

Inspiring Leadership



*Helping you rise to the
summit of your potential*

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Inspiring Leadership

People teach what they know, but they reproduce what they are

A. 'What' is leadership?

General definition:

- *Someone who has influence over others (either good or bad).*

Biblical definition:

- *Someone who leads through service, and serves through leading.*

Jesus says ... "**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" (Mark 10:43-45 NIV).

Christian leadership pictures the leader more as a *servant* than an authoritative head.

B. 'Why' make leaders?

Temporal and **Spiritual** reasons:

1. To care for and the development of others.
2. To move them from where they are to where God desires them to be.
3. To oversee the building of God's church:

"Build up the church ... until we measure up to the full stature of Christ"
(Eph. 4:12).

4. To fulfill the Great Co-mission:

"Make disciples (Christ-like leaders)" (Matt. 28:18-20).

The above cannot be accomplished through making 'followers' ... It takes *leadership!*

Calculating impact: Followers v Leadership

- Leader of **followers**: $10 + 10 + 10 + 10 + 10 =$ _____
- Leader of **leaders**: $10 \times 10 \times 10 \times 10 \times 10 =$ _____

C. 'How' leaders are made?

a. Leadership begins with you - "You cannot reproduce beyond what you are!"

1. Believe that God created you with leadership potential. Decide to be a *life-long* developing leader... growing to your full potential.

Analogy: An oil rig — drilling for the potential that lies below the surface.

2. Be willing to pay the price to grow – Growth demands sacrifices!
3. Daily **deny**-self, **submit** to the Lord and **serve** Him (Lk. 9:23)
4. Develop these key qualities of a leader (evidenced, though not perfect):
 - a. Have a genuine heart for God and people (Mat. 22:37-39; 1 Cor. 13:1-7).
 - b. Live sacrificially as a servant of Christ (Luke 9:23).
 - c. Trust in the absolute authority of the Word of God... DO IT! (John 8:31).
 - d. Live empowered by the Holy Spirit (Acts 1:8).
 - e. Be prayerful... always! (1 Thess. 5:17-18.)
 - f. Pursue holiness... 'zero-sin tolerance' (1 Thess. 4:3-7).
 - g. Have a life that reflects the 'Fruit of the Spirit' (Gal. 5:22-23).
 - h. Be transparent... no mask wearing!
 - i. Be a team player... no lone-rangers in God's family.
 - j. Have a *positive* attitude... attitude is a choice.
 - k. Be diligent and disciplined (1 Cor. 9:24-27).
 - l. Live as a Christ-witness (Matt. 28:18-20).
 - m. Be FAST enough:
 - Faithful enough (Lk. 16:10)
 - Available enough (2 Tim. 4:2)
 - Servant-hearted enough (Mk. 10:42-45)
 - Teachable enough (Prov. 9:8-10)

Note:

While *weakness* is **accepted**, *willingness* is **expected**
(2 Cor. 12:9)

5. Learn from good role models:

- **The Apostle Paul** says, “Imitate me as I imitate Christ” (1 Cor. 11:1).

“Your attitude should be the same as that of Christ Jesus: Who being in very nature God did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant” (Phil. 2:5-7).

- **The Lord** says, “Learn from Me” (Matt. 11:29).

6. Seek out a good mentor-friend... be their apprentice-learner.
7. Read good leadership books (see recommended book list).
8. Practice what you learn. Remember, **participation precedes performance**.
9. Take Sir Winston Churchill’s advice... “Never, never, never, never give up!”

b. Now, begin with others!

Paul says, “Teach these great truths to trustworthy people who are able to pass them on to others” (2 Tim. 2:2).

