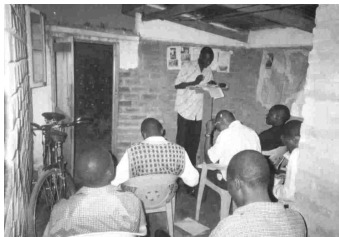




Chapter 9: Developing Leadership Skills

A missionary is a leader, whether by title or by role. If you are called to be a missionary, you **MUST** develop competent leadership skills to be able to lead others, especially the people God has called you to serve in the foreign land.

WHO IS A LEADER?



1. Leader is someone who leads.
2. A leader is ahead of his/her followers in knowledge, skills and insights. A leader advances.
3. A leader is a servant, literally a slave (Mathew 20:20-28). Greatness is in 'serving.'
4. Leader should lead people for positive reaction and change.
5. A leader must bring people to the expected destination.

Functions and roles of a leader

1. Planning

Decide in advance what to do so that followers can follow you.

2. Decision-making

- Decide of what, when, how and by whom.
- When you make decisions, you should take responsibilities.

3. Harmonizer

Help followers work together in harmony and unity for smooth running of the organization and reaching a corporate goal.

4. Spokesperson

Present challenges and problems of his/her organization.

Leadership styles

Leadership is not necessarily a *position* but rather it is a *process* of influencing others.

1. Democratic

This leadership style invites people into decision-making. It is free.

2. Autocratic

This leadership does not invite people into decision-making. It is not free.

3. Revolutionary

This is a heroic type of leadership which works the best in crisis. It normally induces revolutionary changes.

4. Free reign

'I don't care' attitude. It is too free.

cf. Christian leaders have to be *theocratic* in their leadership, that is to follow God and His leadership.

SOURCES OF LEADERSHIP

Wrong sources of leadership

1. Position

Some people try to influence others with their positions and titles. However, true respect does not come from such sources but who they are. Decent lifestyle alone can cause genuine authority on others.

2. Power

Hunger for power often gives birth to dictatorship. However, the worst kind of dictatorship is the spiritual dictatorship.

3. Personality

Personality differs from the character. Charismatic personality, for instance, can temporarily attract the crowd, however, a permanent leadership will not be established on such a source. For example, a church built on charming personality of the pastor is rather standing on a shaky foundation. The church should be built on the confession of Peter that Jesus is the Christ, the Son of the living God (Matthew 16:16).

Right sources of leadership

1. God's recognition

God always recognizes and acknowledges a right leader in the following ways.

- God fulfills the promise which He made with a leader.
- God honors a leader.
- God recognizes a leader with His presence (Genesis 39:3, 39:21, 39:23, Matthew 28:20).
- People recognize God using a leader and working behind him/her.
- God causes a leader to imitate Christ. This is one of the clearest signs. A leader becomes more Christ-like.

2. Meeting with God

The very source of spiritual leadership is God. It comes from meeting with God and fellowshiping with him on a regular basis. When Moses met God deeply, his life changed and became a blessing to others.

3. Character

Personality is who you are, but character is who you can be. Character is often revealed in crisis.

"Character is what you are like in darkness (D.L. Moody)."

4. Testimonies

Spiritual leader has many testimonies of God's acts and goodness in his/her life.

5. Preparation

- God prepares a leader through hardships, sufferings and pains. And such preparations can be either short or long depending on the leader's *availability*.
- Remember, leadership is *not* made *around* you. Leadership is made *within* you. In order for you to be a great leader, *God has to make you*.

VISION OF A LEADER

False visions

It is true that a leader MUST have a vision. However, there are several wrong origins of vision.

1. Opportunistic idea

This will only chase after different opportunities and end up manipulating the followers who the leader is called to serve.

2. Copying others' vision

- Please be yourself. Do not try to be somebody else.
- Have your own vision statement.

3. Necessity

- Necessities are only tools to help build and fulfill the vision. Necessity itself cannot be a vision (e.g. facilities, offices, finance, etc.).
- Let the Holy Spirit alone, *not the necessities*, lead you and your ministry.

4. Resources

Do not just copy other people's programs. Let God give you the strategy which works the best for you and your organization.

5. Man-made vision

The origin is a man's imagination not God's illumination.

