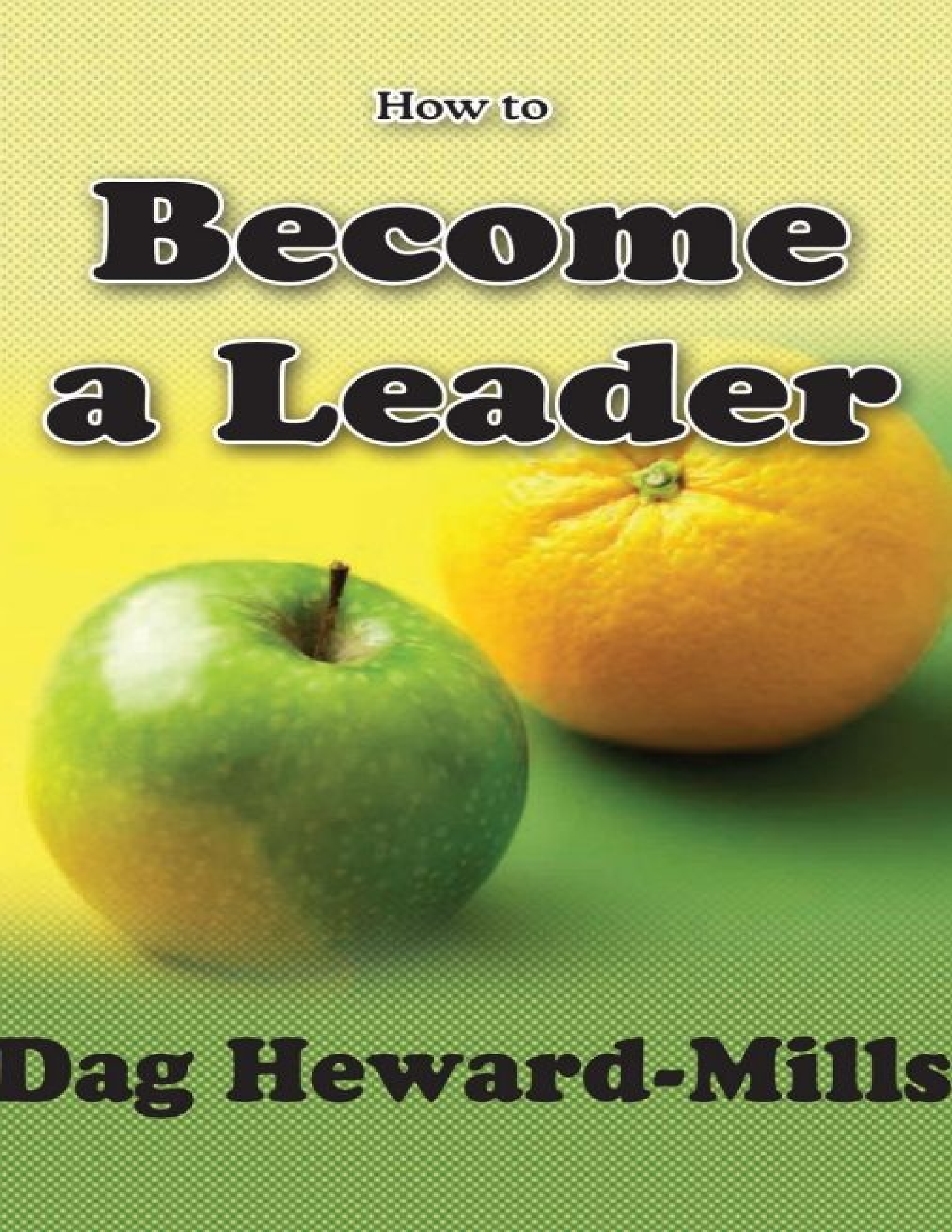
How to

Become a Leader



Dag Heward-Mills

How To Become A Leader

by Dag Heward-Mills

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Chapter 1 - Decide to Become One of the Few Good Leaders in This World

If you believe that you are called to the ministry, then you are called to leadership. That is why this book is very important for your life; so that you will be a good leader for the Lord Jesus Christ.

