learned that the decree had been published, he went home to his upstairs room where the windows opened toward Jerusalem. Three times a day he got down on his knees and prayed, giving thanks to God, just as he had done before" [Daniel 6:10].

B. Daniel was a leader with integrity.

Despite the king's decree he prayed to his God. He refused to compromise his standards. He refused the king's food. Any leader who compromises their standards will never realize their full potential. "...give us nothing but vegetables to eat and water to drink" [Daniel 1:12].

C. Daniel had a trained mind.

God gave him knowledge in all kinds of literature and learning. Leaders, in order to lead, must continually learn. "To these four young men God gave knowledge and understanding of all kinds of literature and learning" [Daniel 1:17a].

D. Daniel was a leader with great wisdom.

God gave to Daniel ten times more wisdom than all the enchanters and magicians in the kingdom. This wisdom enabled him to converse with the king. The gift of wisdom will place a leader light years ahead of others. "In every matter of wisdom and understanding about which the king questioned them, he found them ten times better than all the magicians and enchanters in his whole kingdom" [Daniel 1:20].

E. Daniel had visions and dreams.

The leader with a vision is a leader with a sense of destiny. God wants to place great dreams in our hearts so that we can go out and do great exploits from Him. "And Daniel could understand visions and dreams of all kinds" [Daniel 1:17b].

F. Daniel had a keen mind.

Leaders must seek continually sharpen and develop their minds and mentally stretch themselves. Reading widely, meeting and discoursing with other leaders, all help to keep your mind sharp. "At the end of the time set by the king to bring them in, the chief official presented them to Nebuchadnezzar" [Daniel 1:18].

G. Daniel had understanding.

He knew how things work. A leader must spend time with men and women to understand how they think. The development of people skills is vital for any leader. Daniel could conduct the affairs of the court of the king, because he was in touch with people. In the same

way politicians must extract themselves from their plush offices in the nation's capital and discover the real needs of the people on the streets that they represent. A Pastor must get out of the study and mix with his people to understand their real needs as well. "To these four young men God gave knowledge and understanding of all kinds of literature and learning" [Daniel 1:17a].

H. Daniel could solve difficult problems.

Job was right when he said "Man was born to problems, as the sparks fly upwards." To maintain his position as a leading statesman, Daniel had to sort out the problems of people. As a leader progresses with more and more responsibility, there will be more and more problems to solve. The only place in town where people do not have problems, is underground at the local cemetery. Problems are part of life. Every problem has within it, the seed of its own solution. The mark of your success is to deal with them effectively. Accept problems as a challenge. "But there is a God in heaven who reveals mysteries. He has shown King Nebuchadnezzar what will happen in days to come ..." [Daniel 2:28].

Suggestions as to how to solve problems –

- a. Don't fear the problem.
- b. Study and analyse the problem.
- c. Concentrate on the solution not the problem.
- d. Proceed from the known to the unknown.
- e. Select a solution that is as good for others as for you.
- f. Act. Turn the problem into a propeller.

The great need today is for statesmen with the qualities of old Daniel. All through his life he displayed remarkable courage. The secret of his courage as a leader was found in his close walk, trust and communion with God.

5 LAW

The Leader Has Humility – The Apostle Paul –

"For I say, through the grace given unto me, to every man that is among you, not to think of himself more highly than he ought to think; but to think soberly, according as God hath dealt to every man the measure of faith."

Romans 12:3

One of the surest
evidences of greatness
is a humble spirit.

5 LAW

The Leader Has Humility

“If I could see further than others, it was because I stood on the shoulders of giants.” – Isaac Newton

Mention was made in the last chapter of Britain’s greatest admiral and naval hero, Viscount Horatio Nelson. One of Nelson’s great characteristics as a commander was his willingness to give full credit to his officers and men. After the Battle of Copenhagen, he refused an honour given to him by the City of London, because he alone was to be honoured. Nelson replied, “Never, till the City of London thinks justly of the merits of my brave companions, on 2 April can I, their commander, receive any attention from the City of London.”

The poet Robert Southey wrote of Nelson, “England has had many heroes. But never one who so entirely possessed the love of his fellow countrymen. All men knew that his heart, was as humane as it was fearless... that with perfect and entire devotion he served his country with all his heart and with all his soul and with all his strength. And therefore they loved him as truly and fervently as he loved England.” [13]

Humility is such an important characteristic in the life of the leader. Most people cannot stand folk who are full of themselves, no matter what their successes are. However true humility is appreciated by all.

Toscanini was so humble that when his orchestra burst into applause at a rehearsal because they realized the heights to which he had lifted them, he said with tears in his eyes, “It is not me, it is Beethoven.”

A friend once asked the famous conductor Leonard Bernstein which instrument in the orchestra he considered was the most difficult to play?

Without hesitation the leader answered, “The second fiddle. I can get plenty of first violinists. But to find one who can play second fiddle with enthusiasm – that’s the problem. And if we have no second fiddle, we have no harmony.”

So much of life’s frustration, pain and unhappiness comes, because we make ourselves the centre of our lives. We insist on living motivated by a self-regard that throws life out of focus.

Living for self never satisfies. Have you noticed the letter “I” is in the middle of pride, sin and anxiety?

One of the surest evidences of greatness is a humble spirit. The first test of a truly great person is their humility. A humble person can neither be put down nor exalted; they can neither be humiliated nor honoured; they remain the same person under all circumstances.

Queen Mary, in her time, visited a hospital ward one day and paused at the bedside of a little girl. She asked the child where she lived and the child said in Battersea, a poor district in London.

“Where do you live?” the girl asked, unaware of the rank of her visitor.

“Oh, just behind Gorrings department store,” Queen Mary replied.

Leaders who are Secure have nothing to Protect or to Prove

Leadership requires, that men and women recognize exactly what they have to do and work towards doing it. They do not keep on expecting recognition for every small achievement.

True leadership happens when people want to see the work done and they care little about who gets the credit.

There are those who feign humility because they want more praise for their accomplishments, which gives them greater assurances of their worth.

Real leaders see themselves as a team. Their fragile ego does not have to be propped up by rewards. However, as the rewards come they want to share the limelight with others.

Will Rogers used to say, “Get someone else to blow your horn and the sound will carry twice as far!”

From an experience of her childhood, Mrs. Floyd Crook recalls how a great truth was impressed upon her with special meaning. She writes, "I came home from school one day crying, because I had been given only a small part in the children's play, while my playmate got the leading role. After drying my tears, my mother took off her watch and put it in my hand. "What do you see?" she asked. "A gold case, a face, and two hands," I replied. Opening the back, she repeated the same question. I told her I saw many tiny wheels. "This watch would be useless," she said, "without every part – even the ones you can hardly see." "The object lesson has helped me all through life, to see the importance of the small duties we're asked to perform." [14]

Samuel Chadwick, the great preacher wisely said, "If you're successful, don't crow. If you fail, don't croak." Peter Marshall, another well known preacher prayed, "Lord, when we are wrong, make us willing to change. And when we are right, make us easy to live with."

"A good leader," said Arnold Glasow, "takes a little more than his share of the blame, and a little less than his share of the credit."

William Carey, sometimes called 'the father of modern missions,' always seemed to have a humble spirit. In young manhood he had a job repairing shoes. As the years went by, honours were heaped upon him because of his many accomplishments. Yet this unassuming man would only accept positions and appointments that opened the way to more work in Christ's service.

Even at the zenith of his popularity, one of his most striking characteristics was his meek and selfless attitude. A state dinner was given in his honour. With a sneer, a jealous English officer asked the host, "Wasn't your great Dr. Carey once just a shoemaker?" Before the host could reply, the renowned missionary, who was near enough to hear the remark, answered with quiet dignity, "No sir, I was not that skilled. I was only a cobbler." [15]

Don't let success go to your head. Remember, when success comes your way, walk in humility, for it's permanence is never guaranteed.

A mother whale once warned her son, "Remember, it's when you go to the top and start blowing that you get harpooned!"

Leaders, because of their natures, tend to have blind spots. You may need a trusted friend to tell you how you are coming across to people. We are in a constant state of change. The leader needs constant appraisal. No one has arrived. No one has got it completely together.

The effective Leader is Team-centered

The great paradox of life is that the more you give of yourself, the more you receive. You need to build a reservoir of good will by placing the interests of other people above your own.

You need to be sensitive to the needs and feelings of your team, ministry or organisation. You need to support them, help them, and be concerned for their well-being. The true leader will subordinate their own needs, to those of others.

Morale and productivity are highest in groups, where leaders show a high degree of consideration and concern for their team. Most people appreciate a leader who takes a sincere interest in them. Each human being has the right to be treated with dignity. We accomplish success through other people. Nothing can be accomplished without the involvement of other individuals.

Fair, firm and friendly is the secret. Treating others as you would like to be treated. Play no favourites. Getting a fair deal is the most important concern to employees at all levels.

The effective leader has the ability to make others feel good about themselves. Giving consideration, demonstrating concern and being fair creates a strong bond between the leader and his or her team.

The effective Leader is a good Listener

To make people feel important, you must listen carefully to them. Listening attentively is one of the best ways to show respect for anyone on your team. It demonstrates that you believe the individual has worthwhile thoughts and is a valuable member of your organisation or group. When people feel needed, they tend to take more interest in what they do.

Careful listening shows that a leader has humility. It demonstrates that he is not too aloof or too busy or too self-opinionated to spend time listening to another idea or opinion. Try to notice the colour of a persons eyes as you talk with them and not just glance at their face occasionally. This will remind you to concentrate on listening and not just waiting to get your next point across. The most important good listening habit, is to totally concentrate and listen to what the person is saying.

Problems can often be resolved before they have time to escalate. Don't rely on others in your organisation to inform you how things are going, find out first-hand yourself. The leader is vulnerable to the sudden surfacing of morale problems if he or she is not in tune with what is going on. Listening to others on a first-hand level will enable you to take corrective action early. The leader should always remain bi-partisan and not take sides as a problem is being resolved within a team.

Leaders who make it a practice to draw out the thoughts and ideas of their team and who are receptive, even to bad news, will be properly informed.

Here are some ways to be a better listener:

1. Ask relevant questions to delve deeper.
2. Give your undivided attention and tell them so.
3. Maintain good eye contact without making them feel uncomfortable..
4. Take notes if necessary and show that you re actively listening.
5. Take the phone off the hook and put your mobile on silent. Do not interrupt your conversation to take a call without asking their permission and explaining why the call is urgent.
6. Don't just listen to words, study body language, facial expressions and tone of voice.
7. Wait until you clearly understand what a person is saying before you give a reply. On important points you might summarize your understanding back to them in reply; i.e. "So am I correct in thinking, that what you are saying is...?"
8. Do not jump to conclusions and become the proverbial billiard ball,

that fires off forcefully, before hearing the facts from both sides and so that you can act without emotions, that you might later regret.

9. Listen to everyone, not just those you like or respect. Each person has their own side of the story to tell.
10. Allow them time to fully express themselves, even if you do not agree with them. Let them get it off their chests.
11. Make it easy for people to see you, but don't allow everyone access to you at any time. Advertise a time that your team know that your door will under normal circumstances be open – for instance between 10:30 and 11:00 each morning.

Remember that when your team no longer believes their leader listens to them, they start looking around for someone who will!

The leader knows how to Enjoy Life and Laugh

Take time to Laugh It is the Music of the Soul

It was with insight that Ethel Barrymore said, “You grow up the day you have the first real laugh – at yourself.” And Sydney Harris said, “God cannot be solemn or He would not have blessed man, with the incalculable gift of laughter.”

The great leader Sir Winston Churchill said, “It is my belief you cannot deal with the most serious things in the world, unless you understand the most amusing.”

The leader needs to learn to laugh to help defuse the tension he or she so often is under. To make someone laugh or help them enjoy life is one of the most precious gifts available today.

It takes 72 muscles to frown and only 14 to smile so it's more economical anyway!

Charles H. Spurgeon, the London preacher, was emphasizing to his class the importance of making your facial expression harmonize with your

speech. “When you speak of Heaven,” he said, “let your face light up, let it be irradiated with a heavenly gleam, let your eyes shine with reflected glory. But when you speak of Hell – well, then, your ordinary face will do!”

If only happiness were as contagious as the common cold. Don’t keep looking for happiness, give it and it will come back to you. Happiness is not the station you arrive at but the way you travel. King George V of England would say, “The secret of happiness is not doing what one likes, but in liking what one has to do.”

Scientists studying the effects of laughter on human beings have found, among other things, that laughter has a profound and instantaneous effect on virtually every important organ in the human body. Laughter reduces health-sapping tensions and relaxes the tissues as well as exercising the most vital organs. It is said that laughter, even when forced, results in beneficial effects on us, both mentally and physically. So next time you feel nervous and jittery, indulge in a good laugh. [16]

Here are some practical points to help find and maintain real joy and happiness:

1. Count your blessings. There are millions of people who would gladly trade places with you, right now.
2. It is not what we have, but who we are. Learn to live in the now. Not tomorrow, or next week, or next month, or next year, not in the future, but “NOW”.
3. The great key to real joy is in serving others. People are bad spellers; they spell service – “serve-us”.
4. Joy and happiness are a choice. There is only one good thing about misery – it’s optional!

If all you have are sour lemons – at least add some sugar and make lemonade.

5. Real peace, joy and happiness is found in God alone. We need to get back to the Maker’s instructions.

**Remember, it takes 72 muscles to frown
– and only 14 to smile.**

Philippians 3:7-11

"But whatever was to my profit I now consider loss for the sake of Christ. What is more, I consider everything a loss compared to the surpassing greatness of knowing Christ Jesus my Lord, for whose sake I have lost all things. I consider them rubbish, that I may gain Christ, and be found in him, not having a righteousness of my own that comes from the law, but that which is through faith in Christ – the righteousness that comes from God and is by faith. I want to know Christ and the power of his resurrection and the fellowship of sharing in his sufferings, becoming like him in his death, and so, somehow, to attain to the resurrection from the dead."

The Apostle Paul as a Biblical example of Humility

What was he really like – this poor sighted Jew, whose words and deeds have influenced nineteen centuries of human history? He was perhaps the most influential writer that has ever lived. As a leader, he has few peers. He was a man who shook the whole of the Roman Empire. Books could be written about this remarkable leader. Let us note some of the outstanding qualities of his incredible life.

A. Paul had a vision.

The Damascus road experience changed him forever. Not only did he receive a vision of the risen, glorified Christ but he was given a vision for the future Church and for the world. That vision never dimmed but grew brighter as the years rolled by until, towards the end of his life, while testifying before kings and rulers, the vision still blazed. A leader should never allow dreams and visions to dim. Or let anyone, or any trying circumstance, steal his dream. [Acts 26:13-20].

B. Paul was a disciplined leader.

It takes discipline to walk the huge distances that Paul walked. It takes discipline to read and study as Paul did. It takes discipline to

buffet ones body and keep it under control so as not to lose the prize or cause disgrace to the cause of Christ. The Christian leader must exercise discipline. The discipline of keeping ones body in shape with good eating habits and exercise, while feeding the mind on the good thing [Philippians 4:8] is vital for the leader's success and for those he leads.

C. Paul was wise.

Peter tells us about the wisdom Paul had. "Bear in mind that our Lord's patience means salvation, just as our dear brother Paul also wrote you with the wisdom that God gave him." [2 Peter 3:15]

To handle people takes enormous wisdom. To handle those in the Church plus powerful rulers and his Jewish enemies – all required wisdom. The letters that he wrote are pregnant with wisdom. Leaders today do well to study the God-given wisdom of Paul. [1 Cor.2:6-16]

D. Paul was courageous.

It takes courage to suffer a Roman prison, five times 39 lashes, beaten with rods three times, stoned and left for dead, three shipwrecks, a night and a day in the open sea, robbed, hunger, thirst, cold and naked, all demonstrate his tremendous courage. Every morning he woke up he knew that it was going to be more of the same. Courage is contagious. Joan of Ark rallied her nation with her great courage. Paul led the Church through persecution because of his courage. Today we need men with a backbone instead of wishbone. The youth are looking for role models – like Jim Elliot who said before he was speared to death on a mission trip in South America – "He is no fool who gives what he cannot keep to gain what he cannot lose." [31]

E. Paul was decisive.

The man in the dream called out to Paul and he responded immediately. The gospel did not get taken to the whole Roman Empire just by thinking about it. Paul was a master of strategy. A study of the Book of Acts and his epistles reveals his mission plans. If he was absent in one place, he sent workers to cover for him. The saying – "All roads lead to Rome", can be reversed. All roads lead away from Rome. He wanted to make Rome the headquarters for his missionary outreach. The problem was that things didn't turn out the way he expected and

it's a little hard to organise things from a prison cell – However he was then forced to work by letter rather than in person. And we still enjoy the wisdom of those letters today, in his epistles!

F. Paul developed a network of friends.

Look at the list of greetings at the end of his epistles. Paul cultivated Christian friendships.

He would not have had men like the Elders from Ephesus falling on his neck and kissing him if he had not first built bridges of love and friendship. [Acts 20:37] Leaders are in the people business, like it or not. A leader must not be a loner but must build a circle of trusted friends. No man is an island!

G. Paul was humble.

Here are a few verses from Paul's writings, which demonstrate just how humble the man was;

“With all lowliness and meekness, with long suffering, forbearing one another in love.” [Ephesians 4:2].

“Put on therefore, as the elect of God, holy and beloved...humbleness of mind, meekness.” [Colossians 3:12].

“Let us not be desirous of vain glory.” [Galatians 5:26].

“But God forbid that I should glory, save in the cross of our Lord Jesus Christ, by whom the world is crucified unto me, and I unto the world.” [Galatians 6:14].

In the book of Acts we see just how Paul also served the Lord with gladness.

When Paul wrote his letter of joy to the Philippians it was not written from the polished deck of a Mediterranean luxury liner. No! Paul was under house arrest at Rome chained at the wrist to a Roman guard. [Acts 28:16] He writes this letter to express and encourage joy to his dear friends like Lydia the business woman and the Roman jailer, who washed Paul's wounds and gave him food to eat. [see Acts 16] Paul's buoyant joy spills out from every chapter, even to the Christian leaders of today.