True vision *always* originates from God not any other sources. Therefore, a leader MUST keep deepening his/her fellowship with God since He is the ultimate Vision Giver. ***In other words, in order to find and fulfill God's vision for your life, you MUST have God Himself as your vision!*** Otherwise, a leader's vision can easily deteriorate into his/her ambition. *After all, there is but slight difference between vision and ambition.*

True vision

True vision has the following characteristics.

1. There is power in true vision because it motivates the people. True vision also moves the organization.
2. God-given vision is both spiritual and eternal. A leader is the vision-bearer as well as vision-carrier.
3. People will follow a leader when they see the vision working, and these followers are actual vision-fulfillers.
4. Remember that our mind works on what it sees but our spirit works on what it hears. A leader should be able to plant a seed of the vision in the minds and hearts of followers. Communication is the key to transfer the vision to people. Lack of communication skills can lead to failure of the vision. Proper

and timely communications must be made through literature, banners, speech, etc.

DECISION-MAKING OF A LEADER

Leadership involves making decisions, whether big or little. Our life is full of decision-making. ***A spiritual leader MUST make decisions to lead people to where they often do not want to go but must go.***

1. As a leader, many times you have to decide for your followers. A leader's responsibility of decision-making *cannot* be delegated to others.
2. Leaders must turn to the Lord to make decisions. Ask wisdom from the Lord. A leader should have a strong spiritual sense to hear from God before making decisions.
3. A leader should make decisions well and timely.

For good decision-making

1. Ask for the Holy Spirit's guidance.
 - The Holy Spirit leads us through God's word, through people, through circumstances.
 - Ask God's wisdom when making decisions.
2. Keep teachable spirit.
 - Always keep the teachable spirit, from little matters to big matters.
 - Do not depend on your experiences but always depend on God (Proverbs 3:5-6).
3. Study your organization's history.
 - Know both failure and success of your organization's history.
 - Be humble enough to learn from other people's mistakes and successes.
 - If you are a church leader, make sure to study the church history.
4. Be responsible to God.
 - Do not forget that the decisions you make as a leader *do* affect the welfares of your followers.
 - Have a responsible lifestyle.
 - Be faithful 'till death because a leader faces more temptations than anybody else.

Once decisions are made

1. Live according to the decision.
2. Push through the decisions.
 - Once you make a decision push that decision forward to progress it.
 - People are looking for bold leaders today.
 - Be bold in making decisions and strong in implementing decisions.
3. Accept the results.
 - A leader takes all the responsibilities for the decisions made.
 - Do not blame others no matter what.
4. Acknowledge the mistakes.
 - Be sure to evaluate your decisions thoroughly.
 - Often times, mistakes motivate us to learn more.

To make better decisions next time

1. Self-evaluate the results.
 - Self-deception can result when there is no self-evaluation.
 - Evaluate willingly and voluntarily.
 - Be your own judge.
 - Be harsh when you criticize yourself but be generous when you criticize others.
2. Cultivate your relationship with God.
3. Check with God's vision.
4. Keep seeking God's wisdom.

TIME MANAGEMENT OF A LEADER

Invest your time to pursue God's vision and calling.

Rules of four D's

There are times to:

1. **Do** it.

2. **D**elegate it.
3. **D**itch it.
4. **D**elay it.

Be wise in controlling the time God gave you.

Five tips for time management

1. Seek God's will.
2. Learn to say 'no' or 'next time.'
3. Maintain sound daily schedule.
4. Learn to delegate.
5. Learn to concentrate.

Strategic time management

1. A leader *must* spend enough quality time with God.
 - Waiting upon God is mandatory for a spiritual leader (Isaiah 64:4), first for the gifts of the Spirit and secondly for fruits of the Spirit.
 - This procedure enables God's character to become yours.
2. A leader *must* spend quality time with his/her family.
 - First with your spouse

"Enjoy life with your wife, whom you love, all the days of this meaningless life that God has given you under the sun - all your meaningless days. For this is your lot in life and in your toilsome labor under the sun."
(Ecclesiastes 9:9)
 - Second with your children
3. A leader *must* spend time for health management.
 - There is a necessity for making time for exercise.
 - Eat well.
 - Rest. Our bodies are designed to take a rest on a periodical basis. If this biorhythm is repeatedly broken, it can cause some sickness in our body and soul. Make sure to take a day off each week and rest. Do not ignore the biblical rule of Sabbath.