1. Maintain a good connection with the person you are mentoring.
 - Instead of **lecture**, **listen**.
 - Instead of projecting **image**, project **integrity**.
 - Instead of demanding **control**, demonstrate **compassion**.
 - Instead of looking **at** them, look **through** them.
2. Help them maintain a close walk with the Lord... living *connected* to Him!
3. Help them *discover* and *develop* their gifts.
4. Mentor them to become *leaders*, not *followers* (there’s a huge difference).
5. Challenge them to take *responsible* risks in the exercise of their leadership.
6. Expect them to make mistakes and celebrate with them their ‘failing forward’.
7. At all times; be patient, persevering, understanding and forgiving.
8. Admit your mistakes and ask for forgiveness where necessary.
9. Be affirming - focus on the good you *see* is in them.
10. Be challenging - you want to see them constantly stretching like a rubber band, but not breaking (a rubber band works best when stretched).
11. Discipline (lovingly correct) them when necessary (Gal. 6:1).
12. Set them *free* to grow to become the people the Lord created them to be.

13. Inspire them to dream *big*... bigger than their ability (Eph. 3:20).
14. Pay the price: Invest yourself, time, money ... whatever it takes!
15. Let them accompany you on leadership assignments and then send them out alone.
16. Speak highly of them before others... never correct them publicly!
17. Delegate responsibility to them as soon as possible.
18. Recommend them for positions that will grow and develop them.
19. Suggest coaching opportunities with other good mentor-models.
20. Don't hold on to them. With an open hand, at the right time, *let them go!*

D. The heart of leadership

Above everything else, leadership is about *character*... It's the most important quality of a leader.

1 Timothy 3:1-7 lists the qualities of a pastor. Of the fifteen qualities listed for a pastor, only one deals with something s/he does (being *able to teach*). All the other attributes deal with the pastor's character.

Thus, character is more important than skills.

While the world is more concerned about '**aptitude**' (CVs/Resumes), the Lord is more concerned about our '**attitude**' ... He will judge us on who we **are**, rather than what we **do!**

- Aptitude is **competence** — *attitude* is **character**.
- Aptitude is **learnt** — *attitude* is a **choice**.
- Aptitude is **head** — *attitude* is **heart**.

E. Recommended Leadership Books

1. *Developing the Leader Within You* - John C. Maxwell
2. *Developing the Leaders Around You* - John C. Maxwell
3. *Failing Forward* - John C. Maxwell
4. *The 21 Irrefutable Laws of Leadership* - John C. Maxwell
5. *The 21 Indispensable Qualities of a Leader* - John C. Maxwell
6. *The 17 Essential Qualities of a Team Player* - John C. Maxwell
7. *An Appointment with the King* - Joel Comiskey

F. Leadership quotes

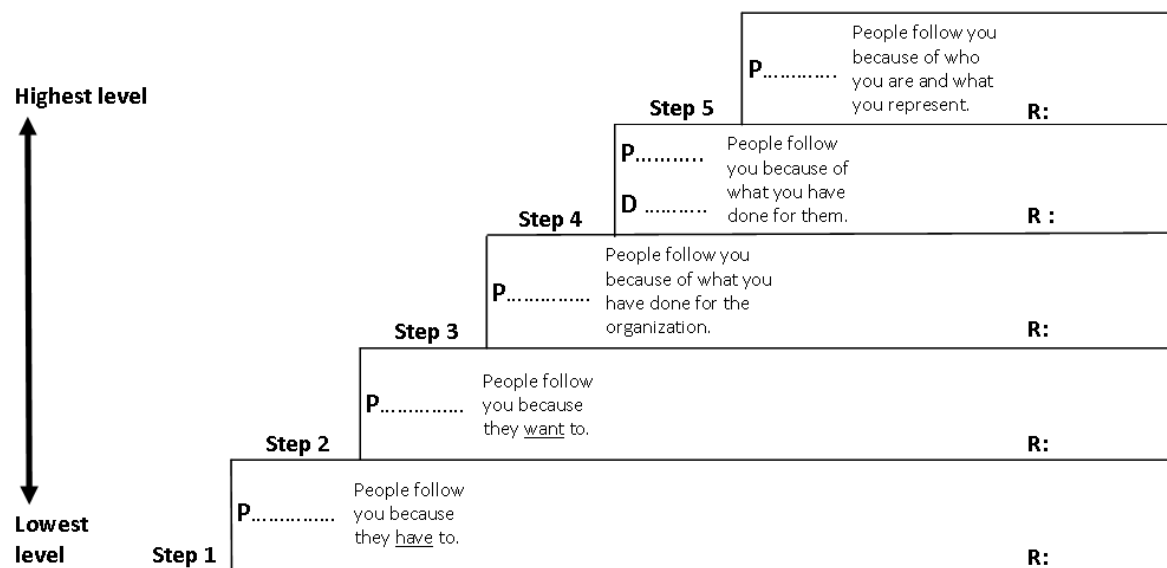
1. "Success without a successor is failure" - John C. Maxwell.
2. "Keep away from people who try to belittle your ambitions. Small people always do that, but the really great make you feel that you, too, can become great" - Mark Twain.
3. "You can effectively teach only what you consistently model" - John C. Maxwell.
4. "If there is no faith in the future, there is no power in the present" - John C. Maxwell.
5. "Your potential is limited only by the size of your dream, and the exercise of your faith" – William Joukhadar.
6. "A leader is great, not because of his or her power, but because of his or her ability to empower others" - John C. Maxwell.
7. "Perhaps the most valuable result of all education is the ability to make yourself do the things you have to do, when they ought to be done, whether you like it or not; it is the first lesson that ought to be learned" - John C. Maxwell.
8. "God is looking for people through whom He can do the impossible – What a pity that we plan only the things we can do by ourselves" - A. W. Tozer.
9. "People have just two choices when it comes to their emotions: they can master their emotions or be mastered by them" - John C. Maxwell.
10. "People will always move toward anyone who increases them and away from others who devalue them" - John C. Maxwell.
11. "There is nothing as valuable or rewarding as adding value to the lives of others" - John C. Maxwell.
12. "Leadership develops daily, not in a day" - John C. Maxwell.
13. "Champions don't become champions in a ring – they are merely recognised there" (an old saying).