“I thank my God in all my remembrance of you, always offering prayer with joy in my every prayer for you all.” [Phil.1:3-4]

“...your progress and joy in the faith.” [Phil.1:25]

“Finally, my brethren, rejoice in the Lord.” [Phil.3:1]

“Rejoice in the Lord always; again I will say, rejoice!” [Phil.4:4]

“But I rejoiced in the Lord greatly...” [Phil.4:10]

With each chapter there is a different facet of joy–

Chapter 1 – There is joy for living. (Even if we don’t get what we want!)

Chapter 2 – There is joy in serving. (It starts with humility)

Chapter 3 – There is joy in sharing. (It is more blessed to give than receive)

Chapter 4 – There is joy in resting. (Contentment not controlled by circumstances)

Modern Christian leaders still need to learn to laugh. The pressures can be so great at times. They could choose a friend with a free spirit and enjoy some time together. They could read through Philippians and highlight the word “joy” or go out to a quiet place and sing their heads off.

H. Paul walked in humility because he took as his example our Lord Jesus Christ.

“Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Christ Jesus: Who, being in very nature of God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself and became obedient to death – even death on a cross! Therefore God exalted him to the

highest place and gave him the name that is above every name, that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue confess that Jesus Christ is Lord, to the glory of God the Father” [Philippians 2:3-11].

The Christian leader can well take as his motto :-

“I have nothing to prove – just someone to please”.

L⁶AW

The Leader is a Decision Maker – Deborah –

But let him ask in faith, nothing wavering. For he that wavers is like a wave of the sea driven with the wind and tossed. For let not that man think that he shall receive any thing of the Lord. A double minded man is unstable in all his ways.

James 1:6-8

You are a product of
your choices

6 LAW

The Leader is a Decision Maker

You are a product of your choices.

You will become the sum of all the little choices that you make in your life. Not to make a decision, is to decide not to. The leader lives life on the attack.

As a house is built brick by brick, so our lives are built decision by decision. Each one of these decisions compose a collective destiny.

Successful people tend to make decisions quickly and change them rarely, while unsuccessful people tend to make decisions slowly and change them often. Indecision is often lack of energy. You have the power and the privilege of choice.

There are three times when it is not good to make important decisions:

1. When you are sick.
2. When you are tired.
3. When you are travelling.

A good leader knows that there are certain rules to follow to make the right decisions. A Christian leader has the wonderful added facet of going to God with the decision. The importance of this cannot be overstated. Just look any Biblical character who took decisions into their own hands and tried to work things out in their own strength or wisdom and failed. God has freely promised wisdom to all who ask. Always check with the Holy Spirit speaking to your spirit and heart about a matter. Give Him the freedom to open or close the door that leads to your decision. Forcing your way ahead when the Divine Gentleman is quietly saying "Careful here, just wait!" Sometimes in our own strength we forge ahead, despite the warning roadblocks and flashing

lights placed there by God, only to regret and repent of our decision later. My advice is to always go to God first and not as a last resort. No decision is too small to bring before your Abba Father. He is never too busy to be bothered by even your smallest request. If the adage “He gave us a brain to work it out on our own” is correct, then back this up for yourself from Scripture. Over and over again the message of the Bible, is take your decision to God.

“But seek first the Kingdom of God and His righteousness and all of these things will be added to you.” Matt 6:33

“Not by might, nor by power but by my Spirit says the Lord Almighty!”
– Zechariah 4:6

“Woe to those who go down to Egypt (that is opposed to God) for help, who rely on horses, who trust in the multitude of their chariots and in the great strength of their horsemen, but do not look to the Holy One of Israel, or seek help from the Lord.” Isaiah 31:1 (my italics)

“But Jehoshaphat also said to the king of Israel, “First seek the counsel of the Lord.” 1 Kings 22:5

Organise the decision-making process

Effective leaders constantly work at making decisions simple.

Here are some guidelines:

1. Clarify the issue. What is the decision that I am trying to make? Boil the issue down to its simplest form.
2. Gather the facts. The most frequent mistake made in decision-making, is trying to decide before all the important facts are known. While I have said that good leaders make decisions quickly, that does not negate the importance of gathering as many relevant, proven facts. Do not rely on assumptions; try to get the core facts.

Refuse to be pressured into a decision. Often your team will want direction ‘now’. “Let’s get it settled now!” Often we are compelled to make decisions too quickly. Base your decision on facts, not assumptions. You are not looking for the handiest alternative but you must come to grips with the real issues involved. Don’t try to escape the issue with snap decisions. You may have to do the hard work of thinking it all through but it will be worth it in the long haul.

It has been well said that ‘once the facts are clear, decisions jump out at you’.

3. What risk does it involve? This is when you ask two questions:
 - a. What’s the worst thing that could happen? This is when the pessimists come to life.
 - b. What’s the best thing that could happen? This is when all your optimists spring into action!

Then standing back for a moment – ask yourself and your team the question, “Is it worth the risk?”

Try and get your team to agree on the risk being taken so that at some later date, if there is disagreement, it was recorded that you all agreed on the decision.

All decision-making has an element of risk, but that does not mean that we rashly take foolish risks.

4. Get good counsel. You may need legal advice, or financial advice. (If you are after financial advice, try and find out how they have performed financially themselves!) Find out who has good expertise in that area. Even if you have to pay a little extra, it may save you a lot.
5. How will this decision affect those involved? Consideration should be given to your team, others involved, spouses, and children.
6. Try to determine the results of the decision in the future. Think down the road five, ten years or more from now.
7. Honestly answer the questions:
 - a. Is it legal?
 - b. Is it moral?
 - c. Is it ethical?
8. Is my heart at peace? Try and make sure all your questions are answered to your satisfaction.

A leader is a person of action and to be a person of action you must master the art of decision-making. Grow in maturity in leadership by being responsibly decisive.

Successful leaders have the courage to take action where others hesitate. Your decisions will always be better if you do what is right for the ministry or organisation, not just what is right for yourself.

You don't have to come up with all the answers, all the time, but you have to be prepared to endorse them where necessary. Once a decision is made, then move forward. Look for the next challenge.

As much as possible, keep your team involved in the decision-making process. Ask for ideas, input, thoughts before important actions are taken. People carry out decisions that they have participated in making much more enthusiastically. Involvement leads to commitment.

“A wise man will hear and increase learning, and a man of understanding will attain wise counsel,” Proverbs 1:46

In the final analysis, the decision-making burden belongs to the leader. You cannot please everyone with your decisions, nor should you try. If it is at all possible try and make your decisions quickly or at least set a final date for doing so. Morale can be destroyed by indecision and procrastination from the top. Leaders need to be decisive and consistent. Great leaders gather around themselves wise and trusted advisors.

What if the leader makes a wrong decision?

Every effective leader will make a wrong decision at some time or other, what counts however, is how you handle it. Willingly admit it. Don't try to cover up. Your team probably already know that you are fallible! As you take decisive and corrective action you will usually be forgiven by the group especially if they were included in the decision process. I don't think that I have ever made a small mistake in my life! As long as people see that you are trying to do what is best for the ministry or organization, they will stand with you.

The leader has a strong sense of urgency

It was Goethe who said, “The right man is the one who seizes the moment.” And Will Rogers came up with the brilliant statement, “Even though you're on the right track – you'll get run over if you just sit there.” *Carpe diem*, Seize the day! Invest your limited resource of time wisely, to achieve your goals and to make your life count, where it matters.

With repeated success people tend to get complacent

It is important to maintain a feeling of excitement. That's why it is important to keep taking on new challenges. If the captain relaxes too long, the crew will go on vacation. As a leader, you must maintain your own sense of urgency.

“No one keeps up his enthusiasm automatically. Enthusiasm must be nourished with new actions, new aspirations, new efforts, new vision. It is one's own fault if one's enthusiasm is gone; you have failed to feed it.”
– Papyrus

If there is one thing that a leader should fear, it is complacency. You or your ministry should never lose the will to make a real difference in peoples lives. As a leader you must set the example of urgency for others to follow.

One of the tests of leadership is the ability to recognize a problem before it becomes an emergency, and act immediately.

“I know your deeds, that you are neither cold nor hot. I wish you were either one or the other! So, because you are lukewarm neither hot nor cold—I am about to spit you out of my mouth. You say, ‘I am rich; I have acquired wealth and do not need a thing.’ But you do not realize that you are wretched, pitiful, poor, blind and naked.” Revelation 3:15-17

The leader and time management

So much of our time is frittered away doing things of limited value. Even if you can increase your personal productivity by 5% in two or three areas, this adds up to an amazing difference over a working year. Imagine if you could do this across your whole organization. Educate yourself as you sit in a car, bus or plane. See what areas of your life can be invested more effectively. How many hours we waste watching meaningless television, when we could be getting fit or creating something. Even if we only reduce this wasted time by a percentage, we have effectively brought more time!

“Teach us to number our days, that we may gain a heart of wisdom.”
Psalm 90:12

*“Lord, make me to know my end, and what is the measure of my days,
That I may know how frail I am.”* Psalm 39:4

You only have one life, one shot at it, so make it count!

Time is your most valuable personal resource. Use it wisely because it can't be replaced.

Time management skills can be developed and perfected and will lead you on to greater productivity and performance and sense of achievement.

Here are a few tips for daily time planning:

1. Create a daily – 'To Do' list. It is best to write it out the night before. (Print off a template you can easily fill-in each day.)
2. List goals and tasks and set priorities. A.B.C. Do A's first.
3. Test yourself for procrastination by listing tasks as; Urgent, Important, Not Urgent or Not Important.
4. Group similar tasks. i.e. People to see, Calls to make, External Tasks, Internal Tasks.
5. Try to handle each piece of paper one time only.
6. Do it now! Get the unpleasant things done and out of the way.
7. Right now, what is the best use of my time? Reduce your time-wasting bad habits. (Yes – those ones!)
8. Review (& congratulate) your progress at the end of the day.

Disciplined focus is what distinguishes those who make things happen, from those who watch things happen.

Here are some of the techniques used by successful leaders to make the best use of their most precious commodity – time.

1. Do the most important things first. Sometimes we avoid difficult or disagreeable tasks. Procrastination is the enemy of completion! Force yourself to do these tasks first then reward yourself. Don't waste precious time on unimportant things. Very little can stand against sustained, single-minded, pursuit of your goals.
2. Don't try to do everything at once. Focus only on the areas that will benefit most from your leadership expertise. Concentrate on a few things at a time. Stick to them, until you are satisfied that they are under control.

3. Limit interruptions as much as possible. Guard your best working times. If necessary, work on a problem in a secluded area. Interruptions are the number one time wasters. Find the time of day when you are most productive and let everyone know that you are unavailable for that limited period.
4. Handle your mail and emails promptly. Unattended communication causes everyone stress. Set time aside when you will open, sort and attend to your written communication. Procrastination results in important things accumulating, requiring last minute and sometimes costly last minute reaction. Throw away unnecessary mail, give it to your secretary, or send it to the required department for their action. Invest the time to stop unnecessary marketing emails being constantly sent to your inbox.
5. Set deadlines. This will force you to accomplish projects quickly.
6. Think – how can I do it better? Set quality time aside, both personally and with your team, to think about creative ways to improve the performance of your ministry or organisation. Peak performance comes through pondering. This may well prove to be invaluable to you. When you are relaxed, brainstorm your situation. You will be amazed at the ideas that spring to light. The leader, as well as having vision, must inspire others. Consider some whacky new ways to do things better.
7. You don't have to attend every meeting. Be very selective regarding meetings. Probably about half of them you don't need to attend. Maybe someone else can go in your place and give you a report. Whatever meetings you do attend, encourage brevity.
8. Control visitors. There is often a fine line in sharing time and wasting time. "Can I have a moment of your time?" Is often the opening line that can interrupt and waste valuable time. You want to keep the lines of communication open but not waste time. "Yes my door is always open between 9:30 and 10am, can this wait until then?"

It may be possible to have a 'holding station' or area that is not in your office. Once people are in your office it is hard to get them to leave. You may find it helpful to remain standing, if it is just small talk. People get down to business faster when they are on their feet. Perhaps you can organise a more suitable time to meet them later.

It is very important that you don't appear impolite or belittling of the importance of their issues.

9. Invest your time where it pays the most. Often we invest huge amounts of time where there is little return for the effort. You may have to spend time doing some honest thinking to analyse your time investments. Do not waste your high energy hours – Invest them where they produce the highest payoff.
10. Delegate responsibility. As Moses' father-in-law encouraged him to delegate the leadership responsibilities to others, so must the leader make the most use of their time by sharing the workload. Then you must allow your team to put their personal stamp on projects assigned to them. Like Lazarus, "loose them and let them go." Try and set completion times for accomplishment. Delegate and follow up, delegate and follow up!
11. Don't allow anxiety or worry to distract you. Worry is like a rocking chair, it will give you something to do but it won't get you anywhere! Philippians 4:6, Psalm 55:22 and 1 Peter 5:7 are all wonderful balms for the healing of worry. You can always slice your worries in half by asking the following questions:
 - [1] What is the real problem?
 - [2] What is the cause of the problem?
 - [3] What are all the possible solutions to the problem?
 - [4] What solution is the best?
12. Keep your mind on the project in hand. Too often, as we work on a particular project, our minds drift off on to some other thing we know that needs doing. "A double-minded man is unstable in all his ways." [James 1:8] It is so important to discipline our minds to keep (what is that bird call?) on with (oh, a new email just arrived) what we are (did I pay that bill yet?) doing at that moment.
13. Keep paper and pen handy to record inspirational thoughts. You may wake during the night with a great idea. Write it down straight away. A thought may come to you as you work on another project. Write it down straight away. This will help you to keep your mind on the subject and also that precious thought will not escape. The old saying is true that a blunt pencil will always remember more than a sharp mind.

14. Use travel time. Waiting for a plane, driving, picking up your children, can all be used to redeem time by reading, listening to a recording or having someone with you to invest time into their life. The most successful leaders never waste a moment.
15. Spend time relaxing. Holidays or days off are not wasted time. They are called recreation. And you do need to be re-created to be an effective leader. In ten years time you and your loved ones will remember the special times you spent together, invest in them. Sometimes even a 'ten minute holiday' can help reduce your stress and refocus your mind back to the important tasks at hand. Use this time to recalibrate and get away from the 'trees' so you can see the 'forest'.
16. Use 'phone time correctly. Write down a quick agenda before you use the phone. Remember, the telephone is your servant. Sometimes you may have to ignore it completely or take it off the hook. Maybe your secretary or spouse can screen the calls for you. Take notes of important calls, that way you have an accurate record. Immediately transfer any commitments to your calendar and 'To Do' sheet. Don't make the mistake, of allowing the mobile phone to have precedence over everything and everyone. This makes everyone, including your family, think that they are 'second-best' to whatever or whoever demands your attention, at any given moment. Put the phone on silent mode and be present with the person who needs your undivided attention. If it's important they will call you back or leave a message! There is a telling cartoon of a stressed out businessman being wheeled off for surgery, as they try to pry the mobile phone from his ear.

The advantages of time management

When you control your time you accomplish important goals, and free up your nights and weekends for activities with your loved ones. Controlling your time helps overcome frustration and brings your life into balance and order, giving you the feeling of control and poise. Better planning of your time enables you to give yourself more to others. You feel better on top of the pile than under it! Life will take on a greater clarity, zest, enthusiasm and productivity. You will be able to handle a crisis far more easily and it will give you more time for planning.

Develop yourself as a decisive leader

Judges 4: 4-16

“Deborah, a prophetess, the wife of Lappidoth, was leading Israel at that time. She held court under the Palm of Deborah between Ramah and Bethel in the hill country of Ephraim, and the Israelites came to her to have their disputes decided. She sent for Barak son of Abinoam from Kedesh in Naphtali and said to him, “The LORD, the God of Israel, commands you: ‘Go, take with you ten thousand men of Naphtali and Zebulun and lead the way to Mount Tabor. I will lure Sisera, the commander of Jabin’s army, with his chariots and his troops to the Kishon River and give him into your hands.’”

Barak said to her, “If you go with me, I will go; but if you don’t go with me, I won’t go.” “Very well,” Deborah said, “I will go with you. But because of the way you are going about this, the honor will not be yours, for the LORD will hand Sisera over to a woman.” So Deborah went with Barak to Kedesh, where he summoned Zebulun and Naphtali. Ten thousand men followed him, and Deborah also went with him.

Now Heber the Kenite had left the other Kenites, the descendants of Hobab, Moses’ brother-in-law, and pitched his tent by the great tree in Zaanannim near Kedesh. When they told Sisera that Barak son of Abinoam had gone up to Mount Tabor, Sisera gathered together his nine hundred iron chariots and all the men with him, from Harosheth Haggoyim to the Kishon River.

Then Deborah said to Barak, “Go! This is the day the LORD has given Sisera into your hands. Has not the LORD gone ahead of you?” So Barak went down Mount Tabor, followed by ten thousand men. At Barak’s advance, the LORD routed Sisera and all his chariots and army by the sword, and Sisera abandoned his chariot and fled on foot. But Barak pursued the chariots and army as far as Harosheth Haggoyim. All the troops of Sisera fell by the sword; not a man was left.”

Deborah as a Biblical example of a Decisive Leader

Deborah was the lady who became one of the great Old Testament leaders. Very little is known about her background, family or even which Jewish tribe she was from. There are two things that we do know.

- A. **She was a prophetess.** A prophet spoke on the basis of a revelation from God. Sometimes it was a revelation about the future. Other times He revealed His will for the present. A prophet could do that because they were filled with the Holy Spirit, and God was revealing truth to them. It was God, and only God, who made a prophet. Being a prophetess meant that she had a vision. Nothing is accomplished without a vision. God gave her the vision of freedom and liberty.

- B. **Deborah was a judge.** Judges 4:5 tells how she held court where streams of people would come, so that Deborah could hear their cases and render judgments. Deborah, as a leader, was blessed with the great gift of wisdom. As long as there are people on this earth there will be problems and a leader of people with wisdom from God to deal with them. James speaks of two kinds of wisdom [James 3:13-17]. The first is earthly, unspiritual and of the devil. There is so much of this in the world, where we have so much envy and selfish ambition. Then there is the wisdom that comes from heaven which is pure, peace loving, considerate, submissive, full of mercy and good fruit, impartial and sincere. The Christian leader must continually check the direction that his or her wisdom is coming from.