Paul wrote to Timothy and told him to do certain things to make him a good leader. There are good ministers and bad ministers. Decide to be a good minister!

…**thou shalt be a good minister of Jesus Christ…**

1 Timothy 4:6

If you are going to be effective in the ministry, you must study leadership. Whenever I go into a bookshop, I find myself gravitating towards the leadership section. I have read countless books on leadership. I have studied this all-important subject. I want to be a good leader.

Good things do not drop on you like ripe mangoes from a tree. You have to study and discover all that there is to learn.

It is obvious that there are not many good leaders around. If there were, you and I would be able to point them out without much difficulty!

I believe that there are many reasons why there are few outstanding leaders, but let us start by looking at why people do not want to be leaders in the first place!

Five Reasons Why People Avoid Leadership Responsibilities

1. Many people do not know that they are leaders.

They do not know because no one has told them so! They don't even know that they have the ability to lead. Some people think that only a few people are born to lead. I do not believe that few people are born to lead. I believe that many people are born with the ability to lead but they are not prepared to pay the price to become leaders.

So the last shall be first, and the first last: for many be called, but few chosen.

Matthew 20:16

For many are called, but few are chosen.

Matthew 22:14

The Bible teaches us that many are called to service. Anyone who yields himself to the ministry of the Lord Jesus Christ becomes an automatic leader. *A minister of the Gospel has to demonstrate leadership qualities and abilities all the time.* If you are called to His service, then you are called to be a leader. You cannot avoid it!

2. People fear that they will be accused and hated.

Leaders are often accused of being ambitious. They are often accused of having bad motives. I was very surprised when I heard some people accuse me of being in the ministry for money. But God spoke to me and told me that it is inevitable that I should be accused. Every good leader has many enemies. The nature of good leadership is that it charts out a course and maintains the direction. This means that you may cross over and hurt certain people.

And whosoever doth not bear his cross, and come after me, cannot be my disciple.

Luke 14:27

Many years ago, I told a brother that I did not want to be a leader in a certain fellowship. I told him that I was a quiet person and that I enjoyed my privacy. I told him that I did not want to preach or lead. But God had another plan for me and today I am a leader in God's house.

Becoming a leader will cost you your valued life. I have very little private life left. Most people know a lot of things about me. I am discussed in

people’s homes and cars. Like all leaders, I am praised by some and criticized by others.

This is the lot of a leader. This is why some people shun leadership. But Jesus said that you should take up the cross and follow Him. Christianity involves sacrifice. It is worth becoming a leader within the church.

3. People do not want to end up disgraced and hated as many prominent leaders have.

There are many leaders who have ended up in disgrace after taking up the mantle of leadership.

Others have experienced terrible hurts and had bitter experiences. Some have been crucified by the people they led.

I have personally watched how leaders have been rewarded with evil after many years of service. I have seen several (and I mean several) churches throw out their pastor after he had led them for many years.

I have seen pastors ridiculed and humiliated by members they have ministered to for years and at great expense. I have watched pastors being rejected over issues like cars and houses. How sad! We all know how Jesus was crucified after three and a half years of ministry. That was His reward for being a shining light to His people.

In my country, I have seen several Heads of State come to unnatural deaths after ruling the nation for some years. We have seen judges being murdered in cold blood after delivering judgements they thought were right.

Who then would like to be a leader in such an environment? When you study the fate of the leaders around, it is only natural that people shun leadership and choose a quiet life of peace and anonymity. I can understand why somebody would stay away from the world of lying politicians and corrupt leadership.

In this book, I am urging you to take up the mantle of Christian leadership. I am urging you to take up the call to leadership in the church. It is worth it! The challenges are very similar to secular leadership. The accusations are often the same. But it is worth it! Secular leaders work for human rewards like money and fame. But these are perishable rewards. When you work for Jesus you receive an everlasting reward.