4. A leader *must* spend time with his/her subordinate leaders.

"And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others." (2 Timothy 2:2)

- Spend time with those who can help others.
- Spend more time with them strategically.

Remember, the time is *never* enough to do all of those plus more. We should *make* the time to do them because no one really *has* them!

Time-wasters of a leader

1. Trying new things excessively
2. Lack of man-power
3. Gossip
4. Lack of arrangement. Putting things in order will save time to look for them later.

TEMPTATIONS OF A LEADER

Major temptations

1. Pride

"Pride goes before destruction, a haughty spirit before a fall." (Proverbs 16:18)

Signs of pride are:

- When we begin to take someone else's glory
- When we are not willing to learn any more
- When we begin to think that I can do everything by myself
- When we are losing compassionate heart
- When we do not want to listen to the counsels of others

Our hearts are quite deceitful. The moment we consider ourselves humble we become proud with false humility! That is why numerous Bible verses warn us to manage our hearts well.

"The heart is deceitful above all things and beyond cure. Who can understand it?" (Jeremiah 17:9)

"Above all else, guard your heart, for it is the wellspring of life." (Proverbs 4:23)

2. Sexual sins

- Have your spouse close to you.
- Prepare safeguards *in advance*.
- Be alert to self-warning (consciousness).
- Develop healthy habits.
- Pray and ask for prayer.

3. Indifference

- Always respect people around you because *it is God Who put them in your paths*.
- Be concerned about their needs.
- People with impure motive may come to you but treat them with purity (1 Timothy 5:1-2).

4. Greed

Greed of money *always* leads to a great temptation.

5. Laziness

- A leader must be diligent.

"We want each of you to show this same diligence to the very end, in order to make your hope sure. We do not want you to become lazy, but to imitate those who through faith and patience inherit what has been promised." (Hebrews 6:11)

"Be diligent in these matters; give yourself wholly to them, so that everyone may see your progress." (1 Timothy 4:15)

- Be active and energetic in everything you do.

"Never be lacking in zeal, but keep your spiritual fervor, serving the Lord." (Romans 12:11)

- Keep learning. Learn well and thoroughly.

6. Spiritual powerlessness

- *No prayer no power!* Keep your prayer life on fire.

- Take time with God one on one on a regular basis.

7. Over-sensitiveness

- Keep in mind that a leader will *always* face criticisms.
- So learn to be positive towards criticisms.
- And never fight back with those who criticize you. There is no need.
- Furthermore, do not be over-sensitive towards criticisms. Consider them as spiritual taxes which you just need to pay!

8. Lack of administration

- Know how to organize the things around you.
- Spiritual leadership takes more than just spirituality. Learn to work together with other people. Even Jesus was excellent in administration. He knew how to organize people and their talents to put them into work.

9. Desire to rule

- Know when to hand over and withdraw yourself.
- Learn to delegate more and more.

10. Not caring for the family

Keep your family *at any cost!*

"He must manage his own family well and see that his children obey him with proper respect. (If anyone does not know how to manage his own family, how can he take care of God's church?)" (1 Timothy 3:4-5)

How to avoid temptations

1. Wise planning is needed. Do *not* bring yourself near to the situations where you can be easily tempted. Think before you act.
2. Be careful with small details. Most temptations knock doors of leaders' hearts with small issues. Once a leader falls into a little temptation, it is a matter of time to fall into greater ones. Detailed endeavors to keep yourself pure will shut doors for many more temptations.
3. Be in earnest prayers always.

REWARDS OF LEADERSHIP

1. Rewards of a secular leader

- Money

- Fame
- Power

2. Rewards of a spiritual leader

- Recognition of God

He/she shall be called 'a man/woman of God.'

- Fulfillment of vision

a. Real success in life and work comes only when we live as *good* and *faithful* servants (Matthew 25:21, 25:23).

b. We should pursue the call of God.

c. We should imitate Christ's lifestyle.

- Respect and honor in the family

- Respect in the workplace

a. Respect from the followers

b. Respect from the colleagues

- Blessings in the relationships

a. God's need of fellowshiping with His children is met in a leader's life.

b. People are valued and treated well in a leader's life.

c. Leadership is not a position but *relationship*. One of the best rewards for a spiritual leader is the friendship which he/she earns.