Deborah was obviously an exceptional woman – one of only three prophetesses in the Old Testament – and the only woman ever called by God to be the national leader of His people. This unique woman had some outstanding gifts as a leader. Here are some of the significant principles of leadership embodied in her life –

- a. **She saw a need and was committed to do something about it.** [Judges 5:6-7].

Deborah was a woman who refused to accept the status quo. She saw a desperate need in the life of her people and set out to do something about it. Plenty of others knew about the problem but she was the only one prepared to act.

Note two things about the action she took. First, she was critically realistic about the situation. This is where so many people become unglued in their leadership responsibilities. Often church leaders seem to be almost blind to what is happening around them, until the time bomb has exploded and only the rubble re-mains. Parents can have the same problem. Problems won't usually just go away if we blindly ignore them.

It has been well said, 'love without criticism brings stagnation, but criticism without love brings destruction'. We need a loving realism about our churches, ministries, organisations, and families.

Secondly, Deborah went beyond critical evaluation to goal setting. She had a clear goal, the immediate and obvious one of liberty. Two marks of a leader, are that they are future-oriented and goal-oriented.

The leader must constantly ask, "What are the goals for my life? For my family? For my Bible study group? For my church. Leaders know where they are going.

b. She enlisted help. [Judges 4:6a]. Deborah was a very realistic woman. Israel had a military problem and she needed a military helper. So she sent up north to the best man she could find, a man called Barak. Apparently he was a gifted fighting man. Deborah was wise enough to know the value of a team. She was also perceptive enough to recognize both her own limitations and Barak's strengths. Deborah had the enthusiasm, Barak was a strategist and advisor. One mark of a leader is that they are aware of their personal talents and abilities, but equally realistic about their limitations. So a strong and capable leader, recruits help and builds a team.

c. Deborah motivated help. [Judges 4:6b-9]. This fearful man needed motivation. She did three things. First, she confronted him with God's command. This is what God is telling us to do and we must do it. God has commanded. Second, she strengthened him with God's promise. God was going to enable and empower him for the job God was calling him to do. Third, Deborah encouraged Barak with her presence. "I will surely go with you." Leaders need to keep involved with the nitty-gritty.

d. She developed a plan. [Judges 4:6b-7]. Almost anyone can see a need but it is another thing to come up with a plan to deal with it. The plan was to meet the enemy in a pitched battle, in the dry river bed, with ten thousand men.

e. She had a dynamic, bold faith in God. [Judges 4:14].

Aspiring leaders may have all the principles down pat with all the study programs, but if they do not trust God and live day by day in a vital living relationship with the Lord Jesus, then they will be a failure. They may be elders or teachers or parents or disciple makers or in some other area of leadership, yet they will miss the mark without a close relationship with the Lord. What people need more than anything else is not a great system or a great organisation, but a person who knows their God.

Although out-manned, out-positioned and out-supplied yet they were totally victorious because they relied on God's strategy and not man's wisdom or strength. What happened? God caused a violent storm to sweep through the area. The downpour turned the ground into a muddy quagmire and the enemies chariots became bogged. The enemy's major weapon became a handicap and, as a result, they panicked and broke ranks, leading to their defeat.

Deborah's leadership qualities deserve our study and imitation. But above all, our eyes need to be directed to the God of Deborah. The essence of godly leadership, is an unswerving commitment to be His servant. Good leaders are loyal, faithful, courageous, believing followers.

Anyone whom God calls into His service, He prepares with great care. He fits and equips them for special deeds.

Too often God's people endeavour to achieve God's work in the world, using worldly wisdom, worldly strength, worldly tools and worldly techniques. Instead, we must rely upon His Holy Spirit.

God performs great exploits, with those who are simply expendable for Him.

7 LAW

The Leader Develops Friendships – David –

“A man who has friends must himself be friendly,
But there is a friend who sticks closer than a brother.”

Proverbs 18:24

A FRIEND –

- MATURE ENOUGH TO KEEP OUR CONFIDENCE
- STRONG ENOUGH TO HOLD US ACCOUNTABLE
- LOYAL ENOUGH NOT TO GIVE UP ON US

We all need someone we can be
open with – No one makes it alone

7 LAW

The Leader Develops Friendships

Success in life depends upon the support and help of other people. No one makes it alone.

Henry Ford used to say, “My best friend is the one that brings out the best in me.”

Work hard at building successful relationships. Without friendship one is doomed to loneliness. Value your friendships. Tell your friends you appreciate them. A friend is an island of safety where you feel secure and where communication is often without sound.

Work on relationships constantly. Don’t take a friend for granted. Unless it is kept constantly polished, a relationship can get a little dusty and rusty. Use the phone, a letter or a visit, a card or a gift. The smallest gestures of kindness and friendship are often remembered for years.

A successful relationship is based on mutual respect. Recognise your own self-worth and the self-worth of others. Respect others as you yourself would like to be respected.

One of the great problems we face today is the scarcity of really good friends. It takes a lot of forgiving to be a friend. Friendship is the art of overlooking the failings of others. A friend is one who puts his finger on a fault without rubbing it in! The old Chinese proverb says, “Do not use a hatchet to remove a fly from your friend’s forehead.”

It was George Elliot who said, “Friendship is the inexpressible comfort of feeling safe with a person, having neither to weigh thoughts nor measure words.”

To gain friends, become interested in other people, instead of trying to get them interested in you. Friendship is not only doing something for someone, it is caring for someone, which is deep down, what every person needs.

Talk with a close friend about your cares and worries. It will help so much. A problem shared is a problem halved. An old Swedish proverb says, “Shared joy is a double joy. Shared sorrow is half a sorrow.”

Maturity is that stage in life where you don’t have to see eye to eye with a person but you can walk arm in arm. It is possible to disagree and still be agreeable.

We all need someone we can be open with. They will know our secrets – our hiding places – our soft spots – our hopes and dreams. This is what real friendship is all about.

After a visit to the palace to see Queen Victoria, the great poet Alfred Lord Tennyson commented, “Up there, in all her glory and splendour, she was lonely.” Nothing, whether it is royal status, wealth, public success or bustling activism, can remove that need we have for other people. “People who need people are the luckiest people in the world,” says the old song. The truth is, they are the only people in the world. When God created man He said, “It is not good for man to be alone” [Genesis 2:8]. He made us for relationships, for friendships, for companionship.

There was an old spinster at one time who was sharing her plight with the Pastor. “Well,” said the Pastor, “God made man and God made woman and you can’t improve on that.” “I don’t want to improve on it,” she wailed, “I just want to get in on it!”

The first attempt of David Livingstone to preach ended in failure. “Friends, I have forgotten all I have to say,” he gasped and, in shame, stepped from the pulpit! At that moment Robert Moffat, who was visiting Edinburgh, advised David not to give up. Perhaps he could be a doctor instead of a preacher, he advised. Livingstone decided to be both. When the years of medical study were done, he went to Africa. Moffat proved to be a true friend.

I went out to find a friend –

But could not find one there,

I went out to be a friend –

And friends were out there everywhere!

“The world is so empty if one thinks only of mountains, rivers, and cities; but to know someone who thinks and feels with me, and who, though distant, is close to me in spirit, this makes the earth for me an inhabited garden.” [Goethe]

The only way to have a friend is to be one. Choose your friends for what they are, and not what they have or have to be. Promises may get friends but it is performances that keep them. Few men have the natural strength to honour a friend’s success without envy.

“Associate yourself with men of good quality if you esteem your own reputation; for ‘tis better to be alone than in bad company.”
[George Washington]

A real friend is one who will talk to you on the phone even though he knows he is missing his favourite television programme!

When we lose a friend we die a little. An old Russian proverb says, “An old friend is better than two new ones.” If you really want to know who your friends are, just make a mistake! When problems come knocking at your door, you don’t have to answer it alone, when you are blessed with true friends. The odd person that ceases to be your friend, never was a good one.

Make your Spouse your Best Friend

The greatest asset you have in life, if you are married, is your spouse. Never take the relationship for granted. Be creative. Plan various ways to date your mate. Do things together. Walk together, talk together. Share presents and gifts. The stronger your marriage relationship, the stronger and more effective you will be as a leader.

Keep the candle of romance burning brightly in your marriage by:

Giving your smile to your partner – freely, regularly and lovingly.

Giving words of praise. Appreciate your partner for his or her efforts, commitments, love and hard work.

Giving words of encouragement where your mate may be finding things difficult or even monotonous.

Giving a small love note or card.

Giving comfort when your loved one needs your arms to reassure him or her.

Giving a small gift regularly – just to keep the message coming through loudly and clearly – “You’re special!”.

Giving your energy, to the tasks which will lighten your partner’s heavy work load.

Giving and affirming your love verbally and by tender touch. Keep on saying to each other, “I LOVE YOU!”.

How to make Friends

1. Be likeable. Practice being the kind of person people like.
2. Take the initiative. Risk making the first move. Introduce yourself as opportunities come.
3. Get the other person’s name right and make sure they get your name right. To each person, their name is the sweetest word in the English language. [Or any other for that matter!] Greet people by name. Look people in the eye.
4. Don’t expect anyone to be perfect. Accept human differences and limitations.

A friend is one who knows you as you are, understands where you have been, accepts who you have become and still gently invites you to grow.

5. Find qualities to admire in a person. G.K. Chesterton used to say, “The truly great person is the one who makes every person feel great.”
6. Practise conversation. Encourage others to talk. In Queen Victoria’s time, a young woman had the good fortune to be escorted to dinner by William E. Gladstone, who was considered one of the most brilliant statesmen of the 19th Century. On the following evening, the same young lady was escorted by Benjamin Disraeli, novelist, statesman and twice Prime Minister of Great Britain.

When asked for her impression of these two great rivals, she replied, “After an evening with Gladstone, I thought he was the most brilliant man I have ever met. After an evening with Disraeli, I thought myself to be the most fascinating woman in the world!” [17]

7. Practise being courteous at all times.

“A blessed thing it is for any man or woman to have a friend: one human soul whom we can trust utterly; who knows the best and the worst of us, and who loves us, in spite of all our faults; who will speak the honest truth to us, while the world flatters us to our face, and laughs at us behind our back; who will give us counsel and reproof in the day of prosperity and self-conceit; but who will cheer us in the day of difficulty and sorrow, when the world leaves us alone to fight our own battles as we can.” [Charles Kingsley]

How to Build a Friendship

Here are a few basic principles to use in forging friendships:

[1] Develop an attitude of acceptance. Accept your friends as they are – warts and all. “During the Korean war, the phone rang in a fashionable home on the east coast of the United States. To her astonished delight, the woman who answered found herself speaking to her son. There had been long months of silence during his absence in Korea, and now she was both startled and delighted to hear that he was in San Diego, on his way home.

“Mom, I just wanted to let you know that I’m bringing a buddy home with me. He got hurt pretty bad, and he has only one eye, one arm and one leg. I’d sure like him to live with us.”

“Sure son,” she replied. “He sounds like a brave man. We can find room for him for a while.”

“Mom, you don’t understand. I want him to come and live with us.”

“Well, O.K.” she relented. “We could try it for six months or so.”

“No Mum. I want him to stay always. He needs us. He’s only got one arm, one leg and one eye. He’s really in bad shape.”

His mother lost patience. “Son, you’re being pretty unrealistic about this. You’re being emotional because you’ve been in the war. That boy will be a drag on you and a problem for all of us. Be reasonable.”

Suddenly the phone clicked dead. The next day the parents received

from the Navy a telegram that crushed them. The night before, their son had leaped to his death from the twelfth floor of a San Diego hotel. A week later they received the body and looked down with unspeakable sorrow on the corpse of their one-eyed, one-armed, one-legged son.” [19]

Conditional acceptance destroys people. Remember God accepts us unconditionally, warts and all.

[2] Develop mutual attraction. There are certain people with whom you will feel you ‘click’.

[3] Develop commitment. It seems to me that women in our society, are more skilled at forming deep relationships than men are. However, many men need the security and support that comes from a solid friendship. If you want a deep and lasting friendship, show commitment.

[4] Develop genuine openness. I know there will be a risk but the rewards are great. When we open our lives to someone else, we are giving ourselves away and that is costly. But how much more costly is it not to give? Throw away the masks.

Lawrence Peters has noted that you can always tell a real friend by the fact that when you’ve made a fool of yourself, he doesn’t feel you’ve done a permanent job!

[5] Develop appreciation and enjoyment. Delight in the success of your friends. “Friendship doubles our joy and divides our grief.” [Anonymous]

How Not to Choose a Friend

There is a danger that we will open our lives to the wrong kind of people. It simply is not true that we need all the friends we can get.

[1] Learn to stand alone. Those who are best equipped for friendship are those most prepared to stand alone. This person is committed to standing firm on his or her convictions, whatever the cost in terms of popularity or social acceptance.

[2] Learn to say NO! People are not morally neutral. They either influence our lives for good or bad.

[3] Learn who to stay away from:

- a. **The Gossip.** Avoid the gossip. If they are not loyal to others, they will not be loyal to you.
- b. **The Quick-Tempered.** Proverbs 22:24-25 says, “Do not associate with a man given to anger, or go with a hot-tempered man, lest you learn his way, and find a name for yourself.”
- c. **The Disloyal.** Loyalty is one of the greatest virtues in a friendship. Give it and expect it.

“A friend is one who walks in, when others walk out.” –
[Walter Winchell]

- d. **The Discontented.** Watch the whiner, the complainer, those who constantly maintain a bad attitude to authority or circumstances.
- e. **The Self-Indulgent.** Keep away from selfish people who are wrapped up in themselves, and their own selfish wants and wishes.
- f. **The Immoral.** With friends like this, you are on the road to disaster. If they want you to read that dirty book, see the dirty movie or listen to their dirty language, you cannot help being affected for the worst. Bad company corrupts good.

The Other Side

The choice is yours.

I had the privilege of attending the National Prayer Breakfast in Washington DC. While I was there, I drove past the famous Watergate buildings and my mind went back to those tragic days during the Nixon administration. He lost the Presidency because he listened to the advice and counsel of untrustworthy men.

The old saying is so very true, “You go like the company you keep.” So be sure and choose good friends. They could well make or break you.

A true friend can be one of the most precious things in the world. As a leader,

it is so important that you develop a good network of friends.

Yes, it is true, when we lose a friend we die a little.

Henry Penn, former president of the Society of American Florists, tells what he calls one of the most memorable incidents of his life as a florist. One day two boys and a girl about ten years of age made a visit to his store. They wore ragged clothes, but had clean faces and hands. The boys took off their caps when they entered the shop. One of them stepped forward and said solemnly, "We're the committee and we'd like some very nice yellow flowers." Penn showed them some inexpensive spring flowers but the boy said, "I think we'd like something better than that." "Do they have to be yellow?" "Yes sir," was the reply. "Mickey would like it even better if they were yellow because he had a yellow sweater." "Are these for a funeral?" the florist asked quietly. The boy nodded. The girl turned to keep back the tears. "She's his sister," the boy explained. "He was a good kid – a truck – yesterday – he was playing in the street. We saw it happen." Then the other boy added, "Us kids took up a collection. We got eighteen cents."

"Would roses cost an awful lot, Mister? Yellow roses?" Touched by the story of the tragedy and the loyalty and love of these youngsters, Penn replied, "I have some nice yellow roses here that I'm selling for eighteen cents a dozen." "Gee, those would be swell!" exclaimed one of the boys. "Mickey would like those," the other confirmed. "I'll make up a nice spray," promised the sympathetic florist, "with ferns and a ribbon." "Where shall I send them?" "Would it be all right, Mister, if we took 'em now?" asked one of the boys. "We'd kinda like to take 'em over and give 'em to Mickey ourselves. He'd like it better that way." Penn accepted the eighteen cents. The "committee" carrying the kind of flowers "Mickey would like" walked out of the shop. Said Penn, "I felt uplifted for days. Unbeknown to them, I had a part in their tribute to their friend." [20]

In everyone's life, there are basically three levels of relationships: acquaintance, casual, and intimate.

As a leader, develop close friends.

Never underestimate the power of influence. The influence of those around us is so powerful, so subtle, so gradual that often we do not even realize how it can affect us. You cannot afford the luxury of negative associates.

With all your desire for achievement and success, do not forget your friends. John Landy would have to be one of Australia's all time best athletes. Here

is the way Gordon Moyes describes his incredible race at the Melbourne 1956 Olympic Games.

“I was present at what I believe will go down in history as the greatest event in Australian athletics.

It was in 1956, the time of the Melbourne Olympic Games. We saw many fine things at those games. I remember, for example, Vladimir Kutz and his marvellous runs in the five and ten thousand metres, and the great marathon. But it was another race that year, which went far beyond anything that happened in the Olympic Games.

Back in 1956 there were only a few athletes around the world who had broken the impenetrable barrier of the four minute mile. In Australia we had the fastest mile runner in the world. No one else could compare with John Landy, who was not only our national champion but was running at that time as world champion.

He was, at this stage, preparing for the race that everyone in athletic circles knew would be the race described as the ‘race of the century’ at the forthcoming Olympic Games. Some of the best runners in the world had come to Australia to tackle Landy. It was the Australian National Athletic Championships held in Melbourne on the new Olympic Park track in January 1956. In the mile race also was the Australian junior mile champion, an eighteen year old, a very fit and fine runner by the name of Ron Clarke.

As the day of the National Championships dawned, everybody was on edge. Landy had been down to 3 minutes 56.6 seconds and we were looking forward to seeing him breaking the four minute mile in this great race. Here were the best mile runners in the world gathered together. The gun went off and they ran the first lap in fifty-nine seconds. Immediately there was a sense of tremendous excitement among the 22,000 spectators: they were under a minute for the first quarter; if only they could maintain two fast middle quarters then the record would tumble. They were past the half-mile in a fast 2 minute 2 seconds. Ron Clarke moved to the front and increased the pace.