…**Now they do it to obtain a corruptible crown; but we an incorruptible.**

1 Corinthians 9:25

There are many times that I have experienced the pains of being in leadership, but when I think of the rewards that await those who faithfully do the will of God, I become encouraged. I know that one day I will be glad about everything.

Looking unto Jesus...who for the joy that was set before him endured the cross, despising the shame, and is set down at the right hand of the throne of God. For consider him that endured such contradiction of sinners against himself, lest ye be wearied and faint in your minds.

Hebrews 12:2,3

4. People think that they are not good enough to be leaders.

Some people think they are not morally up to the standard of leadership. Others think that they have no leadership qualities. Others feel that they have too many personal problems to become leaders. They cannot imagine being saddled with other people's problems.

I have good news for you today! *God does not work with perfect people. He works with willing people.* He looks at the heart and He understands your human weakness. If Jesus had looked for perfection, I can assure you that none of the disciples would have qualified for leadership positions in the church. Take Peter for example; he betrayed the Lord Jesus three times just a few weeks before he was ordained. He swore and cursed as though he had received no training. Yet, the Lord used him.

Take the other disciples, who argued over their positions in Heaven. "Who would be the greatest?" they asked.

And there was also a strife among them, which of them should be accounted the greatest.

Luke 22:24

After arguing over who would be the greatest, they all deserted Christ when He needed them most. Would you trust such people? Would you use such people? However, the Lord did!

You do not have to be perfect to become a leader. If that were the case, then there would be no leaders in the world or in the church.

This does not mean that there are no standards. God expects the highest standards of character and morality. And yet, He works with imperfect people. God looks at the heart. Make sure that your heart is right and God will be able to use you.

…**for the Lord seeth not as man seeth; for man looketh on the outward appearance, but the Lord looketh on the heart.**

1 Samuel 16:7

5. Most people are too selfish to be leaders.

Such people care only about themselves. They are happy to have salvation. They are happy to have the Holy Spirit. They are happy to have prosperity.

However, they couldn't care less about anybody else.

"Once I am okay," they think, "Everything is okay." That is a spirit of selfishness.

A selfish person cannot be bothered to go through any training or sacrifice to become a leader. He will not expend any energy to help another soul.

If Christ had decided to stay in the comfort of Heaven, where would you be today? He rose out of the grave and you cannot even get out of bed. I rebuke that spirit of laziness and selfishness!

Thank God for missionaries. Thank God for people who travelled away from their homes into foreign cultures just because they wanted to help somebody.

Chapter 2 - Interact with the Great and Small

A good leader will interact with two main groups of people: the great (humanly speaking) and the small (humanly speaking). The great people are the nobles, the rich, the influential and powerful people of society. There are not many of such people in the church.

For ye see your calling, brethren, how that not many wise men after the flesh, not many mighty, not many noble, are called:

1 Corinthians 1:26

The “small” speaks of the poor, the down and out, and the people of little material substance.

Four Reasons Why It Is Important to Relate with the Great

1. Jesus interacted with great people.

Jesus interacted with Nicodemus privately. Jesus honoured several invitations to dine with influential and powerful people. These interactions were so important that they were recorded in the Bible.

There was a man of the Pharisees, named Nicodemus, a ruler of the Jews: The same came to Jesus by night…

John 3:1,2

When the even was come, there came a rich man of Arimathaea, named Joseph, who also himself was Jesus’ disciple:

Matthew 27:57

2. Great people have their role to play in the church.

Some of them will play vital roles for the church such as Joseph of Arimathaea, who helped to bury the body of Jesus. This was an important fulfilment of Scripture.

When the even was come, there came a rich man of Arimathaea, named Joseph…And when Joseph had taken the body [of Jesus], he wrapped it in a clean linen cloth, And laid it in his own new tomb, which he had hewn out in the rock…

Matthew 27:57,59,60

3. Great people are used by God to finance the

Gospel.

If you think that everyone will contribute the same amount of money to the work of God, then you are ignorant and inexperienced.