- Contributions made in other people's lives

A great leader results in people around him/her to feel good about themselves and to have confidence in themselves. Many others will succeed because of a leader's influence. That's a great reward!

- Contributions to the organization

A leader's inputs will remain in the organization for the times to come. Work will expand on the top of what you have labored.

- Contributions to the successor

It was once said that 'a man/woman is not successful until he/she is successfully succeeded by his/her successor.' When a leader's work is

successfully handed over to the successor through proper coaching and mentoring, the legacy of his/her influence continues through the hands of others.

- Growth within a leader himself/herself

Leadership makes a leader to keep growing:

- a. To be more people-oriented.
- b. To add self-respect on himself/herself
- c. To add self-confidence on himself/herself
- d. To add self-value on himself/herself

LEADERSHIP AND RELATIONSHIP

Once again, please remember.

1. Leadership is based upon 'relationship.'
2. Leadership is based upon 'trust.'

Bad leadership corrupts, dictates and dominates.

Five points to build better relationship

1. Get along with yourself first.

"Love the Lord your God with all your soul, strength and mind and love your neighbors as yourself." (Leviticus 19:18, Matthew 19:19, 22:39, Mark 12:31, 12:33, Luke 10:27, Romans 13:9, Galatians 5:14)

- Loving yourself makes you to love other people easily.
 - Hurting people hurts people. It keeps creating a cycle of hurting others. You need to begin to love yourself in order to break this cycle of hurting one another. You will then become a seed of blessing to others.
2. Value people.
 - When you value people, it keeps you from manipulating them.
 - Valuing people is the key to raise up followers and make them successful leaders.
 - Make other people feel important.
 - Mentor, coach and train people.
 3. Make the efforts to form relationship.

- Real friends are not easy to find.
 - Our coworkers must be our real friends. Value them, love them and support them.
 - Build a network of real friends. When you invest in relationship with people you lead, you build a network that can provide encouragement, inspiration and love for good and bad times.
4. Understand that what comes around goes around.
- Remember the law of reciprocation.
 - What you sow is what you reap. Sow a good attitude to people, and you will receive good attitudes from people.
5. Follow the Golden Rule.
- *" So in everything, do to others what you would have them do to you ... "*
(Matthew 7:12)
 - For a leader who values people, the rewards do not get any greater than that.

Trust vs. leader

1. People do not imitate nor follow a leader unless there is an important element of 'trust' formed in them toward the leader. People have first to trust a leader. Leadership is caused by trust. Once people see that a leader is worthy of their trust, they will follow him/her all the way. Trust grows when a leader says something and does it. His/her talks and walks must be equivalent.
2. Be diligent and progressive (1 Timothy 4:15).
"Be diligent in these matters; give yourself wholly to them, so that everyone may see your progress."
3. Be *consistent* in your character. The worst kind of leadership is the *inconsistent* one.
4. Keep enlarging your potential. God will always seem to use someone who has a great potential.

Trust = **Character** + **Potential**

"Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the word of truth."
(2 Timothy 2:15)

5. People will always follow a leader who *seems* to have no limit (*not* limited). A leader who speaks about great dreams, great visions and great words are sought after for all time and spaces. Do *not* show your limit to your followers. *Never* tell them that you *cannot* do it. Even if it seems impossible at the moment, encourage them by giving a sense of hope and possibility.

HABITS OF A LEADER

It is needless to say that a leader *must* have sound habits. Sociologists say that if we repeat a certain activity each day for a period of 21 consecutive days, it can eventually turn to a habit of our lifetime. Then exactly what forms a habit? Below formula shows us three elements which form a habit.

$$\boxed{\text{Habit}} = \square \boxed{\text{Knowledge}} + \square \boxed{\text{Skill}} + \square \boxed{\text{Desire}}$$

- Knowledge** is what I do and why I do it.
- Skill** is how I do it.
- Desire** is what I want to do.

Character vs. personality vs. habit

Character is who you are, the inner core of you, who you really are. Personality is what you are, the outer values. Such values often come from your habits. Your habits can mold your character and influence your personality. While good personality can give you a short-term success, only your character paves a way for your ultimate, long-term success. It is the character that can take you as far as reaching your destiny and fulfilling your vision.