John Landy moved up into place behind Ron Clarke. We knew now that the record bid was really on. Everybody at that stage, with half a mile to go, started to chant, “Landy, Landy, Landy!” Around they went and as they moved into the first bend on the third lap an athlete, Alec Henderson, making a fast move, clipped Ron Clarke’s heel and Clarke fell over. Landy leapt over the sprawling Clarke. What happened then amazed us. Landy

stopped, ran back and picked him up. He said he was sorry. The rest of the runners kept going.

It was his chance for a world record. But Landy picked Clarke up, brushed his knees and looked at the athletes already sixty yards in front; then they both set off after the rest.

I have never heard such a roar from a crowd as I did at that moment. Round the rest of the track, narrowing up, passing first one then another, pegging them back as they moved into the last bend, Landy moved to the front and the crowd was ecstatic. He won! He won in four minutes four seconds. But I tell you, if he had won in three minutes fifty seconds there would not have been a louder cheer than the one that went up that day.

We had witnessed something remarkable. A man at the time of his own opportunity for world fame and recognition gave away his chance in order to pick up another athlete. There was never a more gentlemanly athlete than the one we used to refer to as “Gentleman John”. He was the most humble and kindly man I knew: a self-effacing, brilliant man.” [21]

The deepest emotional scars develop in the lives of those who feel lonely and rejected. This seems to be a day of superficial friendships. As social beings we all crave acceptance and need the encouragement of friends. We need to constantly strengthen existing friendships and to reach out to others who need caring relationships. Through modern technology we seem to be more connected with other people but somehow far more separated from other people, than ever before.

Sundar Singh was a famous Indian preacher who each year journeyed into Tibet. One year, he and two friends were travelling through the high mountains and were caught out in a severe snow storm. After trudging several miles one of his friends dropped exhausted in the snow. The other friend said to Sundar, “We must leave him otherwise we all will perish. I’m going on.”

Sundar looked with compassion at his friend lying in the snow then stooped down, picked up the man and threw him over his shoulder and staggered on. Soon after he came across the lifeless form of the other man. He had failed to make it. But Sundar Singh made it through to safety because, as he carried the other man, so the two exchanged body heat, preserving them both.

In his book “Quality Friendship” Gary Inrig writes:

“Out of the furnaces of war come many true stories of sacrificial friendship.

One such story tells of two friends in World War I, who were inseparable. They had enlisted together, trained together, were shipped overseas together, and fought side-by-side in the trenches. During an attack, one of the men was critically wounded in a field filled with barbed wire obstacles, and he was unable to crawl back to his foxhole. The entire area was under a withering enemy crossfire, and it was suicidal to try to reach him. Yet his friend decided to try. Before he could get out of his own trench, his sergeant yanked him back inside and ordered him not to go. "It's too late. You can't do him any good, and you'll only get yourself killed."

A few minutes later, the officer turned his back, and instantly the man was gone after his friend. A few minutes later he staggered back, mortally wounded, with his friend, now dead, in his arms. The sergeant was both angry and deeply moved. "What a waste," he blurted out. "He's dead and you're dying. It just wasn't worth it."

With almost his last breath, the dying man replied, "Oh, yes it was Sarge. When I got to him the only thing he said was, 'I knew you'd come, Jim!'"

One of the marks of a true friend is that he is there, when there is every reason for him not to be, when to be there is sacrificially costly. As Proverbs 17:17 puts it, "A friend loves at all times, and a brother is born for adversity." [22]

The Time to Make Friends is Before you need them

Develop a close circle of trusted friends, all sharing a common vision, build into their lives, and grow old together.

1 Samuel 18: 1-5

“After David had finished talking with Saul, Jonathan became one in spirit with David, and he loved him as himself. From that day Saul kept David with him and did not let him return to his father's house. And Jonathan made a covenant with David because he loved him as himself. Jonathan took off the robe he was wearing and gave it to David, along with his tunic, and even his sword, his bow and his belt. Whatever Saul sent him to do, David did it so successfully that Saul gave him a high rank in the army. This pleased all the people, and Saul's officers as well.”

David as a Biblical Example of Friendship

“After David had finished talking with Saul, Jonathan became one in spirit with David, and he loved him as himself. From that day Saul kept David with him and did not let him return to his father’s house. And Jonathan made a covenant with David because he loved him as himself. Jonathan took off the robe he was wearing and gave it to David, along with his tunic, and even his sword, his bow and his belt. Whatever Saul sent him to do, David did it so successfully that Saul gave him a high rank in the army. This pleased all the people, and Saul’s officers as well.” [1 Samuel 18:1-5]

“I grieve for you, Jonathan my brother; you were very dear to me. Your love for me was wonderful, more wonderful than that of women.” [2 Samuel 1:26]

True Christian friendship is based not only on love for one another but also on deep mutual respect and open honesty. This leads to long-time loyalty.

Before we look at the deep friendship that existed between David and Jonathan, let us look at the way God developed leadership qualities in the life of David.

1. David had a dream.

David felt the anointing oil of Samuel the prophet splash through his curly hair and trickle onto his broad shoulders while he was still a young man. An experience like that, can't help but give a sense of vision and a dreaming to a young man.

“The LORD said to Samuel, ‘How long will you mourn for Saul, since I have rejected him a king over Israel? Fill your horn with oil and be on your way; I am sending you to Jesse of Bethlehem. I have chosen one of his sons to be king.’ ...So he sent and had him brought in. He was ruddy, with a fine appearance and handsome features. Then the LORD said, ‘Rise and anoint him; he is the one.’”

[1 Samuel 16:1,12]

After the experience with Samuel, David had a sense of destiny about his life. From then on his life would be filled with meaning and purpose. From caring for sheep in the hills, David now saw life from a global perspective. Here is an important key to maturity: Those who are really serious about the Lord's service ask Him for a global vision and a historical, Biblical perspective.

Psalm 2:1-9, is filled with the big picture, regarding the rulers of earth and the Ruler of heaven. “...the rulers gather together against the LORD...The ONE enthroned in heaven laughs; the Lord scoffs at them. Then he rebukes them in his anger...”(v2, 4).

Leaders are those with the vision of seeing the big picture from God's point of view and not man's. Psalm 22:27-31 is also written in the same vein, “All the ends of the earth shall remember and turn to the Lord; And all the families of the nations shall worship before Him. For dominion belongs to the Lord, and He rules over the nations.” (v27,28).

2. David, early in life, had discipline.

It takes discipline to master a sling, to get up early and care for sheep day after day, to compose songs and poems and learn to play an instrument. It is not the sudden flights that achieve success but rather the things that we do day, by day, by day that achieve results. To acquire the necessary habits for success requires discipline. It is

when the leader acquires success that he needs to be careful. Sad to say, the disciplined warrior became a soft, palace loving king. No one falls ‘suddenly’. Not even a man like David. David’s great sin did not happen in one impetuous, impulsive, momentous outburst of passion. David like Saul, fell because of unjudged sin, that finally caught up to blur his vision at a crucial moment.

3. David had courage.

He smelled the breath of both a hungry lion and bear and looked up into the eyes of contempt of Goliath. That courage grew as David trusted in God and each small battle fought and won, helped him win another. The training ground of life will always be tough, yet for the leader each hard fought battle is vital, to mould him for the leadership role.

4. David possessed humility.

He realized he was anointed as King yet he did not prematurely take the throne. He could have turned Jonathan against his father but did not do so. He could have taken Saul’s life but humbly waited until God’s appointed time to become king. He didn’t try to force God’s hand, he was patient.

5. David was decisive.

He took it in his own hands, against public opinion, to slay the giant. Progress is like a wheelbarrow – if you stop pushing, it stops too! The redemption of the world called for decisive people.

6. David inspired his followers.

This is obvious by the songs they sang about him after he slayed the giant. David did not say to his army, “You go and take the city,” but rather, “let us go and take the city”. The true leader cannot lead from behind only from in front. Courage, tact, diplomacy, executive ability all combine to give the leader inspirational power.

7. David was a friend.

The man after God’s heart had a heart for men. This youngest son of Jesse, stands strong and tall in the inspired record, as a true and loyal

friend. There is something wonderful in having a kindred spirit, a soul-brother. David and Jonathan had a remarkable friendship. They were men who by all rights should have been bitter rivals. Both had a claim to the throne of Israel, Jonathan by birth and David by the anointing of Samuel. Yet there was not an ounce of competition between them. After Jonathan saw David defeat Goliath the enemy's champion, Saul's son felt his soul knit to the son of Jesse. It was an immediate, inseparable bond. Jonathan loved David as himself.

“After David had finished talking with Saul, Jonathan became one in spirit with David, and he loved him as himself. From that day Saul kept David with him and did not let him return to his father's house. And Jonathan made a covenant with David because he loved him as himself. Jonathan took off the robe he was wearing and gave it to David, along with his tunic, and even his sword, his bow and his belt.” [1 Samuel 18:1-4]

a) The loyalty of friendship.

Saul's jealousy and pride raged against David because of David's instant popularity.

“When the men were returning home after David had killed the Philistine, the women came out from all the towns of Israel to meet King Saul with singing and dancing, with joyful songs and with tambourines and lutes. As they danced they sang: ‘Saul has slain his thousands, and David his tens of thousands’. Saul was very angry; this refrain galled him. ‘They have credited David with tens of thou-sands,’ he thought, ‘but me with only thousands. What more can he get but the kingdom?’ [1 Samuel 18:6-8]

Yet even in the face of his father's rage, Jonathan stepped up to bat for his new friend. “Jonathan spoke well of David to Saul his father and said to him, ‘Let not the king do wrong to his servant David; he has not wronged you and what he has done, has benefitted you greatly.’” [1 Samuel 19:4]

Another time it nearly cost him his life, as his father nearly took the life of his own son. “Saul's anger flared up at Jonathan and he said to him, ‘You son of a perverse and rebellious woman! Don't I know that you have sided with the son of Jesse to your

own shame and to the shame of the mother who bore you? As long as the son of Jesse lives on this earth, neither you nor your kingdom will be established. Now send and bring him to me, for he must die!” [1 Samuel 20:30-31]

A true leader is not a fair weather friend but one who stands with a friend through thick and thin. We need far more of this in the Body of Christ.

b) The teamwork of friendship.

David had other friends as well as Jonathan, men who would have gladly given their lives for him. At one time, while being hunted, he longed for the sweet water from Bethlehem. His wish was as a command to his men. At great risk to their lives they brought back the precious water to him. He was so grateful and so moved by this act of love and loyalty he had to pour it out on the ground feeling he was unworthy of such sacrifice. The Apostle Paul built a team. Our Lord built a team of friends. At times it may be hard, after all we are still a bunch of sinners, but with a team of friends we can do so much. “One shall put a thousand to flight, two shall put ten thousand to flight.”

c) The grief of friendship.

True friendship costs something. In an age of self gratification, friendship is costly, but if we want friends, we must be friendly. After the tragic death of Jonathan, David wept for his friend.

“Then David and all the men with him took hold of their clothes and tore them. They mourned and wept and fasted till evening for Saul and his son Jonathan, and for the army of the LORD and the house of Israel, because they had fallen by the sword.” 2 Samuel 1:11-12.

Friendship will cost a leader something but what he gains will richly repay any outlay.

d) The kindness of friendship.

David showed kindness to the house of Saul for Jonathan’s sake by bringing Mephibosheth, who was crippled in both feet, into

his own royal house and treated him as one of the king's sons. Friendship has a way of keeping a leader's heart soft. So often we are hurt in life and as we go on we can get hardened. Having true friendships keeps us balanced and tender.

8 LAW

The Leader Exercises Tact and Diplomacy — Nehemiah —

And I said to the king, “If it pleases the king, and if your servant has found favor in your sight, I ask that you send me to Judah, to the city of my fathers’ tombs, that I may rebuild it.”

Don’t lead your team with a whip, give them a dream and help them reach it.

LAW

The Leader Exercises Tact and Diplomacy

“There is no point in giving a man a rose to smell, after you have cut off his nose.” [Indian Proverb]

Leadership not only involves knowing where you are going but also how to effectively work with people.

In working together with people, the leader needs warmth, enthusiasm and sensitivity.

If you want to build a ship, don't just drum up people to cut wood and assign them tasks and work, but rather teach them to long for the endless immensity of the sea.— Author Unknown

How to Earn the Loyalty of Your Team

The loyalty of your team is priceless. It cannot be bought or secured by favours. It is not won overnight. It is not everlasting. Loyalty is only given by your team as they think their leader is worthy of it.

Effective leaders make their team feel good about themselves and their work.

Here are some ways to gain and hold the loyalty of people:

1. Help people be successful in THEIR jobs. Give and do everything you possibly can, in helping your team to achieve their goals.
 - a. Provide training. Most work is badly done because of poor or inadequate training. Encourage extra courses and study. Send them to that seminar. Provide teaching USB's, CD's and

DVD's. Focus on "continuous improvement" rather than "static perfection".

- b. Get extra help when needed. Insufficient help will hinder performance.
- c. Provide the best equipment you possibly can. This will ensure that they do their work more effectively.
- d. Look for ways to help them yourself. The personal touch, even though at times may be inconvenient, will prove you care for them personally.
- e. Provide the best possible working environment. Environment determines attitude, and attitude determines altitude. The better the surroundings, the better they will feel about their work and themselves. It was a wise person who said, "It's not the mountain ahead that bothers the climber, but the grain of sand in their shoe."
- f. Resolve minor complaints or concerns before they become major ones. As a leader you must look after the needs of your team.

"What we have done for ourselves alone dies with us. What we have done for others and the world, remains and is immortal." – Albert Pine

2. Learn to confide in people you can trust. An individual feels important and special when information is shared.
3. Recognize and show appreciation for all the team. It is not just the high achievers but the consistent plodders who need encouragement. Be proud of the accomplishments of your team. Always give them credit for their successes. Meet with them personally or contact them by phone. Encourage them to share their heart. People thrive on the appreciation you show them – the smiles, the thanks, and the gestures of kindness. Be on the lookout for those things that are done well. Praise and recognition are powerful motivators.
4. Keep your word. Don't break a promise or soon you will lose the loyalty of everyone.
5. Be patient. Do not give up on a person until ample opportunity has been given for improvement. Try to always give them the

benefit of the doubt.

6. Reward performance. Unselfishly given well-deserved credit to your people is one of the finest things you can do for them. It not only makes them feel good but stimulates them to try even harder. Write letters to those who deserve credit, they in turn will show these to their friends and family.

Knowing your team is so important. The praise and reward must be carefully chosen to suit each individual. What motivates one person may not motivate another. The rewards may include promotion, trips, salary increase, the knowledge of job security, plaques or gifts. Use your wisdom and imagination to make life a little more exciting for others.

The best way to gain and hold the loyalty of your team is to show personal interest in them and care for them, by your words and actions, in everything you do. Be sincere in doing everything in your power, to help them succeed as a team and as an individual.

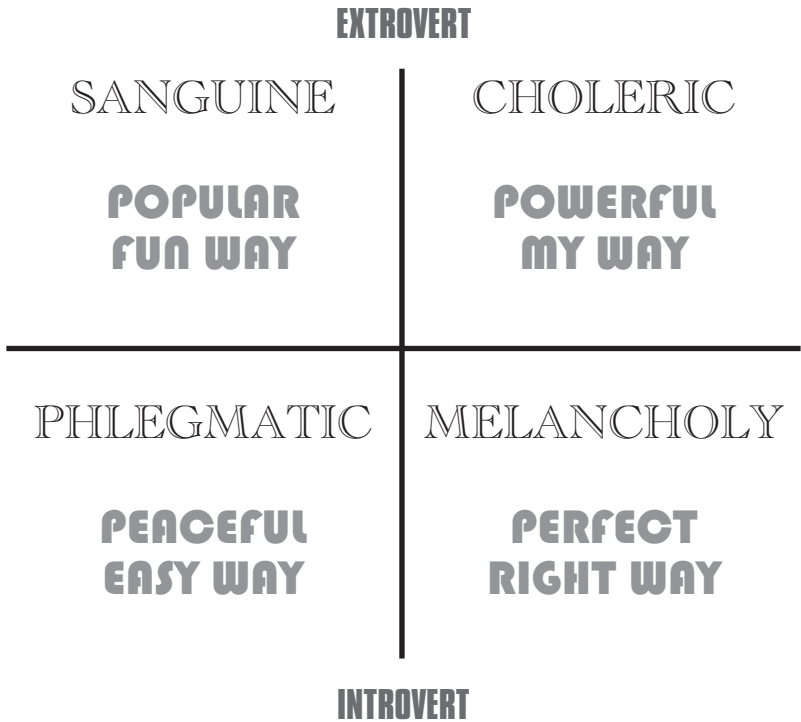
Leaders Study and Know People

The study of people and their various temperaments is fascinating. Just as snowflakes have different designs, so have people been given distinguishing qualities of uniqueness.

Temperament provides men and women with both strengths and weaknesses. Although we like to think only of our strengths, everyone has weaknesses.

Dr. Tim LaHaye and Florence Littauer have produced several very good books that will help you as a leader to better understand how people think and function.

Basically, they are saying that everyone is a curious mixture of weaknesses and strengths. The reason is that everyone has inherited a distinct temperament – predominantly sanguine, choleric, melancholy, or phlegmatic, with a combination of traits from two or more groups.



Let's look at these temperaments in a little more detail:

1 THE SANGUINE

This person is often the warm, popular “fun way” type. He is the buoyant, lively temperament. Feelings predominate to form his decisions rather than reflective thoughts..

Sanguine Strengths	Sanguine Weaknesses
Talkative	Weak-willed
Outgoing	Unstable

Enthusiastic	Undisciplined
Warm	Egocentric
Personable	Loud
Friendly	Exaggerates
Compassionate	Fearful
Carefree	Restless
	Undependable

2 THE CHOLERIC

These people are usually actors, salespeople, speakers.

These people are the hot, quick, active, practical, and strong-willed temperament. Often self-sufficient, and very independent.

They tend to be decisive and opinionated, finding it easy to make decisions for themselves and for other people. To them, "life is activity." They are often domineering and bossy. They can use people.

