

Leadership Development Part-Two II

Can I share with you what the Holy Spirit taught me? By Angela Loggin B.S.C.L.

BIBILICAL REVIEW: PREPARATION FOR EFFECTIVE LEADERSHIP

CHARACTER:

The character of Joseph:

Character development takes time in the life of every leader. It is a process God will put His chosen leader through for the leadership role He is calling him or her to. Even though God called Joseph, a son of Jacob, to leadership at an early age, for example, the process took about fourteen years. The story of his life, from the beginning to the end, involved several tests of his character and his response to each of them. Joseph's character development began when God showed him in a dream that one day he would be a leader. Unthinking, he shared his dream to his brothers, describing what God had showed him (Genesis 37:5-11).¹ Joseph's brothers immediately became jealous of him. Then, Joseph shared yet another one of his dreams with his father and brothers, but they began respond negatively: "Are you saying you're going to rule over us?"

Jacob made Joseph a coat of many colors, which could only mean that he recognized the favor of God on his son's life. Joseph was unaware that his brothers detested him. They conspired against Joseph, plotting how they were going to destroy him. This opposition was the beginning of God's training for Joseph to become a leader.

Andrew B Seidel has this to say: "Character is always in process. We learn more about ourselves each day and we find our character continuously tested in new ways. Too often, flaws in our character are exposed, and we must deal with them."²

God will show you your end in the beginning. When God gives you a vision, He gives

¹ Genesis 37:5-11: *The Bible Knowledge Commentary*

² Andrew B. Seidel, *Charting a Bold Course: Training Leaders for 21st Century Ministry* (Chicago: Moody Publishers, 2003)

you just a glimpse of what will usually be the best part of your life. God showed Joseph a vision that his brothers and father would bow down to him one day. On the other hand, God never told Joseph about the "in-between" dividing the beginning from the end, which was the "PIT experience" he would encounter. Many times, when there is a great calling on your life to do the Lord's will, there will be a refining process you must first go through.

The humility of Joseph showed when he did not tell the Midianite traders that he was not a slave. Those men who threw him in the pit were actually his brothers. Joseph's response is like those who have heard the voice of God about leading His people.³ Joseph spent years in bondage in Egypt before being delivered, so the descendants of Jacob would also be in bondage there and then be delivered from it. For Joseph, the discipline would test his faith. Likewise, the nation of Israel stayed in Egypt for their preservation and discipline (Genesis 37:36).

God is searching to and fro across the earth looking for the next leaders to lead their respective countries. Many are called, but only a few will actually pass the test (Matthew 22:1-14).⁴ Those who are called to lead will have a listening ear for the Holy Spirit directing their lives. Despite the hardships, lack of support, and encouragement from their peers, God is faithful.

The Word of God says that everywhere Joseph went, God was with him, preparing him for the leadership role which He called him to. God was testing Joseph to see if he would stay faithful to his calling. During this time of trial, God built his character and integrity. In all the adversity or storms of life, you may be forgotten, but as Joseph's example demonstrates, you must maintain integrity. This is an encouraging word for today's leaders who might be called to lead but don't quite understand what God is doing in their lives.

SKILLS

Seidel addresses this perspective: "Many skills are needed to bring leadership in concrete

³ Genesis 37:36: *The Bible Knowledge Commentary*

⁴ Matthew:22:1-14: *The Bible Knowledge Commentary*

actions, which bring about fulfillment of the vision. One of the most important skills for church leadership is that of understanding the church culture. Leadership which does not take into consideration the unique culture of its own local church is doomed to a succession of problems and probably failure.”⁵

The leadership of Moses is a perfect example for every leader to follow. Moses was not an uneducated man. The Bible indicates that he was an Egyptian prince, which qualified him to rule his people. Despite the accusation of murdering an Egyptian man, Moses was able to maintain his vision and receive the call to action for his people from God. Upon answering the call, Moses saw himself as unqualified for the position. Moses communicated with God so he could receive a clear vision and purpose to bring unity and freedom among the people of his culture. Moses used his influence to help the Israelites believe in themselves.

The leadership skills of Moses, compared with those of his father-in-law Jethro, were quite different. Jethro, who possessed skills in many areas, was able to share them with Moses and advise him regarding his leadership role. Jethro wisely urged Moses to delegate some of his responsibilities while continuing to teach the people the laws of God--how to live before Him spiritually and morally (Exodus 18:14).⁶ By advising Moses to choose men who were godly and train them to help him in the ministry, Jethro helped Moses to become a better representative for God. Moses was the leader God had chosen to teach His people, but most judicial matters were delegated to others (Exodus 18:19).⁷ Jethro modeled leadership skills. A man of authority, he empowered Moses to train other men, thus teaching Moses how to protect himself from failure and over exhaustion.