Remember, habits can change your character and form your character. See to it that sound habits are developed in your life.

Four areas which a leader's habits influence

1. Leader himself/herself
2. Leader's relationship with other people
3. Leader's management
4. Leader's organization

How to change the habits

1. Be active, not passive. Go after it!
2. Act with the goals. Set the goals and pursue those goals.
3. Work by priorities. Be sure to hit the right thing. And be bold as you approach the right thing.

4. Pursue mutual benefits. Be concerned of others.
5. Listen and persuade. Listen to yourself, and then persuade yourself. There is no need to get nervous. Believe that you can make it.
6. Take care of yourself. Be healthy spiritually, physically, mentally and sexually.
7. Use a group power. Two are better than one. Do not work alone to change your habits.
8. If you want to change your habits, change your behaviors. And if you want to change your behaviors, change your principles.

"Principles not people control the world. People can only control their behaviors and behaviors are controlled by principles." (Stephen Covey)

SELF-LEADERSHIP

Great spiritual leaders commonly consider the 'self' (*not the devil*) as their greatest enemy. Therefore, you must first be able to lead yourself in order to lead others. This endeavor the so called 'self-leadership' is a progressive procedure to keep influencing yourself and to lead yourself. Here are some helpful suggestions to improve yourself to be more excellent self-leader.

Using self-motivation

1. Your goals must fit your purpose.

"Many are the plans in a man's heart, but it is the Lord's purpose that prevails. (Proverbs 19:21)"

2. Have a daily planner. It will help you set priorities of each day.
3. Get rid off negative items and have more positive items around you. For instance, put inspiring resources around you.
4. Set your goals. Know where you are going and how to do them.
5. Change your habits. Your lifestyle is built on your habits.
6. Reward yourself and discipline yourself.
 - Self-rewards
 - a. Tip yourself.
 - b. Treat yourself well.
 - c. Buy yourself something nice, etc.

- Self-discipline
 - a. Criticize yourself.
 - b. Evaluate your outcomes.
- 7. Practice. Your success as a leader can be determined by how much you practice in the following areas.
 - Improve your communication power.
 - Increase your vocabularies.
 - Enhance your communication skills.
 - Practice your speech.
 - Practice your talks.
- 8. Do what you love to do. When you do what you love to do, success usually follows.

Developing self-confidence

1. Use positive self-talks. Learn to look at yourself in the way God looks at you.
 - Think of yourself positively.
 - Think of yourself greatly.
 - Think of yourself as a great man of God.
2. Get rid of thoughts which make obstacles. Instead, think about what makes opportunities.
3. Blossom the flowers at where you have rooted.
 - Sow a seed to grow up to be a tree. And let the tree grow up to be a giant forest.
 - Where God leads you is where you should root yourself and blossom the flowers.
4. Develop a team leadership.
 - My greatest power is 'us.'
 - Teamwork is essential to reach great things. The more people you can work with, the greater heights you can reach.
5. To work with more people, you have to develop your self-leadership.

- Live an exemplarily lifestyle.
- Encourage your team members. Coach them. Strengthen them. And never put them down.
- The greatest tool in order people to work with you is the encouragement and trust.

WHO IS A CHRISTIAN LEADER?

Roles of a Christian leader

1. A coach

- A Christian leader equips.
- A Christian leader empowers.
- A Christian leader should be an equipper *not user*.

2. A servant

- A Christian leader serves others.
- A Christian leader practices a servant-hood leadership.

3. A learner

- A Christian leader keeps on learning.
- A Christian leader learns even from others including his/her followers.

3. A follower

- A leader must have been a follower himself/herself first.
- A leader who has been a follower understands easily the concept of making followers (2 Timothy 2:2).

cf. A leader is a leader because he/she has followers. One cannot be rightfully a leader if he/she has no *followers*!

Priority of a Christian leader

A Christian leader MUST be a disciple himself/herself. Below chart shows a general guideline which a Christian leader can follow to arrange his/her own life priorities in accordance with the suggestions found in 1 Timothy 3:2-7. Especially, I want you to notice that the Scripture emphasizes the importance of sound family for a Christian leader and spares 33% of the following verses which talk about church leaders' criteria for family life.

"Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money.

He must manage his own family well and see that his children obey him with proper respect. (If anyone does not know how to manage his own family, how can he take care of God's church?)

He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap."



Process of making a Christian leader

All Christian leaders go through *God-led* training process which prepares him/her to become more effective ministers with full of integrity and accountability. Such efforts of God's 'servant making' are well described in Jeremiah 18:2-6 through the illustration of a potter at work.

"Go down to the potter's house, and there I will give you my message.' So I went down to the potter's house, and I saw him working at the wheel. But the pot he was shaping from the clay was marred in his hands; so the potter formed it into another pot, shaping it as seemed best to him. Then the word of the Lord came to me: 'O house of Israel, can I not do with you as this potter does?' declares the Lord. 'Like clay in the hand of the potter, so are you in my hand, O house of Israel.'"

1. God's hand will dig you out.

This refers to the 'call' of God on you as a missionary.

2. God's hand will wash you.

This process refers to the washing and cleansing with water through God's word (Ephesians 5:26).

3. God's hand will dry you out.

This process points our faith life to be grounded in the 'word' alone! This kind of training in the hand of God is often referred as wilderness experience. We learn to trust in what He said not what we feel.

4. God's hand will beat you.

This process refers to the times of testing, trials and sufferings. The testing of our faith (James 1:2-4) often occurs at this stage.

5. God's hand will sift you.

This process will pass our faith through a sieve to help us gain best quality of purity and holiness in our character.

6. God's hand will mix you.

God begins to add on us from this stage of life.

7. God's hand will mold you.

The best 'Potter' continues to shape us 'till we become the particular vessel that He wants out of us.

8. God's hand will sprinkle you.

God will remind you of His promises.

9. God's hand will separate you.

God's holiness prevails in your life. After all, the holiness means 'to be separated.'

10. God's hand will put you through fire.

This is an extra hardening process. God's image is almost formed in us!

11. God's hand will paint you.

God is now ready to fulfill *His* vision (not *my* vision) through us by using us in full-potential. You are ready to become an awesome tool in God's hand to be used of Him.

CHRISTIAN LEADERSHIP

Biblical goals of Christian leadership

People should be led to:

1. Spiritual maturity

Raise up a successor (the next generation leadership). *True leader raises a successor!* Raise the second generation leadership by recognizing them, delegating responsibilities, appreciating them, loving them, and covering their mistakes.

2. Glorify God

How should a Christian leader lead?

1. A Christian leader should be praying.

- Nothing eternal will be done without prayer.
- Spiritual leader has to be filled with the Holy Spirit.
- When we pray God gives us wisdom.
- We pray because God is Almighty and we want to involve God.
- Prayer eases the stress in the ministry.
- God shows us His will when we pray. We do not know where we are going when we do not pray.

2. A Christian leader should lead by self-sacrifice.

- True leadership comes from self-sacrifice.
- A leader should pray more than his/her followers.
- A leader should study more than his/her followers.
- A leader should look after the followers (e.g. home visitations, etc.).

3. A Christian leader should lead by clear communications.

- Clear communications do not necessarily mean talking a lot but rather talking with clarity and preciseness.
- What a leader says ought to be easily understood.

4. A Christian leader should lead by serving.

- Servant-hood leadership comes from a leader's love for his/her followers.
 - A leader should give his/her followers the very best.
5. A Christian leader should lead by being positive.
- A leader has to be always positive and future-oriented.
 - God is always positive and future-oriented.
6. A Christian leader should lead by being responsible for everything. Blaming others for mistakes cannot be a good quality for a leader.

Nehemiah's leadership example

The following points illustrate what made Nehemiah such an unprecedented leader for his generation.

1. Nehemiah was a good organizer.

He exercised an exceptional organizational skill and laid down a good organization.

2. Nehemiah was a prayerful man.

- He sought assistance from and worked with spiritual leaders around him such as Ezra and Levites. For instance, Ezra was a devoted man in following the way of the Lord and his cooperation made Nehemiah's reformation possible.