Choleric Strengths	Choleric Weaknesses
Strong-willed	Angry
Determined	Cruel
Independent	Sarcastic
Optimistic	Domineering
Practical	Inconsiderate
Productive	Proud
Decisive	Self-sufficient
Leader	Unemotional
Confident	Crafty

3 THE PHLEGMATIC

These type of people are usually producers, builders, and leaders.

This person has the calm, cool, slow, easy-going, well-balanced temperament. They rarely get ruffled no matter what the circumstances.

They tend to be a spectator in life and try not to get too involved in the activity of others. Generally they will not take leadership on their own but when it is put on them, they prove a capable leader.

Phlegmatic Strengths	Phlegmatic Weaknesses
Calm	Stingy
Easy-going	Fearful
Dependable	Indecisive
Efficient	Spectator
Conservative	Self-protective
Practical	Selfish
Leader	Unmotivated
Diplomat	
Humourous	

4 THE MELANCHOLY

These people are usually diplomats, accountants, teachers, and technicians.

This type of person is usually a perfectionist. They are analytical, self-sacrificing, and gifted with a very sensitive emotional nature.

Although they don't make friends easily, they prove to be very faithful as a friend. They can often experience a variety of moods because their feelings predominate.

Melancholy Strengths	Melancholy Weaknesses
Gifted	Self-centred
Analytical	Moody
Sensitive	Negative
Perfectionist	Theoretical
Aesthetic	Impractical
Idealistic	Unsociable
Loyal	Critical
Self-sacrificing	Revengeful
	Rigid

The Melancholies are usually artists, musicians, inventors, philosophers and professors.

Although the theory of these four temperaments is not perfect and no concept of man is, it does however, help the average person to examine themselves and those they associate with.

Wise leaders concentrate on their strengths and work to overcome their weaknesses. As a leader, you should help your team to develop their strengths and overcome their weaknesses as well. The knowledge of these temperaments is just a tool to help you deal with, and appreciate people more. But, like any tool, it can be misused. We must continue to see people as people and not go around analysing everyone we meet, putting them into our own pigeonholes.

The Leader is an Encourager

The most important responsibility of a leader is to develop your team. Your success as a leader is dependent on how well your team performs. Being appreciated in the workplace, has been rated in several studies, as being perceived by staff to have a higher intrinsic value than increased wages.

Everyone has an invisible sign stuck to their foreheads that reads; “Make me feel important!” Never forget this message when you are working with people. This must also mean “Don’t ever belittle me or make me feel unimportant!”

A Successful Team Beats with One Heart

If you don't teach people how to fish, they will certainly learn on their own how to steal your fish.

“There is no exercise better for the heart than reaching down and lifting people up.” [John A. Holmes]

Any organisation that is not growing and developing is stagnating. As growth occurs, mistakes will be made. It is at this point that the leaders prove themselves by their reactions. Accept honest mistakes as the price for innovation. The attitude must be – what can we learn? Mistakes can become stepping-stones to success. If your team is not making a mistake or two, it's a sure sign they are playing it too safe.

As a leader you must create the kind of climate in your organisation where personal growth is expected, recognized and rewarded. Encourage your team to explore new options instead of settling for the obvious.

One cause of depression in people is the hunger for appreciation and encouragement. I remember reading one of Chuck Swindoll's newsletters where he told of the geese that fly in V-formation, honking as they make their way to a warmer climate, covering thousands of miles before they reach their destination. He noted these observations:

1. “Those in front rotate their leadership. When one goose gets tired, it changes place with the one in the wing on the V-formation and another flies point.
2. By flying as they do the members of the flock create an upward air current for one another. Each flap of the wings literally creates an uplift for the bird immediately following. One author states that by flying in a V-formation the whole flock gets 71 percent greater flying range than if each goose flew on its own.
3. When one goose gets sick or wounded two fall out of formation with it and follow it down to help and protect it. They stay with the struggler until it's able to fly again.
4. The geese in the rear of the formation are the ones who do the honking. I suppose it's their way of announcing that they're following and all is well. For sure repeated honks encourage those in front to stay with it.”

Leaders today need to continue their honks of encouragement. Catch your people doing something right and let them know about it. Seek them out when they are down and build them up again.

Mary Kay Ash, founder and president of Mary Kay Cosmetics would say, “Forget their mistakes and zero-in on one small thing they do right. Praise them and they’ll do more things right and discover talents and abilities they never realised they had.”

“There is no more noble occupation in the world than to assist another human being – to help someone succeed.”

Alan Loy McGinnis *‘Bringing Out The Best In People.’*

“A good boss is one who makes people think they have more ability than they have, so they consistently do better work than they thought they could”. [Charles E Wilson, former CEO of General Motors]

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 had hired forty-three millionaires. Carnegie responded that those men had not been millionaires when they started working for him, but had become millionaires as a result.

The reporter’s next question was, “How did you develop these men to become so valuable to you that you have paid them this 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 mine looking for dirt – one goes in looking for the gold.”

“Two are better than one, Because they have a good reward for their labor.” [Ecclesiastes 4:9]

So, as a leader, build a powerful team.

Innovation creates opportunity, quality creates demand, but it takes teamwork to make it happen.

Nehemiah 2: 1-8

“In the month of Nisan in the twentieth year of King Artaxerxes, when wine was brought for him, I took the wine and gave it to the king. I had not been sad in his presence before; so the king asked me, “Why does your face look so sad when you are not ill? This can be nothing but sadness of heart.” I was very much afraid, but I said to the king, “May the king live forever! Why should my face not look sad when the city where my fathers are buried lies in ruins, and its gates have been destroyed by fire?” The king said to me, “What is it you want?” Then I prayed to the God of heaven, and I answered the king, “If it pleases the king and if your servant has found favor in his sight, let him send me to the city in Judah where my fathers are buried so that I can rebuild it.” Then the king, with the queen sitting beside him, asked me, “How long will your journey take, and when will you get back?” It pleased the king to send me; so I set a time. I also said to him, “If it pleases the king, may I have letters to the governors of Trans-Euphrates, so that they will provide me safe-conduct until I arrive in Judah? And may I have a letter to Asaph, keeper of the king's forest, so he will give me timber to make beams for the gates of the citadel by the temple and for the city wall and for the residence I will occupy?” And because the gracious hand of my God was upon me, the king granted my requests.”

Nehemiah as a Biblical Example of Tact and Diplomacy

No study of leadership would be complete without gaining insight into the qualities of leadership that this incredible man called Nehemiah possessed. He had risen to a prominent position, that of cupbearer to the Persian emperor Artaxerxes I, the most powerful ruler of that day. He was what we would call a top security agent, making sure that the wine the king drank was not poisoned. He held a very responsible position. He would have been chosen for his personal qualities: a stable character, sharp eyes, sharp wits and common sense. To be sure that he was a man given to detail. What made him such a great leader?

A. Nehemiah was a man of prayer.

“When I heard these things, I sat down and wept. For some days I mourned and fasted and prayed before the God of heaven.”
[Nehemiah 1:4]

Prayer puts the leader in touch with infinite resources. Nine of his prayers are recorded in the book of Nehemiah. Most of them are brief, spur-of-the-moment prayers. No leader is more powerful than when he is on his knees or on the run, crying out to God.

Prayer puts the leader in touch with infinite intelligence. Christ says, “Without Me you can do nothing” [John 15:5]. Conversely, with Him we can do anything. Prayer is the means whereby we make contact with God’s strength and in Him overcome our weakness. Only when we set aside our own strength, will the Lord really become our strength.

Just as we might attempt to float on water; as long as we exercise our own efforts to keep afloat we will surely sink. We must give ourselves up to the water and it will immediately sweep under us and support us in its strength.

“Now unto Him that is able to do exceeding abundantly above all that we ask or think, according to the power that worketh in us.”
[Ephesians 3:20]

God becomes the divine dynamic, whereby the believer conquers all things. This power is made available through prayer.

Our strength lies in childlike helplessness. God’s power is available

only to those who are weak. His helpfulness is meted out only to those who confess their helplessness. "... for when I am weak then I am strong." [2 Corinthians 12:9,10]

The reason that many of us don't really pray is that we are too strong – strong in our own false strength. Yet our own strength is really so utterly helpless, empty and weak. We think that we are capable in ourselves and yet we are so reliant upon God for even our next breath and heartbeat.

The basis of prayer is man's need and God's ability to meet that need.

B. Nehemiah evidenced great management and planning skills.

"I also said to him, 'If it pleases the king, may I have letters to the governors of Trans-Euphrates, so that they will provide me safe-conduct until I arrive in Judah? And may I have a letter to Asaph, keeper of the king's forest, so he will give me timber to make beams for the gates of the citadel by the temple and for the city wall and for the residence I will occupy?' And because the gracious hand of my God was upon me, the king granted my requests." [Nehemiah 2:7-8]

Nehemiah was a great organiser. He was a man of action. [Nehemiah 2] Once Nehemiah gets approval for his plan from the king; we see him negotiate for supplies, arrange for safe passage, do advance planning, mobilize a large work force and divide a massive public-works project into manageable units.

This seems to come as quite a contrast to the prayerful Nehemiah we met earlier, for now we see an efficient man hard at work. What is the nature and place of efficiency and organisation in godly leadership? The key is in the definition of efficiency.

There is a real efficiency in prayer. This fact should induce a greater interest in prayer. Prayer is efficient in that it saves time. It saves time by conditioning one for the day's activities and personal contacts. It saves time by conditioning those with whom one will associate. It saves time in that it makes wisdom available to us, which in turn leads to quick and proper decisions [James 1:5]. This leads to peace of mind and gives the leader more poise.

Organisation is bad if it usurps the Holy Spirit. Yet orderliness is biblical. "Everything should be done in a fitting and orderly way" [1 Cor 14:40]. The work of creation was wonderfully ordered as the Holy Spirit turned chaos into beautiful order.

Note Nehemiah's three steps of action-

- a. He prayed. [1:4 -10]
- b. Carefully surveyed the situation beforehand. [2:11-16]
- c. Motivated the people before delegating the work. [2:17-18]

C. Nehemiah experienced opposition.

“When Sanballat heard that we were rebuilding the wall, he became angry and was greatly incensed. He ridiculed the Jews”.
[Nehemiah 4:1]

All movement causes friction. Opposition will test a leader to see what kind of leader he really is. Christian leaders often go to pieces when they experience the kind of opposition that Nehemiah faced [Nehemiah Chptrs: 4,6 & 13]. Here we see that he handles opposition brilliantly. These chapters show how he handles opposition in a positive, direct way. It reveals his competent counter-measures to godless opposition.

How do leaders react to opposition? Some grow too discouraged to continue. Others build a wall of defense around themselves, making it impossible to reach them. From behind their walls they lash out in constant self-defense. Some are unable to cope and become vindictive, others become bitter.

Christian leaders are often placed under great pressure. It is vital that they learn how to cope with pressure as it comes and come it will!

The Proverb – “Sticks and stones may break your bones but words will never hurt you” – is simply not true. How many leaders, despite their selfless efforts, are criticized without mercy.

The tongue is the greatest weapon that the evil one uses to destroy God's work and workers. Satan is more dangerous when he flatters than when he fumes. The enemies of Nehemiah, who were really just toys in the hands of the devil, used a variety of attacks. They used mockery and scorn and finally the threat of open attack so much so, that Nehemiah had to order that while some continue to build the walls, others defended with the sword.

With all of the opposition that is thrown at the leader, they must never stop ‘Building the wall’; George Whitefield continued in his ministry despite great opposition. He was refused entry to preach in the churches, a thing that caused him great pleasure because more

people were able to hear his strong, clear voice in the open-air. [42]

Three principles seemed to guide George Whitefield in dealing with strong opposition:

- a. Never to reply to his critics.
- b. Wherever possible to avoid engaging in controversy, and
- c. Never to stop proclaiming the whole truth of the gospel!

Nehemiah's ultimate goal was to get the wall built and his policy was shaped by his goal. Opposition and verbal attack would not deter or dissuade him.

The Christian leader has been called to a work. His business is to get on with it, with all of the strength at his disposal and not let himself get sidetracked.

D. Nehemiah, as a leader, did not lose his sensitivity.

“When I heard their outcry and these charges, I was very angry.” [Nehemiah 5:6] So often a leader can be hardened by the hard knocks of life, the pressure of deadlines and cruel, cutting words that they grow insensitive to the needs of those around. Nehemiah in Chapter 5 describes how he hears the cry of the poor. Nehemiah was a man of great justice and mercy and he put a halt to the double standards among the Jews. What was the problem?

1. Conflict over money.

So many ministries and churches have been split and destroyed by the problem of money. Evidently the common people were facing extreme economic pressure and had nothing. There will be many secular leaders at the judgment who will have much to answer for, because they closed their ears to the cry of the poor.

2. Nehemiah maintained integrity.

He could have been bought with a handout to keep his mouth shut. But he was an ‘Untouchable’. His priorities were set on higher goals.

3. Nehemiah was a leader who got mad at sin.

“I was very angry”. Is it possible to be godly and angry? Not all anger arises from sin, otherwise we could charge God Himself with sin. Most of our human anger arises from our insecurities and frustrations or our self-centredness. God is not insecure,

frustrated or self-centred. His anger arises from a Holy love.

E. Nehemiah was a leader with courage.

“Should a man like me run away?” [6:11]

Attacks from without and within and even against him personally, were all met with the same boldness and courage. The leaders of today must let their courage be seen by the way they act and speak. Remember that true courage does not consist in the absence of fear but in doing what God wants even when we are afraid, disturbed and hurt. God will infuse His courage into our soul as each need arises.

F. Good leadership brings revival.

“Ezra opened the book. All the people could see him because he was standing above them; and as he opened it, the people all stood up. Ezra praised the LORD, the great God; and all the people lifted their hands and responded, ‘Amen! Amen!’ Then they bowed down and worshipped the LORD with their faces to the ground...They read from the Book of the Law of God, making it clear and giving the meaning so that the people could understand what was being read.” [Nehemiah 8:5-6,8]

Reverence for and obedience to the Word of God brings revival. Notice that they had Ezra to stand in the centre on a raised platform and on each side were leaders of note.

All morning long he read the Book of the Law and all listened attentively.

Notice how the Levites instructed the people -

- a. They read the Book.
- b. They made it clear.
- c. They gave the meaning.
- d. The people could understand what is being read. [8:8]

Good leadership requires that everyone knows what is going on.

G. Nehemiah exercised tact and diplomacy.

Nehemiah would never have achieved all that he did, if he had not carried himself with diplomacy and exercised tact. It was the fact that his deportment was so likeable in the first place that Artaxerxes the king, allowed him to leave and take care of the situation in Jerusalem. The king noticed that Nehemiah was sad at heart. Obviously

Nehemiah had a cheerful way about him, which drew respect and admiration.

Leaders that handle things with confidence and cheerfulness, will always attract followers. Nehemiah would never have had the time, or the materials freely supplied, if he had not worked so hard on his personal deportment. Like Moses and Joseph before him, his training in the rulers courts equipped him for the great work that God intended for him.

H. Nehemiah exercised staying power.

“Remember me for this, O my God, and do not blot out what I have so faithfully done for the house of my God and its services.”
[Nehemiah 13:14.]

Staying power sets the leader apart. Nehemiah was not a sprinter but a marathon runner. Persistence and endurance are the qualities that make a leader truly successful. Nehemiah was recalled to the king’s palace for a time. He asked once again for permission to return to Jerusalem. Returning, he saw things that made his blood boil. There where mixed marriages, the Sabbath was being broken, greed and compromise abounded and there was an urgent need to clean up God’s house. Without wasting a moment Nehemiah moved into action. The old courage was still there. Dismissals and re-appointments happened in quick succession, hair was pulled and parents were dressed down. Leadership must be tough. It’s like a steel fist in a velvet glove, firm yet fair.

Right to the last lap of the race Nehemiah remains faithful to the task. The last race is often the toughest of all. Every leader must face the last lap. At that stage the crowd may have left the stadium! Age and hardship make every step a supreme effort. The finish line comes into view. Then as the faithful leader cuts the tape those precious words will ring out – “Well done, good and faithful servant. Enter into your reward.”

“Remember me with favour, O my God.” [Nehemiah 13:31]

9 LAW

The Leader Develops executive Ability – Joseph –

“And Pharaoh said to Joseph, “See, I have set you over all the land of Egypt. Then Pharaoh took his signet ring off his hand and put it on Joseph’s hand; and he clothed him in garments of fine linen and put a gold chain around his neck. And he had him ride in the second chariot which he had; and they cried out before him, “Bow the knee!” So he set him over all the land of Egypt.” Genesis 41:41-43

To build a better dream,
you must build a better you

LAW

The Leader Develops executive Ability

To To build a better dream, you must build a better you.

Successful leaders recognise that developing leadership skills is a lifetime pursuit. In their study of ninety top leaders in all fields, Bennis and Nanus found, “It is the capacity to develop and improve their skills that distinguishes leaders from their followers.” The researchers also came to the conclusion that “leaders are perpetual learners.”

The people who succeed, are those that have the self-discipline to develop themselves. Successful leaders never plateau or become static. Effective leaders are not satisfied with themselves. They have the courage to discover their shortcomings.

Leaders learn to be leaders. The development of leadership skills is a never-ending process. A leader never ‘arrives’.

“Unless you try to do something beyond what you already have mastered, you will never grow.” – Ronald Osborn

Those who will not take the time and the trouble to keep up-to-date in our competitive society will be left behind. The extent of knowledge is doubling on an upward ‘J’ curve. If you do not think about the future and prepare for it, you may be left behind.

What you are becoming, is far more important than what you get. What you become, directly influences what you get. You must work harder on yourself than you do on your job. Income rarely exceeds personal development. Your life will change only when you change.

Each leader develops his/her own individual 'style'. As you develop as a leader it is so important that you keep in mind your vision, your goals and dreams. There is something magnetic about people who know where they are going in life. Good feelings and positive energy radiate from such people.

Here are some suggestions for self-development:

1. **Study the techniques of successful leaders.** Carefully observe how they articulate a vision of the future and how they inspire others to achieve it. Adopt the successful approaches that you feel comfortable with.

"Cultivate in yourself the qualities you admire most in others."