G. The True Measure of Leadership

The true measure of leadership is **INFLUENCE!**

- “It’s not the **position** that makes the **leader** - it’s the **leader** who makes the **position.**”

The 5 levels of leadership (Influence)



(Taken from “*The 21 Irrefutable Laws of Leadership*” - John C. Maxwell)

1. **Position** - Rights
2. **Permission** - Relationships
3. **Production** - Results
4. **People Development** - Reproduction
5. **Personhood** - Respect

Qualities needed to be successful at each level.

Listed below are characteristics that must be exhibited with excellence before advancement to the next level is possible.

Level 1: Position - Rights

- Know your job description thoroughly
- Be aware of the history of the organisation
- Relate the history of the organisation to the people of the organisation

- Accept responsibility
- Do your job with consistent excellence
- Do more than expected
- Offer creative ideas for improvement

Level 2: Permission - Relationships

- Possess a genuine love for people
- Make those who work with you more successful
- See through other people's eyes
- Love *people* more than *procedures*
- Do "win-win" things or don't do it
- Include others in your journey
- Deal wisely with difficult people

Level 3: Production - Results

- Initiate and accept responsibility for growth
- Develop and follow a statement of purpose
- Make your job description and energy an integral part of the statement of purpose
- Develop accountability for results, beginning with yourself
- Know and do the things that give a high return
- Communicate the strategy and vision of the organisation
- Become a change-agent and understand timing
- Make the difficult decisions that will make a difference

Level 4: People Development - Reproduction

- Realise that people are your most valuable asset
- Place a priority on developing people
- Be a model for others to follow
- Pour your leadership efforts into the top 20 percent of your people
- Expose key leaders to growth opportunities
- Be able to attract other winners/producers to the common goal
- Surround yourself with an inner core that complements your leadership

Level 5: Personhood - Respect

- Your followers are loyal and sacrificial
- You have spent years mentoring and molding leaders
- You have become a statesperson/consultant and are sought out by others
- Your greatest joy comes from watching others grow and develop
- You transcend the organisation

The 'bottom line' of leadership

Everyone is a leader because everyone influences someone. Although, not everyone will become a *great* leader, everyone can become a *better* leader.

Questions to consider

1. Do you have a heart-felt desire to experience the fullness of your leadership potential?
2. Are you prepared, with the Lord's help, to do whatever it takes to grow to the next level in your leadership development?
3. Will you use your leadership skills to better mankind and honour the Lord?