Another significant skill, according to Seidel, is planning, which deals with the practical steps necessary to turn a vision into concrete reality.⁸

5 Seidel

6 Exodus 18:14: *The Bible Knowledge Commentary*

7 Exodus 18:19: *The Bible Knowledge Commentary*

8 Seidel

VISION

The leadership of Nehemiah demonstrates how God develops vision in a leader's life; it is a gateway for God to communicate through the leader to the people. Habakkuk 2:2⁹ says to write the vision.

The vision of Nehemiah was educating and challenging his countrymen to arise and rebuild the walls of Jerusalem. Before seeking approval from the king, Nehemiah prayed earnestly for four months (Nehemiah 1:5).¹⁰ Nehemiah faced a situation he knew he could not solve by himself, but he also knew that with God all things are possible. Moreover, the task of reviving and reforming the people of God within the rebuilt walls demanded years of Nehemiah's godly life and leadership.

Seidel states, "Vision is a mental picture of a desirable future for the ministry. The personal pilgrimage through which God takes His leaders forms the basis of all they do in exercising leadership. Because all lead as an expression of who they are, God brings into every Christian leader's life those experiences needed to mold and shape him or her into the person He wants."¹¹ The turning point in Nehemiah's life happened when the king granted his request to go and rebuild the walls.

Nehemiah had made an impression on the king by making his request known. He demonstrated courage, compassion for the oppressed, integrity, godliness, and selflessness. Some of the other leaders were trying to stop the vision God had called Nehemiah to accomplish, but this really was God's way of preparing Nehemiah for the ministry among people who needed salvation. Due to the calling on his life, it was difficult for him to deny the truth and righteousness of God.

Nehemiah prayed to God seriously for help against the evil things which were going on

9 Habakkuk 2:2: *The Bible Knowledge Commentary*

10 Nehemiah 1:5: *The Bible Commentary*

11 Seidel

within the walls of Jerusalem. As he continued to petition God for wisdom, his prayers gave him the confidence and the strength to stand for the truth. Nehemiah was able to maintain his vision which God had called him to by showing compassion toward his people. The vision of his leadership motivated others to be different; therefore, he earned the trust of the people. Nehemiah's lifestyle of prayer gave him the boldness and strength he needed to stand against the opposition of the enemy.

RELATIONSHIP

According to Seidel, “A leader must be able to build a network of relationship necessary for the vision to be realized. No matter how greatly gifted he or she may be, the leader cannot fulfill the vision alone. This is the way God has designed the church to function (Ephesians 4:11-16).”¹²

With his group of twelve ordinary men, Jesus was the first theological teacher to set the example of building relationship skills. Each man in the group was encouraged to build relationships with the others. These twelve were specifically sent forth (“apostle” means “one sent forth to represent an official”) by Jesus and given His authority to cast out demons and heal every kind of disease and sickness (Matthew 10:1-4).¹³

Jesus developed a relationship with them based on trust and demonstrated true leadership. He also cared for the disciples by treating them with respect and dignity and taking care of their needs. His leadership training helped them to be strong men, bonded together through fellowship.

Seidel states, “In ministry, a leader is almost always dealing with volunteers, which present special leadership challenges. The ministry leader does not have many of the leadership tools available to others secular leaders.”¹⁴

These disciples were excited about following Jesus to become fishers of men. Each one,

12 Seidel

13 Matthew 10:1-4 : *The Bible Knowledge Commentary*

14 Seidel

however, struggled with identity issues, especially Peter. At one point, Jesus told Peter he was going to deny Him three times. Peter didn't understand until the day came when Jesus was taken captive. Several people recognized Peter as one of the disciples, but he denied knowing Jesus. Peter struggled with his own inner war without having any of his own peers to relate to. Jesus began to train each man by helping them prepare for the role they would portray. The transformation vision of Jesus was fulfilled in the lives of the team members through character-building. He equipped them with proper training to develop confidence within themselves so they will trust each other.

Building relationships is an important part of leadership. Through solid relationships, a network is developed that unifies men and women for the same purpose.

When a good leader models commitment, motivation, serving, and empowering his people, he has earned their trust. They will then follow his vision.

Seidel continues, "Without the command authority of an Army officer or the salary control of a business leader, the ministry leader's primary influence tool is the relationship he builds with those he leads. No matter how sterling the character or exciting the vision, he will not lead for long if he is not able to build and maintain the relationship necessary to fulfill the vision."¹⁵

In conclusion, a good leader will always look out for the needs and the best interest of his team members.

15 Seidel

LEADERSHIP BIBLIOGRAPHY

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