– Arnold Glason

2. **Live in balance.** We live in a crazy, rat-race world. It is so important for leaders to keep a balance in their lives. Everything you do affects the other areas of your life. It's like a coin. You can spend it anyway you want but you can only spend it once.

Here are seven basic areas of life that you need to keep in balance. They are like the spokes of a wheel. Make one longer or shorter and the whole wheel is out of balance.

- * Family and marriage
- * Financial
- * Personal growth
- * Physical
- * Professional
- * Social
- * Spiritual

You may need to spend some quality quiet-time going over these areas. What have you been neglecting or what have you been spending too much time, energy or money on? You may have to seek out some advice from good trusted friends, to help restore your sense of balance.

3. **Maintain confidence.** All leaders, at some time in their lives, doubt themselves and their ability. If you haven't, get ready, at some time it will come. Many in executive or leadership positions question their own

competence at some time. Your vision may start to get a little hazy and out of focus.

Self-development is so important because it helps you to maintain your self-confidence. When you stagnate, you tend to lose confidence.

Identify your greatest strength and maximize it.

Reflect on your past success for future victory. David did this before he fought the giant Goliath. He remembered how he defeated the bear and the lion. God encouraged the Israelites to remember how He opened the Red Sea to give them confidence to take possession of the Promised Land.

Seek out some trusted friends for support, encouragement and advice.

Watch out for self-centredness. Remember, true leadership is serving others. So many depend on the attention, the recognition or the affirmation of the crowd. Without it they become anxious. Focus instead on the needs of others.

Get back to the focus of your vision. Read it over and over again. Focus on what you truly want to do and be in the future.

The confident person inspires leadership

- 4. Leaders develop creativity.** Need is the mother of creative invention. There is very little that can stand against the pressure of sustained thought. You must constantly ask the question, “How can I do it better?”

You are far more creative than you think you are.

“I have no special gift – I am only passionately curious”

– Albert Einstein

Force yourself to have think-tank sessions to stimulate your creative abilities.

- 5. Leaders keep renewing their self-motivation.** Motivation is the key to successful living. Leaders motivate themselves to take positive, goal-orientated action.

How do you attain and maintain success?

First you need the WISDOM to know what to do.

Second, the KNOWLEDGE of how to do it.

and Third, the SELF-MOTIVATION to do it.

There are two parts to motivating yourself.

- a. Mental: you conceive in your mind where you want to go.
- b. Physical: you take action to get there.

Self-motivation

– Thought and Action –
Is the key to success

As you observe leaders you will notice that as soon as they achieve a goal they will set newer and higher goals. There will be disappointments and failures but they learn how to overcome them and go on to further success.

The fires of your motivation are fed by the fuel of your dreams. If you feel like you are slowing down or have lost touch, get back to your dreams, your goals, and your vision. Go over them again and get them clearly set in your mind. Don't get sidetracked, snowed-under, or fatigued. Try to clearly assess what blockage is causing the problem and rectify it immediately. Find a person to whom you are accountable for help, if necessary. The key is to get back to your original dream and your vision.

- 6. Leaders control stress.** Modern pressures on a leader are incredible. Meeting deadlines, phone calls, traffic lights, staff issues, Government regulations and high prices are just a few of the things that cause pressure. The spin-offs are overwhelming – depression, stress, loss of happiness, worry, care and anxiety. The leader may feel them all!

A certain amount of stress is important for life to have meaning. Stress is necessary for us to have happy, productive lives. Without some stress, we become easily bored and lack direction. This is often the problem of the newly retired executive. The key is to function with a level of stress that is life enhancing – not life threatening.

It is not the single stressful event that harms people but the long term persistent and uninterrupted stress, built up at an increasingly higher level.

According to the American Medical Association, “80% of our diseases are either caused or aggravated by stress.” [Bottom Line-Personal, April 30, 1984] These diseases range from minor ailments [eg. aches and pains] to life-threatening diseases [eg., strokes, heart attacks, ulcers and cancer]. Stress can even weaken one’s immune system.

Here are some practical principles to help you cope with stress:

- a. Go back to basics.
Stop and answer some blunt questions:
 - * Are you getting enough sleep?
 - * Is your diet adequate and balanced?
 - * Are you taking time to relax?
 - * Are you neglecting your family?
 - * Are you keeping in contact with close friends?
 - * Are you simply trying to do too much?

Very often most problems can be solved with us having just a few early nights! Take time to clearly analyse the physical and social areas of your life.

- b. Confide in a trusted friend. Leaders need friends. We must find a trusted confidant who will be honest with us. ‘Faithful are the wounds of a friend’. We need someone who will listen, advise, pray and help us to see life objectively again, life in its true perspective. We need good friends to preserve our integrity and often our sanity!
- c. Take off the mask. We need to make a clear decision to stop pretending to be what we are not. It takes a great deal of effort to maintain an image. Start being yourself and the stress level will start to fall.

Be yourself – but be your ‘best self’.

- d. Learn to laugh. A good sense of humour is one of the most priceless gifts in the world. If you have not got a good sense of humour, you may be in for real trouble.

Try not to take yourself so seriously. Don't be so intense about everything.

Laughter is a marvelous answer to stress and pressure. It may be time to let your hair down – if you have enough!

We may incorrectly think of God as a kill-joy boss who begrudges us every moment, not spent busy at work.

It might be good to sit down with your kids and read and spend time playing games with them.

There is an old Greek motto that says: 'You will break the bow if you keep it always bent.'

So why don't you -

- * Go out and have a good fun time and don't you dare feel guilty about it afterwards.

- * Block out some leisure time in your diary, to ensure you'll take some days off for refreshment and relaxation.

When fun fades, laughter leaves. We are left uptight with the making of a coronary. Don't lose your humour – keep laughing!

- e. Determine what really is vital and important. We must try to determine the root cause of our stress, tensions and pressure. We need to identify where we are vulnerable. Much of our pressure can be avoided.

Maybe we need to change our priorities:

- * Could someone else do what causes you time pressures?
- * Could better planning help?
- * What committees should you give up?
- * What clubs do you really have to belong to?
- * What meetings should you stop attending?
- * Can anyone interrupt you, at any time of the day?

What are our real priorities? The crazy rat-race we live today can crowd out what is really important. If we are not ruthless with ourselves and take the time [and it will take time] to determine what

is vital, then the pressure and stress will continue to mount up. If things have reached such a fever pitch for you, then take time away right now, to sort out your priorities.

Work smarter – not harder

Stop trying to cover all of your bases and sell popcorn in the stands at the same time!

“Plans fail for lack of counsel, but with many advisors they succeed.”
Proverbs 15:22

- f. If you need it – get help. Medical or group support help may be needed. You may feel this is an admission of failure but it is nothing of the kind. The mind is a very delicate and complex thing. Today it seems so acceptable to visit a doctor with a broken arm but not a broken heart. A wise leader is capable of seeing when they personally need to get help from a good advisor. The sign of a troubled mind is someone who keeps on doing something the same way over and over again and expects to somehow get a different result. If you are frustrated by your circumstances – seek out someone who can help get you back on the right track.
- g. Maintain good health habits. To be really effective as a leader you must keep yourself in good shape. So many good leaders suffer with their health because they fail to discipline themselves. Take a trip to any shopping mall and observe the physical condition of the people who parade by. Here are a few areas the leader needs to constantly work on:
 - * Exercise. Jogging, swimming, aerobic walking and gym work all help to keep you in shape.

Remember that when you exercise it is important to:

- [1] Warm up prior to strenuous exercise. There are a number of stretching exercises needed. Read a good book on the subject.
- [2] Start slowly and work up. The first few weeks of exercise need to be gradually introduced. It may be advisable to visit your doctor for advice first.

[3] After exercising, take a few minutes to cool down. This step is so often forgotten because of our hectic pace. Go through your stretching exercises again.

- * Keep your weight down.
- * Minimize the amount of fat and sugar in your diet. (check the labels!)
- * Don't use too much salt.
- * Get regular sleep.
- * Keep your caffeine intake down.

A flood of evidence has been produced to show these habits can assist to keep you in good health. But make sure that you keep everything in balance. Enjoy life – moderation is the key!

- * Nutrition and diet. Your body is in a constant state of change and needs good nourishment. Get some good advice on nutrition. Watch the overuse of sugar. Leaders, because they use up energy, need a well balanced vitamin intake. Experiment and get some good advice as to what is best for you.
- * Invest in a regular medical checkup. You look after your car with regular services – do the same for your body!
- * Ensure recreation time is not overlooked. All work and no play does make Johnny a dull boy. You need to be re-created constantly. Annual holidays and mini-holidays are essential to keep you on an even keel. A walk in the park at lunchtime, doing something crazy and unexpected that will add zest and vigor to your life. No one on their death-bed ever wished they had spent more time at the office. Take an occasional long weekend and break the routine. Even a hamster occasionally gets off the wheel to rest!
- * Think on good things. Deliberately put out of your mind the unpleasant and ugly experiences of life and force yourself to think about pleasant, uplifting thoughts, the beauty around you, the good, the right, the beautiful.

Your executive ability occurs only when you have a pool of energy to draw from. Therefore, your success will depend on your health, your fitness, your mental well-being, and the amount of rest you get.

“Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus. Finally, brothers and sisters, 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.” Philippians 4:6-8

- 7. The leader learns how to communicate effectively.** No one can be a successful leader who does not endeavour to communicate effectively. The ability to communicate is a must for good leadership. It is not always easy, but you must be persistent. Effort and persistence will pay. Good communicators often become great leaders. Work at good thoughtful communication. It’s true, a boss says, “Get going!” A leader says, “Let’s go!”

How to communicate effectively:

- [1] Get to the point quickly and directly. Don’t beat around the bush. Plan ahead what you wish to say and keep it simple.
- [2] Check your attitude. Be pleasant with people. Dictators are rarely pleasant people.
- [3] Treat people with respect. Don’t be rude. Respect others just as you would like to be respected.
- [4] Criticism will get you nowhere. People will only resist your leading. Praise before dealing with problems.
- [5] Don’t take people for granted. Treat each unique person as special.
- [6] Listen. Use not only your ears but your eyes as well. It’s often not so much what we say but how we say it.
- [7] Ask questions. This ensures that the message is received correctly. Repeat back to ensure you have understood.
- [8] Improve your speech. Listen to a recording of yourself speaking. You may have to dust off an old English language book, or study someone with a pleasant voice. If you are really serious you may even get some lessons. People may discount your ability to lead, if your use of language is poor.

There is a relationship – an almost uncanny relationship – which exists between a man’s income, and his ability, and his language. Words are tools, and the more tools we have, the more jobs we can handle.”

– Earl Nightingale

Make communication an ongoing study, your life-long passion and discipline. Through effective communication, you will out-achieve others, who may be more intelligent or have more personality but who have not finely developed their communication abilities.

The Leader must be a Good Communicator

- 8. Make your appearance an asset.** To act right you have to look right and feel right.

Be well groomed. Make your appearance an asset – not a liability. Do you buy the torn top newspaper on the pile or the one further down? Do you select a nice apple in the shop or a pitted one? People are looking for the best. Your appearance communicates volumes to people.

‘You have only one chance at a good first impression!’

It is to your advantage to make a good first impression. If you are well dressed, it adds to your self-confidence. How do you know what to wear? The key is appropriateness. You wouldn’t wear what you wear to the beach to a business meeting. Read up on dress in a good book. [John T. Molloy’s, “New Dress For Success”, Warner Books, is excellent]. Knowing what suits you best, your best colours etc., will save you a lot of time and money. Shop around. They needn’t cost the earth but make sure your clothes are clean and pressed. Keep your shoes clean, polished and in good repair. Good grooming starts from the shoes up. Keep your nails clean and trimmed. If you wear them, keep your glasses clean.

I know it is a free world and you can wear and look how you like but like it or not, man looks on the outward appearance. Try turning up to your bank in your gardening clothes and see if you get the same service as if you turned up in your best suit. So make your appearance work for you. Hair, regardless of style, should be clean and washed. When you

look good, you feel good and you act the part. Study someone that has good dress sense. Perhaps they can help you with some good advice. Remember that even Jesus looked smart in His robe. When He came to the cross the soldiers divided His clothes and rather than cut up His cloak, they cast lots for it. It must have been valuable and He must have looked good in His dress presentation.

- 9. The leader's deportment.** How you carry yourself is so important. It conveys to people whether or not you are in charge of the situation, that you know where you are going or just your whole attitude to life. Body language is developing into a real science today. Body language is the art of seeing what others are thinking. Manage your own body movements in order to maximize your leadership skills.
- 10. Think success.** Learn to think big. Petty minded people never really succeed in life. The mind is the most delicate, the most sensitive instrument in all creation. Just as the body is what the body is fed, in the same way the mind is what the mind is fed. Where your thoughts are, is the direction you are going in life – up or down.

“Finally, brethren, whatever things are true, whatever things are noble, whatever things are just, whatever things are pure, whatever things are lovely, whatever things are of good report, if there is any virtue and if there is anything praiseworthy—meditate on these things.”
Philippians 4:8

- 11. Leaders never stop learning.** There is a story of a woman who had been a schoolteacher for 25 years. When she heard about a job that would mean a promotion, she applied for the position. However, someone who had been teaching for only one year was hired instead. She went to the Principal and asked why. The Principal responded, “I’m sorry, but you haven’t had 25 years of experience as you claim; you’ve had only one year’s experience 25 times.” During all those years that teacher hadn’t improved or changed one iota!

Howard Hendricks shares this insight about the value of learning: ‘When I was a college student – I worked in the college dining hall and on my way to work at 5.30 every morning I walked past the home of one of my professors. Through a window I could see the light on at his desk, morning after morning.

At night I stayed late at the library to take advantage of evening study hours, and returning home at 10.30 or 11 o'clock I would again see his desk light on. He was always pouring over his books.

One day he invited me home for lunch, and after the meal I said to him, "Would you mind if I asked you a question?"

"Of course not."

"What keeps you studying? You never seem to stop."

His answer, "Son, I would rather have my students drink from a running stream, than a stagnant pool."

12. Maintain your standards. Always remember – your greatest asset as you develop your executive ability is your character qualities. This is what will shine through above all else. True character is what a person is like when they are alone. You must learn to live by the highest standards of honesty and integrity. Every time people engage in dishonest or immoral acts, the results come back to haunt them. Always ask yourself, "Is this the right thing to do?" The development of highly-principled leaders is vitally important to the future of any organisation. It is imperative for the future of any country. The greatest example you can leave your followers as a leader is your standards of honesty and integrity. With integrity, some day you will be able to look back on your accomplishments with pride and satisfaction.

The most important quality to your success as a leader is INTEGRITY.

"In reading the lives of great men, I found that the first victory they won was over themselves." – Harry S. Truman

Genesis 41: 41-49

“So Pharaoh said to Joseph, "I hereby put you in charge of the whole land of Egypt." Then Pharaoh took his signet ring from his finger and put it on Joseph's finger. He dressed him in robes of fine linen and put a gold chain around his neck. He had him ride in a chariot as his second-in-command, and men shouted before him, "Make way !" Thus he put him in charge of the whole land of Egypt. Then Pharaoh said to Joseph, "I am Pharaoh, but without your word no one will lift hand or foot in all Egypt." Pharaoh gave Joseph the name Zaphenath-Paneah and gave him Asenath daughter of Potiphera, priest of On, to be his wife. And Joseph went throughout the land of Egypt. Joseph was thirty years old when he entered the service of Pharaoh king of Egypt. And Joseph went out from Pharaoh's presence and traveled throughout Egypt. During the seven years of abundance the land produced plentifully. Joseph collected all the food produced in those seven years of abundance in Egypt and stored it in the cities. In each city he put the food grown in the fields surrounding it. Joseph stored up huge quantities of grain, like the sand of the sea; it was so much that he stopped keeping records because it was beyond measure.”

JOSEPH AS A BIBLICAL EXAMPLE OF EXECUTIVE ABILITY

God chose an astonishing percentage of the successful characters in the Bible while they were young.

Take Samuel for instance. God spoke to him, called him and began to work in his little life when he was only five or six years old [1 Samuel 3]. Moses was set aside as a baby. David was actually anointed to be a king when he was a teenager. Daniel was a young boy, probably about 12 years old, when God allowed him to be taken into captivity. Joseph was a young man when God laid His hand upon his life. God chose Joseph and Joseph knew it.

Joseph was a leader who demonstrated executive ability in so many ways. Let us look at some of them;

A. Joseph was a dreamer.

Joseph was only 17 years old when God gave him his first dream. This dream gave him a sense of purpose and destiny. His brothers and even his father were angry with him. The leader must be careful that those who are the closest to him, do not squash his dream. The dreams that God places in his heart must be carefully nurtured and treasured. A dream is so precious and can be easily lost or crushed. “Who do you think you are?” “I grew up with that bloke, now look what he’s trying to do!” “I was in college with him and he had worse grades than me!”

It takes little size to criticize. Check out the parks in your town. I can guarantee that there are no statues erected to any cynics. One of the most amazing facts of life is that our speech determines our direction in life. Not only does it determine our thinking but influences and affects so many others, whom we contact day by day.

God had placed in the heart of young Joseph a dream that would carry him through all of the hardships ahead.

B. Joseph fought and won the battle with sexual temptation.

Genesis 39 gives the account of how Potiphar's wife tried to seduce the handsome, good-looking Joseph. Notice a few things about her character -

- a. She could not control her eyes.

She "cast her eyes on him". So much of sexual temptation begins with the eyes.

"I have made a covenant with my eyes not to look lustfully at a girl." [Job 31:1]. Christian leaders today are bombarded with sexual temptation images everywhere. The internet, movies, television, advertising, magazines and so many other sources all make it difficult for leaders to live a clean life. So many have fallen because of that little prolonged look.

- b. She was blatant.

Mark Twain wrote that – "Mankind is the only creature that blushes or needs to." However today blushing seems to be a thing of the past. Nothing makes us blush these days. Sex is so blatant, so shameless. Lust, not love seems to be the thing today. To the leader with a real desire to serve God, it is a minefield to be avoided at all costs.

- c. She was persistent.