"Then Nehemiah the governor, Ezra the priest and scribe, and the Levites who were instructing the people said to them all, 'This day is sacred to the Lord your God. Do not mourn or weep.' For all the people had been weeping as they listened to the words of the Law." (Nehemiah 8:9)

"For Ezra had devoted himself to the study and observance of the Law of the Lord, and to teaching its decrees and laws in Israel." (Ezra 7:10)

- Prayer got Nehemiah connected to God in every situation. He prayed on every matter to seek God's counsel and direction.

3. Nehemiah was a man of courage.

"But I said, 'Should a man like me run away? Or should one like me go into the temple to save his life? I will not go!'" (Nehemiah 6:11)

4. Nehemiah was a man of genuine concern.

"When I heard these things, I sat down and wept. For some days I mourned and fasted and prayed before the God of heaven. Then I said: 'O Lord, God of heaven, the great and awesome God, who keeps his covenant of love with those who love him and obey his commands, let your ear be attentive and

your eyes open to hear the prayer your servant is praying before you day and night for your servants, the people of Israel. I confess the sins we Israelites, including myself and my father's house, have committed against you.” (Nehemiah 1:4-6)

“When Sanballat the Horonite and Tobiah the Ammonite official heard about this, they were very much disturbed that someone had come to promote the welfare of the Israelites.” (Nehemiah 2:10)

5. Nehemiah was a man of caution.

“I went to Jerusalem, and after staying there three days I set out during the night with a few men. I had not told anyone what my God had put in my heart to do for Jerusalem. There were no mounts with me except the one I was riding on. By night I went out through the Valley Gate toward the Jackal Well and the Dung Gate, examining the walls of Jerusalem, which had been broken down, and its gates, which had been destroyed by fire. Then I moved on toward the Fountain Gate and the King's Pool, but there was not enough room for my mount to get through; so I went up the valley by night, examining the wall. Finally, I turned back and reentered through the Valley Gate. The officials did not know where I had gone or what I was doing, because as yet I had said nothing to the Jews or the priests or nobles or officials or any others who would be doing the work.” (Nehemiah 2:11-16)

6. Nehemiah was a man of empathy and compassion.

“Meanwhile, the people in Judah said, ‘The strength of the laborers is giving out, and there is so much rubble that we cannot rebuild the wall.’ Also our enemies said, ‘Before they know it or see us, we will be right there among them and will kill them and put an end to the work.’ Then the Jews who lived near them came and told us ten times over, ‘Wherever you turn, they will attack us.’” (Nehemiah 4:10-12)

“Now the men and their wives raised a great outcry against their Jewish brothers.” (Nehemiah 5:1)

7. Nehemiah was a man of healthy reality.

8. Nehemiah was a man accepting the responsibility.

9. Nehemiah was a man of clear decision.

10. Nehemiah was a man of encouragement.

Points to ponder

1. Be a *shepherd* above all the roles you may play. In 1 Peter 5:1-4, Apostle Peter entreated his pastoral coworkers to be shepherds of God's flock. He appealed to them with emphasis to be shepherds above their roles as 'elders' and 'overseers.' And he strictly warned them not be acting as 'lords.' He even goes further by saying that Jesus Christ is 'the Chief Shepherd.' In the

perspective of biblical leadership, there is no more compelling image than that of the shepherd.

2. Positive thoughts lead to positive habits because our thinking sets our lifestyle. We speak what we think. And we, as Christian leaders, create and harvest what we speak because our words are like seeds. They grow and produce after its kind.
3. No positive principle no positive behaviors. No positive behaviors no positive habits. When you have positive behaviors, you will have positive results. Behaviors are words and motions (deeds).
4. When you see yourself in the positive way God is seeing you, you will always be content. Be content in the call of God upon your life. Successful ministry begins with a person who has succeeded in himself/herself.
5. Preacher is a 'blue-collar' profession not 'white-collar.' It requires a hard-working, responsible and down-to-earth person.
6. While remaining humble all the time, an effective Christian leader should have a great wealth of knowledge in both Christian circles and secular arena. He/she should know how to deal with anyone of any background and to share godly influences with them. Jesus shared his life with various types of people, even inclusive of tax collectors, prostitutes, sinners and the rejected.
7. Finally, I wish to encourage you to take the 'Personal Leadership Assessment' on yourself from time to time (See Appendix 5). Ask your coworkers to help evaluating the growth of your leadership skills. Knowing your current status might be the first step to find out the way forward for growth.