God raises up certain people so that the income of some churches is far more than others. This creates a necessary balance so that the work of God can go on among both the poor and the rich.

As it is written, He that had gathered much had nothing over; and he that had gathered little had no lack.

2 Corinthians 8:15

4. The contribution of one influential person can result in the salvation of an entire nation.

Esther's strategic relationship with the king was the one factor that saved the entire nation of Israel from being wiped out by Haman. Her uncle reminded her that she had been strategically placed for the salvation of an entire nation.

…**who knoweth whether thou art come to the kingdom for such a time as this?**

Esther 4:14

A Christian billionaire once told me he had used his relationship with the president of a country to obtain permission to hold open-air crusades, hitherto banned in that country.

Three Reasons Why It Is Important to Relate with the Poor

1. The principal calling of Christ was to the poor.

When Jesus spoke of the anointing on His life He was specific about whom His anointing would affect. He specifically said that He had been anointed to preach the Gospel to poor people. We are Christ's body and that same anointing is upon us.

The Spirit of the Lord is upon me, because he hath anointed me to preach the gospel to the poor; he hath sent me to heal the brokenhearted, to preach deliverance to the captives, and recovering of sight to the blind, to set at liberty them that are bruised, To preach the acceptable year of the Lord.

Luke 4:18,19

2. Most people in the world are poor, therefore our ministries must reach the poor.

If we are to bear much fruit, a lot of the fruit will be among the poor people.

3. The sign of a higher anointing is that we are ministering to the poor.

Today, most ministers are excited if they are able to visit with the president of a country. They gladly take pictures with presidents and

publish them in their monthly magazines. There is nothing wrong with this. However, when Jesus was asked whether the great messianic ministry had arrived on earth, he replied that *poor people have the Gospel preached to them.* It takes a higher anointing to minister to poor people.

And said unto him, Art thou he that should come, or do we look for another? Jesus answered and said unto them, Go and show John again those things which ye do hear and see: The blind receive their sight, and the lame walk, the lepers are cleansed, and the deaf hear, the dead are raised up, and the poor have the gospel preached to them.

Matthew 11:3-5

Three Reasons Why It Is Difficult to Minister to the Poor

1. The poor cannot pay for the Gospel.

Almost every ministry to poor people must be pre-financed. Books must be paid for, crusades must be paid for, salaries must be paid by others, etc.

2. The poor do not understand the Gospel.

Poor people have many problems. Their reasoning is affected by the many problems that surround them. Poor people are often frustrated and desperate.

They cannot understand why God will give Heaven to us when things are so bad on earth. Can He not first make some changes on earth? How can there be a solution to my problems through Bible study?

3. The poor sometimes see you as the cause of their problems.

In my dealings with poor people I have learnt that many of them actually see their help as the source of their problems. Many poor people are also too proud to receive help.

Five Types of People You Cannot Help

1. People who do not accept the biblical solution to their problems.

2. People who do not think that they have problems.

3. People who feel to proud to receive help.

4. People who think that you are their problem.

5. People who think that you are the cause of their problems.

Chapter 3 - Maintain Personal Integrity

Integrity is wholeness. It means being totally or completely sound. To have personal integrity means you are upright, sincere, loyal and pure. You need personal integrity to be a good leader. Your integrity is shattered by lies and deception. The reason why very few of us believe in politicians is because their integrity has been greatly compromised by the deceptions of past political leaders.

Are you sound? Are you whole?

Chapter 4 - Give People Hope

Do you wonder why nobody stays in your company or church for very long? Perhaps there is not much hope for the future. Perhaps they cannot see good things in store for them in the future.

Six Ways to Give People Hope

1. Make promises and keep them.

Every time you break a promise, you erode people's trust in you. It is very difficult to make people trust you. When people do not trust you they will not follow you. The whole of Jesus' ministry was centred around a promise for the future.