Day after day she pestered him. People do not fall sexually quickly, it usually happens over a period of time. Marriages do not break up overnight, little by little they are broken down. A tiny bad seed planted in fertile soil, soon becomes a tangle of weeds.

- d. She was accommodating.

"Joseph, just come and be with me." How many have fallen for that old line. "Let's just have a cup of coffee together." The games people play. "I wonder have I lost my old touch?" Even in church circles there is flirtation and flirtatious dressing. So many play with fire thinking they can handle it. So many leaders have blown their influence, because they thought they could briefly play with fire.

Always think of the consequences!

- e. She waited for the right moment.

No one was around. She probably set it up. “Come on Joe baby, you’ve been working so hard lately you poor boy, let me give you a neck massage.” So many leaders have acted out of character due to loneliness, pressure and stress. “I deserve a little enjoyment, I’ve been working so hard.” “I need to relax a little.” Instead we must “...bring every thought into captivity to the obedience of Christ.” 2 Corinthians 10:5b – The battle most often begins in the mind!

- f. Her passion turned to venomous hatred.

Her wounded pride now became a desperate desire to destroy him. There was a book published some time ago called – “The Myth of the Greener Grass.” How many leaders have lost their families, their ministries and their spiritual power because they lost the battle. The leader must beware of fantasies and playing little games. No extra marital relationship, no matter how tempting, is worth it. Even though people try to make (even Biblical) excuses.

C. Let us now observe Joseph’s methodology to remain faithful to God;

- a. He learned to say NO !

“He refused” [verse 8].

All leaders have to learn to deal with this temptation and the sooner the better. The principle of Galatians 2:20 is the key here – “I am crucified with Christ; it is no longer I who live, but Christ who lives in me.” Mentally, physically, even long-distant flirting needs to be dealt with thoroughly, radically, deeply. The temptation must be settled at the cross of Christ.

- b. He had integrity.

“I am trusted” [verses 8-9].

When a leader sacrifices integrity, he prostitutes his soul. Losing

integrity is losing everything. Joseph could have had this fling yet he knew he was answerable to God – and God had placed a dream deep in his heart. The goals and dreams that you have in your heart will keep you on course. Joseph could have used the situation with his master’s wife to maybe further climb the ladder of success but his faith in God would not allow this sin. He was a better man and he withstood the strong temptation.

- c. He had a clear mind.

“..You are his wife, not mine.” [verse 9].

The battle of sex is fought and won in the mind. Joseph had it worked out earlier. Edith Schaffer talks about family relationships in her book “The Tapestry”. She describes how the threads of a family are woven together. But just imagine the effect on the tapestry when some of those threads are broken? The effect, particularly on the children, is often devastating. Leaders need to keep a clear mind regarding the consequences of giving in to the urge of temptation. That somebody else belongs to another. [45]

- d. He called sin – ‘sin’.

“How can I do this great wickedness and sin against God?”
[verse 9].

Sexual relations outside marriage are not just ‘a little fooling around’, they are a great wickedness and a sin against God. Leaders have to set the pace in this area. Joseph was attractive. The leader is often an attractive person because they are up front, they get things done, they work well with people, they have wisdom, presence. They are a prime target for someone who is a little lonely, or who needs attention or understanding.

- e. He was a practical man.

“Flee youthful lusts”. [2 Tim.2:22]

The leader must be quick to recognize that if he or she is in an area where they are feeling the strain of temptation, something practical

must be done about it. If it is necessary change the situation or job. Better to do that than create a heartbreaking situation. A leader needs to be aware of those within his/her sphere of influence who may have a problem in this area. People, as they work together day by day, can have all sorts of difficulties. The young girl at the office with her nice clothes and perfume may seem more attractive to a team mate than his wife at home trying to cope with the infants. Be aware and be prepared to get help when needed. Remember a leader must lead.

D. Joseph was a tested leader.

Having been thrown into a pit by his brothers Joseph is now thrown into prison by an angry and embarrassed husband. [Genesis 39:20]. Joseph's testing in prison was to make him a man. He had been his father's favourite son, treated in a special way. Possibly, Joseph was a little undisciplined, even "spoiled." Although the capacity was there the Lord had to allow him to go to prison so that he would come out of prison a mature man instead of a boy. Every leader will be tested. Testing is the thing that puts the steel in them, the fire in their bellies. But woe to the man, who has to learn these principles in a time of crisis. The Christian leader will learn time-tested Biblical principles that will take him or her through the testing times. We must not allow testing times to discourage us. These are the times that God is using to better fit the leader for His Divine plan and work.

E. The dangers of prosperity.

It is one thing for Joseph to overcome the hardship of a prison. It is another thing altogether to accept prosperity and still keep his heart right with God. He is now 30 years old and his new position could have easily turned his head away from God. Yet God is never in a hurry to train His man. Moses, Paul and others took time to learn the principles of leadership in the 'school of God'. God had been preparing Joseph for 13 years. These years of training were needed to prepare his character and to give strength for the test he was now facing.

The hands that had known the hard toil of a slave were now adorned by the king's signet ring. Joseph's feet had been freed from the torment of the fetters and now a gold chain was around his neck. Joseph had lost his coat of many colours 13 years earlier, when his brothers took it from him in anger and jealousy. Later, he had left his outer garment behind in the hands of Potiphar's wife when he had fled from her. But now he was given a royal wardrobe of fine linen. Once he was the one who would bow to the Egyptians but now all Egypt was commanded to bow before him, as he rode on the second chariot as the prime minister of Egypt.

Prosperity and advancement can hold subtle traps for the leader. Here are some:-

- a. Leaders through pride, can become hard and selfish. Frequently they can forget the friends of their humble youth.
- b. The glitz and glamour can cause a leader to take their eyes off God. Although Joseph was still a young man he possessed maturity, poise and stability. The discipline of the many years of his training had not been wasted.
- c. Prosperity and advancement often bring pride. Nebuchadnezzar and Herod are classic examples of men puffed up with pride because of their position. "Pride goes before destruction" [Proverbs 16:18]. "God resists the proud, but gives grace to the humble" [1 Peter 5:5].

F. Joseph overcame bitterness and hurt.

Joseph had every right to be an incredibly bitter and resentful man. And yet there would not be a single person who has lived on this earth who has not been let down by others. We either act or react to situations.

As time passed, "unto Joseph were born two sons before the years of famine came, which Asenath the daughter of Poti-pherah, priest of On, bare unto him. And Joseph called the name of the firstborn Manasseh (forgetting): For God said he hath made me forget all my

toil and all my father's house" [Genesis 41:50-51].

This does not mean that Joseph forgot about his family but rather he forgot about the trials of the past, as related to his family.

A leader must constantly develop the ability to overcome bitterness and hurt. If he is in the front line he will be the first to be shot at! We should always remember – when we are getting kicked from behind, at least it means we are in front!

Joseph could have taken the path of sweet revenge but chose the wiser and better path of forgiveness and reconciliation, possibly realizing his part in others actions and seeing his own shortcomings.

Learn to forgive others. Our Lord Jesus was the supreme example. Even on the cross, Jesus cried out for forgiveness for those who were now crucifying Him.

Yet, although Joseph had forgiven his brothers, as a leader he still had to deal with his brothers' consciences. Because he had forgiven them he was now able to help his brothers come to repentance. Because he had forgiven them, he could now restore them. Personally he had forgiven them fully but now, as a man of responsibility, he had to deal with the depth of their sins. All leaders who have responsibility over others have to learn this principle. A conscience that is not clear has an incredible memory and haunts a person year after year after year. While forgiveness may be given, restoration must be made and often it is very difficult to take this initiative.

Joseph was so overcome he had to leave the room to cry. In this beautiful picture we see that a person who forgives others weeps. Not only for the harm done but also for the foolish immaturity of the other person.

The course of action that Joseph took was a tough line. Leaders, at times, must take strong action. It was the only way that his brothers would have come to repentance and then move on into full fellowship with each other. Joseph was a leader who possessed Godly foresight wisdom.

G. Joseph developed executive ability.

“...and the Lord was with Joseph” [Genesis 39:19-23]. Joseph, in his development as a leader certainly went through the school of hard knocks. One moment he has visions of glory and power, next he is sold as a slave. Then he is master of a large household and then he is thrown into a filthy prison. Even though he helps another to escape he is still forgotten and left for two more years in prison.

God is still in control of the world, even if our world sometimes seems to be spinning out of control. God is still in control of the universe and He still governs the world. He is still in supreme command and no one can stop Him. The envy, the hatred, the exile and the slavery, only helped to further the purposes of God in Joseph’s life.

To become the prime minister of the greatest nation in the world of that time, required training. Christian leaders, if they are to fulfill God’s purposes in their lives, will have to be prepared for rigorous training. There are no short cuts – just long-term advantages. Through great patience and trust in God’s higher purposes, the will of God was brought about in Joseph’s life, to the great benefit of many.

10 LAWW

The Leader Exudes Inspirational Power

— The Lord Jesus Christ —

The following day Jesus wanted to go to Galilee, and He found Philip and said to him, “Follow Me.” Now Philip was from Bethsaida, the city of Andrew and Peter. Philip found Nathanael and said to him, “We have found Him of whom Moses in the law, and also the prophets, wrote—Jesus of Nazareth, the son of Joseph.”

And Nathanael said to him, “Can anything good come out of Nazareth?”

Philip said to him, “Come and see.” John 1:43-46

Leaders have a sense
of purpose and destiny

10 LAW

The Leader Exudes Inspirational Power

Great leaders don't just enter a room, they seem to invade a room!

What is it that seems to set leaders apart? What certain qualities do they possess that makes them different? What is it that people admire in them that causes them to want to follow their leadership?

What leadership qualities did Napoleon have? When he was retreating from Moscow, his army of 600,000 were either killed, captured, deserted or died of illness leaving only 100,000 remaining. Still his men showed such loyalty for the Emperor that, even while he slept, they threw their own coats over him to keep him warm while they endured the sub-zero temperatures.

Leaders inspire, create commitment, act as role models and evoke the highest level of commitment and competence possible from their team.

Many leaders make the mistake of causing people to feel reverence and even worship for their leader. However, exceptional leaders induce their team to feel respect for themselves and the worthiness of their cause.

What are some of the qualities in a leader that creates inspiration in others and causes them to work together, as a team, under the leader's direction, in order to attain a common objective? Just what is it that makes people want to follow the leader's lead?

- 1. Leaders have a strong sense of purpose.** Leaders know exactly where they are going.

"Men fail through lack of purpose rather than through lack of talent."
– Billy Sunday

The world steps aside for the person who knows where they are going. It was Charles Kingsley who said, "I go at what I have to do as if there was nothing else in the world for me to do." Again it was Benjamin Disraeli who stated, "The secret of success is constancy to purpose."

"But they did not receive Him, because His face was set for the journey to Jerusalem." Luke 9:53

This sense of purpose, of direction, is clearly evident in real leaders; and because of this there is a sense of urgency in what they do. They want to do something and they want to do it NOW. People who keep hustling are in great demand in organisations. Consider the Apostle Paul who was warned several times not to continue his journey to Rome, yet he continued on through storm, shipwreck and snakebite. If there is one thing a leader should fear, it is complacency!

"Even though you're on the right track, you'll get run over – if you just sit there!" [Will Rogers]

- 2. Leaders are enthusiastic.** This energy of enthusiasm attracts attention. Enthusiasm attracts followers. Enthusiasm will gain the acceptance and confidence of others. Enthusiasm creates excitement.

Great leaders literally exude this energy of enthusiasm, determination and sense of purpose. You can sense it in them. It demonstrates itself in vitality. It creates mental alertness, hard work, persistence and resilience.

Enthusiasm is like the Fizz in the Lemonade

The power of enthusiasm is fantastic. It's like grease on the axle of a wheel, it smoothes your journey to your goals. People will respond to your excitement. Enthusiasm has a magnetic quality. People look to an enthusiastic leader to unite them with a sense of direction, purpose and strength.

Enthusiasm requires daring. The world makes way for the person who is enthusiastic about their life and their goals.

“Enthusiasm changes problems to challenges.

Enthusiasm creates enthusiasm in others.

Enthusiasm rids the mind of worry and tension.

Enthusiasm improves your outlook on life.

Enthusiasm forgets yesterday and attacks today.

So – think enthusiastically.” [24]

- 3. Leaders demonstrate determination.** High-performing leaders exhibit exceptional determination in pursuing their objectives, they never let up until they succeed. As you make a study of great leaders you will notice their remarkable determination. Often against all odds they will persist until they reach their goals.

“Nothing in the world can take the place of persistence. Talent will not – nothing is more common than unsuccessful men with talent. Genius will not – rewarded genius is a proverb. Education will not – the world is full of educated derelicts. Persistence and determination alone are omnipotent.” [Calvin Coolidge]

Determination is like a postage stamp; its usefulness consists in the ability to stick to one thing, until it gets to it’s destination!

One time a CEO was taken down a peg or two; “You may well feel proud of yourself young man,” he said to the life insurance agent. “I’ve refused to see seven insurance men today.” “I know”, said the agent, “I’m them!”

The Five “D’s” to Success are:

- * DESIRE
- * DETERMINATION
- * DEDICATION
- * DISCIPLINE
- * DRIVE

The Sixth “D” – DISTRACTION – is to be avoided at all costs.

When you think you are at the end of your rope, tie a knot in it and hang on! The person who gets ahead, is the one who does more than is necessary – and keeps on doing it.

“Teddy Roosevelt had one trait that overshadowed everything else: determination. As a child he was small, had poor eyesight and suffered from severe asthma. In his autobiography Roosevelt noted that he often

lay in bed struggling to breathe, afraid that he would not awaken in the morning. Weakened by his illness, he had to rely on Elliot, his younger brother, to shield him from the neighbourhood bullies.”

“Nevertheless, Teddy willed himself to become strong both mentally and physically. Each day he pushed himself; he spent hours lifting weights and doing chin-ups. Interested in a wide variety of subjects, he read every book he could get his hands on. By the time he enrolled at Harvard, Roosevelt had become a man of extreme energy and enthusiasm. Faculty and students alike described him as being forceful and colourful.”

[25]

“The longer I live, the more deeply am I convinced that that which makes the difference between one man and another – between the weak and the powerful, the great and the insignificant, is energy – invisible determination – a purpose once formed, and then death or victory! This quality will do anything that is to be done in the world; and no talents, no circumstances, no opportunities will make one a man without it.”

[Buxton]

Helen Keller, despite her blindness,, graduated from Radcliffe College in 1904; a tough assignment even for a normal person. She finished with excellent reading knowledge of Greek, Latin, German and French – all in Braille of course. Some years later Woodrow Wilson asked her why she had chosen Radcliffe when she could have selected an easier college. “Because they didn’t want me at Radcliffe,” she answered, “and, being stubborn, I chose to override their objection.” Helen Keller had determination plus some!

Hugh Sidney, writing in “*Time*” magazine, describes George Washington’s role at the Battle of Trenton as follows:

“Three columns were to have crossed the Delaware River; only Washington made it across. The powder of his troops was soaked by freezing rain, so they could not use their rifles. They had to defend with bayonets several times during the night, Washington’s officers pleaded with him to call off the attack. The story goes that he stood on an old beehive in a muddy New Jersey field and turned aside every petition to retreat. The Battle of Trenton was won by the determination of one man.” [26]

Yet all the determination in the world is useless unless your timing is right. You need to know when to put your plan into action or when people are psychologically ready to accept your plans or ideas. The secret is determination with correct timing.

- 4. Leaders care for their team.** A true leader shows genuine love, care and concern for those they lead. You become successful by helping others become successful.

*“When you meet a man, you judge him by his clothes.
When you leave a man, you judge him by his heart.”*
[an old Russian Proverb]

Like it or not, leadership is dealing with people. If you refuse to develop the necessary skills to work with people you will never be a leader. John D. Rockefeller stated, “I will pay more for the ability to deal with people than any other ability under the sun.” If you want to lead, you must develop your people skills!

Genuine love for others is a critical component for a leader. If you truly show care, concern and love for others they will easily look past your shortcomings. If they sense that you don’t really care for them, then they will be judgemental of everything you do.

A person too busy to take care of his co-workers is like a mechanic too busy to take care of his tools.

“People want to be appreciated, not impressed. They want to be regarded as human beings, not as sounding boards for other people’s egos. They want to be treated as an end in themselves, not as a means towards the gratification of another’s vanity.” – Sydney J. Harris

The greatest satisfaction in leadership is that of building people; not in using people to accomplish your goals. To see someone grow and develop as you guide them will be so satisfying as you look back with the perspective of years. Think of Timothy and his great mentor the Apostle Paul.

Coming together is a beginning, staying together is progress and working together is success in teamwork. Think again of Paul but this time of Barnabas the encouraging team player and of the fickle Mark.

If you are too busy to help those around you to succeed – you’re just way too busy!

Here are some keys for caring:

- [1] Give encouragement. Give your people hope for the future and notice them! – “You did a great job.” “You’re going to make it.” Lack of encouragement is the biggest cause of staff turnover. It is the reason why so many kids leave home, couples divorce and of team members moving on. What they are really saying is, “They didn’t care and they really appreciate or encourage me.” I’m not talking about hype or false hope but genuine heartfelt encouragement. Help them realise their true potential. Give them real hope for the future and help them become their very best and truly believe in themselves! Give them the respect of your full attention.
- [2] Show appreciation. Say ‘‘THANK YOU’ – often and mean it! “I really appreciated the way you helped out.” “Thanks for getting that job done so quickly.” Something so small can mean so much. Praise loudly, blame softly. Praise in public but always discipline in private. Trying to publically demean someone just makes you look foolish. You can’t throw mud without some of it getting on yourself! When you point at someone else with your index finger, remember the other three fingers that are pointing back at you.
- [3] Constantly affirm. Encourage personal strengths. “You handled that speech well.” “I really appreciate the way you care for people.”
- [4] Remember to recognise. Be aware of your team’s accomplishments. “You did a great job on that letter.” “You are building a great team.” Encourage them even as they make mistakes. Mistakes after all are an integral part of learning.

Your family, friends and team all need your love and encouragement. Few other strengths are as important to the leader as that of building-up others. It takes strength to reach down and pull others up.

Every person deserves to and needs to, know how their leader feels about his or her performance. Build on their strengths. Imagine them in ten or twenty years time. How can you develop their full potential?

Love People and use things Don't love things and use People

“The greatest good you can do for another is not just share your riches, but reveal to him his own.” – Benjamin Disraeli

Always remember – people will more fully support what they feel they helped create.

- 5. Leaders have future focus.** Where does your mind mostly dwell – on the past, present or the future?

The secret of leadership, I believe, is the ability of a leader to continually focus on the future. This is what gives the leader a sense of destiny. They have discovered the purpose for their life and are giving themselves wholly to it.

“There is no sadder sight than a young pessimist.” – Mark Twain

A ship in a harbour is safe, but that is not what ships are built for – they are built for the journey and to outlast the storm. Leaders are always looking to the future. They accomplish in proportion to what they attempt. Set the bar high and see how it lifts everyone's game.

Leaders have two important characteristics:

First – They are going somewhere; and

Second – They are able to persuade other people to go with them.

Those who have a future-focus are far more positive and therefore more attractive.

I heard the story recently of a cathedral in England that needed the high ceiling timbers replaced. Where were they to get such timber from? It was a mammoth task! Someone then had the idea of investigating the old church papers and discovered that years ago the then reigning King had ordered that a forest of trees be planted so that there would be sufficient timber for replacement in the future. To their amazement the forest was still standing. Upon hearing the story, a leader made the comment, “I wonder if they too have planted another forest?” Now there are leaders with future-focus!

People will rally to a leader who has future focus because they have a sense of destiny. If you are living in the present you will be constantly critical. If you live in the past, you will tend to be melancholy. If you live with future focus your energy level is higher, your attitude is positive and there will be attractiveness about you that people will admire and want to follow.

The difference between doing and dabbling is focus. Like a broad torchlight compared to a powerful laser beam.

Expect to win. Expect results. Have a winning attitude – it will put a better slant on everything. Many games are won or lost by a team in the locker-room before the game.

Leaders are the Future

The future has never been filled with greater challenges. To meet these challenges will require that we raise up a new breed of leaders. While principles are timeless, methods need to be under constant review. Here are some of the things that leaders of the future will have to be aware of:

1. Learn to be willing to unlearn. There may be behaviours and techniques that have served you well in the past but may no longer be productive. Leaders of today are entering a future of rapid change and demands.
2. Leaders of the future must be bold enough and willing enough to venture into the unknown, for the biggest risk is the unwillingness to take risks. Recognise the danger of safety. Today the one thing that is constant is change!
3. Leaders will need to become and remain well informed. They need to be constantly learning and keeping a weather eye on the horizon. They will need to develop the ability to effectively communicate. A major problem that we have now is a breakdown in communications. The most frequent cause of stress in families and organisations is a breakdown in communication between well-intentioned people without the skill to avoid the difficulties. Communication is the oil that smoothly meshes the cogs of an organization.
4. Our future leaders will need to learn to live in balance. They will need to show the principles of, not just making a living, but making a balanced life.

The future is upon us and it promises to bring drastic, unforeseen changes. Leaders committed to change, learning and excellence can create winners in a climate of change! We do not owe our people a brighter future, but rather we owe our future brighter people. We must be wise enough to learn from our past mistakes.

The Chinese ideogram for crisis contains two characters meaning “danger” and “opportunity”. Without good leadership in our world, the future is filled with danger. With good leadership I believe the future will be filled with the greatest opportunities man has ever known!

Together we can change the world, for the better. Be looking ahead to prepare and be equipped for the changes ahead. The old way of doing things isn’t always the best way for today. Innovate, push the boundaries, find a new and better way and most of all – lead the way.

Are you developing all your potential to be more competent and prepared for the future? The issue is not, can you be an exceptional leader – The issue is, will you? – Will you?

“I can do all things through Christ who strengthens me” [Philippians 4:13]

Mark 10: 42-45

“Jesus called them together and said, “You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. 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.””

The Lord Jesus Christ as the Biblical Example of Inspirational Power

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The Church today is in danger of turning to the world for its models of leadership. In these models power and control are idealized. There is an important need to return to Christ’s model of leadership based on servanthood and ministry, as this is a critically important time. Today’s leaders must not demand that their teams ‘do as I say’ but rather like the Apostle Paul – ‘do as I do’.

There is no greater study in leadership and its true meaning, than in the person of Christ. Leaders everywhere need to take a close-up look at Jesus Christ for He is the greatest leader who ever lived.

Note carefully the words ‘do’ and ‘teach’ in respect to the Lord’s life and ministry.

“In my former book, Theophilus, I wrote about all that Jesus began to do and to teach.” [Acts :1]

We now note the characteristics of leadership found in the Lord Jesus Christ:

A. Jesus had vision.

“But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.” [Acts 1:8] He replied, “Because you have so little faith. I tell you the truth, if you have faith as small as a mustard seed, you can say to this mountain, ‘Move from here to there’ and it will be moved. Nothing will be impossible for you.” [Matthew 17:20]

“Jesus looked at them and said, ‘With man this is impossible, but with God all things are possible.’” [Matthew 19:26]

The vision of our Lord Jesus was truly ‘a vision splendid’. A vision that was shared by the Father and the Holy Spirit – The redemption of mankind planned before the foundation of the world – and the angels stood back in amazement!

His earthly ministry was a constant vision. He could see a loud mouthed fisherman turning from a little stone to a rock. He could see that a few moments spent with a lonely woman at a well at Samaria would later cause revival. And always there was that constant vision of the cross. It was that vision that drove Him on.

B. Jesus had discipline.

“Then he called the crowd to him along with his disciples and said: ‘If anyone would come after me, he must deny himself and take up his cross and follow me. For whoever wants to save his life will lose it, and whoever loses his life for me and for the gospel will save it.’” [Mark 8:34-35]

It takes discipline to survive for forty days in the desert. It takes discipline to get up early and pray. It takes discipline to remain calm with a bunch of power-hungry disciples.

The word discipline comes from the word ‘disciple’. To be a learner takes effort, concentration, resilience and willpower. Even so, the

Disciple of Christ understands that his strength comes from daily crucifying the flesh and abiding in Christ.

C. Jesus displayed wisdom.

“They came to him and said, ‘Teacher, we know you are a man of integrity. You aren’t swayed by men, because you pay no attention to who they are; but you teach the way of God in accordance with the truth. Is it right to pay taxes to Caesar or not? Should we pay or shouldn’t we?’ But Jesus knew their hypocrisy. ‘Why are you trying to trap me?’ he asked. ‘Bring me a denarius and let me look at it.’ They brought the coin, and he asked them, ‘Whose portrait is this? And whose inscription?’ ‘Caesar’s.’ they replied. Then Jesus said to them, ‘Give to Caesar what is Caesar’s and to God what is God’s.’ And they were amazed at him.” [Mark 12:14-17]

Over and over the people were amazed at His words of wisdom. The religious and secular leaders of His day were no match for His great wisdom and authority. His teachings are unsurpassed. His wisdom is Divine and unfathomable.

D. Jesus demonstrated courage.

“Then Simon Peter, who had a sword, drew it and struck the high priest’s servant, cutting off his right ear. (The servant’s name was Malchus.) Jesus commanded Peter, ‘Put your sword away! Shall I not drink the cup the Father has given me?’” [John 18:10-11]

To throw tables over in the temple and to face the Pharisees head on and call them hypocrites demands courage. Christ’s leadership style calls for courage – for speaking the truth in love. There is a difference between love and compromise. Nowhere did Jesus say, “Never compromise on your values.” He didn’t need to! His example was enough.

One leader said, “Leaders choose their battles. They can’t win every one. They may lose a few along the way. But they can win the war.” [Source unknown] Leadership is often a battle, and the fight requires courage. Having courage means they will do what is right, regardless of the consequences. Having courage doesn’t mean they will never fear or tremble or there will be no inner turmoil. True courage moves ahead, despite the fear!

“For we do not have a high priest who is unable to empathize with our weaknesses, but we have one who has been tempted in every way, just as we are—yet he did not sin.” [Hebrews 4:15]

Martin Luther, the fiery reformer of the sixteenth century, was a true man of courage. He defied the church of his day, the Pope and other religious and secular leaders. In 1521 he appeared before the ‘German Diet’ in the city of Worms; though he was promised safe escort he knew he risked his life by going. The same promise had been given to John Hus a century earlier and they had burned him at the stake. Church leaders had promised Luther forgiveness if he would repent of his ‘errors’ and return to the ‘true faith’. Luther knew this promise also had little value, since they considered promises to heretics nonbinding. He also knew the history of the two previous centuries, when thousands of Christians underwent torture, sometimes death, during the infamous Spanish Inquisition.

Luther arrived safely but the court allowed him no opportunity to defend his beliefs. Instead he was presented with a list of his ‘errors’. Knowing that the court could decide whether he lived or died, Luther fearlessly refused to recant.

Through the centuries God’s leaders have made their stands. They have stood for truth, integrity and righteousness no matter what their field of labour.

E. Jesus was a humble servant.

“When he had finished washing their feet, he put on his clothes and returned to his place. ‘Do you understand what I have done for you?’ He asked them. ‘You call me ‘Teacher’ and ‘Lord,’ and rightly so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet, you also should wash one another’s feet. I have set you an example that you should do as I have done for you. I tell you the truth, no servant is greater than his master, nor is a messenger greater than the one who sent him. Now that you know these things, you will be blessed if you do them.’” [John 13:12-17]

Nowhere in His ministry can we detect an arrogant attitude. He taught His followers humility by taking a bowl of water and towel and proceeding to wash their feet. He also sat a child in front of them,

as an illustration of humility. He could have arranged his birth into a ‘well-to-do family’. He could have chosen a profession with the aristocracy of his day. He could have boasted that He had supporters in high places. He could have set up His headquarters in an impressive tower on the western wall of the city. Instead our Lord had nowhere to lay His head.

When we look at leadership today, we seldom see the non-egocentric style of Jesus. He came on a servant’s mission; to do the Father’s will – not to be a celebrity.

Leadership requires that men and women recognize what they have to do and work towards achieving it. That sounds a bit simplistic; The many would-be-recognized leaders, instead of giving themselves to their work, dream of what they could do or will do one day. Or they keep expecting recognition for every achievement. Or they focus their energies on feathering their own nests and protecting their position at all costs. They forget the example of Jesus.

Every leader has to come to grips with three major temptations in leadership – power, pride and anger.

1. The problem of power.

Power is usually defined as the ability to influence or induce behaviour. There are basically two types of power, humanly speaking.

– The power of position. This is the influence leaders have because of their positions in the church, business, political party, or family. Caesar in Rome had the power of position. He could snap his fingers and a life would be snuffed out. A policeman can hold up his hand and stop a hundred cars.

– The power of influence or personal power. This is the charisma, personality or ability of a leader. During World War II Prime Minister, Sir Winston Churchill, exercised great personal power in his ability to motivate England’s citizens.

There is a danger in personal power of course. It can become manipulative. Leaders can become tyrants, as in the case of Jim Jones of Jamestown, Guyana. Lord Acton once wrote “Power tends

to corrupt, absolute power corrupts absolutely.”

The source of legitimate power is service and submission to others. “...you shall love your neighbour as yourself.” [Romans 13:9].

Many leaders impose their power. Aspiring leaders yearn for power and when they get it, they always want more.

Jesus taught the reverse. For Him the way up is down. The way to become the master is to be the servant. [John 13:12-17]

“A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love one for another” [John 13:34-35 NKJ].

2. The problem of pride.

“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.” [Mark 10:45]

Real leaders see themselves as part of a team. They don't seek or need egotistical rewards for themselves, in fact as the rewards come, they just want to share them with others. They don't feign humility. They don't need greater assurances of their worth. As Christians we are serving Jesus Christ. He said we shall not receive glory from God, if we receive glory from men and that if we perform only for the praise of others, then we are not working for the right motives.

True leaders also have enough self-assurance or ego strength, to know who they are and what they can do. They do not fear losing their leadership positions. They don't naively allow unscrupulous people to take over but they don't worry about having their status taken away either. They have enough security in themselves and in their relationship with Jesus Christ, that they don't have to compete with anyone else.

3. The problem of anger.

It almost seems like heresy to say that Jesus got angry but He did have righteous anger. [John :13-22].

Jesus became angry at what He saw going on in the temple. The merchants had desecrated God's house. They had made money

dishonourably from many who could ill afford to pay.

So He chased them out of the temple courts in order to show them that His house was to be a house of prayer and not a den of thieves.

Mark 11:17 tells us, “My house shall be called a house of prayer for all nations.” The buying and selling apparently went on in the Court of the Gentiles – the only place non-Jews could enter. If Gentiles searching for God had wanted to pray or meditate, they would have no place to go. The place was in a constant uproar from oxen, sheep, doves, haggling moneychangers and tradesmen.

Jesus showed anger that day. It has been called righteous anger and it was not mere indignation. God does not condemn anyone for simply being angry. He may condemn us for actions we take in anger; if our anger results in harm or cruelty we have clearly sinned.

The ability to have righteous anger is a trait of God. Several times in the Old Testament we read of God’s anger: Deuteronomy 1:37, 4:21, 9:8,20, 1 Kings 8:46, Psalm 2:12, 79:5, 85:5, Isaiah 12:1.

Paul separates anger from sin, in Ephesians 4:26 “If you become angry, do not let your anger lead you into sin; and do not stay angry all day” [GNB].

The Bible does not say that we must not get angry. Paul exhorts that those elected to the office of bishop must not be “soon angry.” They should not be short-tempered people. It is normal for people, including leaders, to become angry. There are only two kinds of people who never get angry: those physically dead and those emotionally dead! As a follower of Jesus it must be the right kind of anger. Anger with controlled emotion.

There are various types of anger-

Righteous anger:

“For His anger lasts only a moment, but His favor lasts a lifetime; weeping may stay for the night, but rejoicing comes in the morning.”
[Psalm 30:5]

“For forty years I was angry with that generation; I said, ‘They are a people whose hearts go astray, and they have not known my ways.’”
[Psalm 95:10]

“In your anger do not sin: Do not let the sun go down while you are still angry.” [Ephesians 4:26]

This kind of anger is a healthy type. It is usually aimed at injustice, evil and things which are wrong, such as -

- * Child abuse and molestation.
- * Violence against orphans, women, the aged etc.
- * Drug abuse.
- * Injustice

This list, of course, is not exhaustive.

“But you, Lord are a compassionate and gracious God, slow to anger, abounding in love and faithfulness.” [Psalm 86:15]

Wrong or unhealthy anger:

“My brothers, as believers in our glorious Lord Jesus Christ, don't show favouritism.” [James 1:19]

“But I tell you that anyone who is angry with his brother will be subject to judgement. Again, anyone who says to his brother, ‘Raca’, is answerable to the Sanhedrin. But anyone who says, ‘You fool!’ will be in danger of the fire of hell.” [Matthew 5:22]

“A fool gives vent to his anger, but a wise man keeps himself under control.” [Proverbs 29:11]

This is the anger that only God can control, as we are filled by the Holy Spirit. In this kind of anger our displeasure shows itself in unloving ways, it is not exactly righteous!

It is often caused by -

- * Frustration, like a little child with temper tantrums.
- * Being threatened, personally or our possessions or family.
- * We don't like ourselves or we think we have failed. Often our anger is turned inward and becomes depression or stress.
- * We are (or we think we are) unjustly treated and our pride of life wells up.

How to handle anger is vital for the leader. We are all different in our natures. Some people are more volatile than others.

We must be responsible for our own actions, not blaming our Irish, Latin or whatever hot-blooded ancestry. Realise the damage it can cause. Unhealthy anger plays havoc with our body and nervous systems. Doctors tell us of the damage it causes. So often, because there is no physical expression to the pent-up anger, much of the tension is bottled up inside us – often causing long-term physical problems.

The leader needs learn how to ‘keep their cool’ and not to react in a hot temper or by a knee jerk reaction. We need to reassess the situation from a distance and unemotionally release at a time of our choosing. I would suggest to pray first and ensure that we don’t react like the foolish manager in Matthew 18:21-33 who although forgiven a great debt, had no such mercy for his own debtor. His anger was not justified since he was also a debtor who had just received mercy. We must ensure that before we pass judgement on others, that we ourselves cannot be judged for casting that stone. For in fact we are not without sin ourselves and should as Christian leaders be merciful, just as we have received mercy.

Anger of the right kind must be directed against problems and incorrect behavior, not people. It makes no attack on the value of individuals, but attacks their wrong actions. The Christian leader should not deny the anger that is often felt. Some leaders attempt to repress anger or try to gloss over it. It may then just spill out and sometimes at the most inappropriate time.

Our Lord Jesus is our supreme example. With His help and the power of the Holy Spirit within, the leader can keep control and direct their anger into healthy channels. All this will make us better people and more effective Christian leaders.

“A kind word turns away anger; but a harsh word stirs up wrath.”
[Proverbs 15:1]

“Refrain from anger and turn from wrath; do not fret – it leads only to evil.” [Psalm 37:8]

“Casting all your care upon Him for He cares for you” [1 Peter 5:7 NKJV]

FOOTNOTES

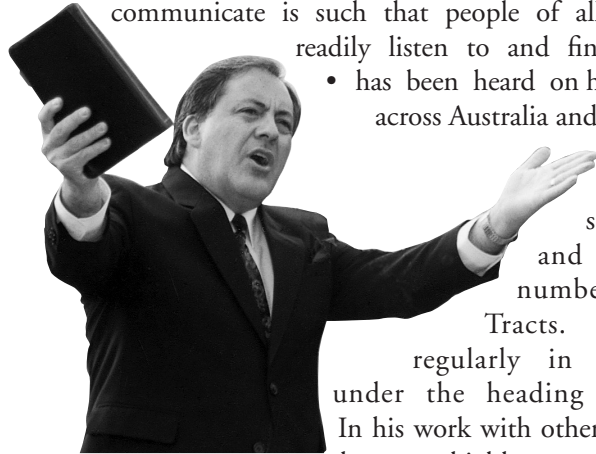
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