…**I go to prepare a place for you. And if I go and prepare a place for you, I will come again, and receive you unto myself; that where I am, there ye may be also.**

John 14:2,3

Jesus' disciples were made to believe that there were good things in store for them in the future. They knew that Jesus would keep His promise so they had hope.

2. Preach the Word of God.

The Word of God is full of hope. Anyone who preaches the Word of God will not minister discouragement, disappointment and disillusionment.

3. Speak more about rewards than punishment.

The disciples had hope. They had hope in the glory and the rewards of

Heaven. This was a great source of motivation to them. You must understand that Jesus' disciples were so highly motivated that they had left their secular jobs for the ministry. They eventually died for their beliefs.

4. Show positive examples that inspire hope.

In your business or church, you must accept the fact that people need to be motivated. The key to having motivated people is "hope for the future". That is why Jesus often spoke of Heaven and the rewards that await His faithful servants.

If you want to inspire pilots for instance, show them how many pilots have successfully flown for years and eventually retired. That is the sort of example that will give hope. If you want to inspire pastors, show them examples of ministers who have made it in ministry.

5. Avoid speaking about examples that bring about discouragement and depression.

If people see how badly others have fared, they will be discouraged. They will say tothemselves, "This is how I will end up one day." If you are an airline pilot, there is no point in discussing all the terrifying air crashes in aviation history.

6. Build permanent structures.

People have more hope in permanent things. It is natural to gravitate towards something that is more permanent. Every pastor who puts up a building, inspires hope in his congregation.

Chapter 5 - Never Use Power Without Wisdom or Wisdom Without Power!

A leader is someone who employs wisdom as an essential tool of life. Christian leaders have the task of combining the Spirit of God and the wisdom of God. That is the will of God. Every Christian leader must learn to achieve a balance between the power and the wisdom.

But unto them which are called, both Jews and Greeks, Christ the power of God, and the wisdom of God.

1 Corinthians 1:24

I have highlighted the words *"power"* and *"wisdom"*. That is what I want

you to get as you read this book. Christ Jesus is not only power to us. He is *power* and *wisdom*. When you are able to effectively combine the power and the wisdom of God, you will begin to experience success as a leader. Remember, one without the other is not enough.

If you are a pastor, do not rely solely on spiritual direction; remember that pastors are supposed to use their minds as well. If you use your mind, God will lift you up in ministry. I once noticed a church that was meeting in somebody's house in an exclusive and quiet residential neighbourhood.

Although I was about one hundred metres away, I could hear everything that was being said in the service. The prayer, the worship and the praise were so loud and offensive that no one on the entire street could concentrate as long as they were shouting through their microphones.

The pastor was anointed and he had the power of God at work for him. Unfortunately, he had left out wisdom.

Although there were just a few people there, they were using a public address system meant for large halls and hundreds of people. Even Jesus spoke to five thousand people without a microphone.

I thought to myself, "Very soon this church will be shut down by the neighbours or the police."

I knew that church was soon going to come face to face with a very big enemy it could not handle. Never use power without wisdom and never use wisdom without power!

Chapter 6 - Do Not Be a Lifeless Leader

Have a Conviction!

The Apostle Paul was a man of conviction. He was a man with a strong belief in God and he was ready to die for it. At one point he said openly, "I am ready to die."

For I am now ready to be offered…

2 Timothy 4:6

If you really consider yourself a leader, you must have a conviction about something! A leader without a conviction is a lifeless personality.

People who have convictions rule the world. Suicide bombers who attack innocent citizens have the conviction that they are doing something right. They also believe that they will go to Heaven for that act of brutality. Men of conviction are difficult to contain. You cannot put them in a box. You cannot tie them down. You cannot keep them still. You cannot de-motivate them.

I firmly believe that it is conviction that many lifeless leaders lack.

Why do I do the things I do? Because I have a conviction. I believe in Heaven and Hell. I have a conviction that one day Christ will reward me for all my labour on this earth. I believe that Jesus is the Son of God and that He rose from the dead. I believe that Jesus is the only way to Heaven. I do not just give mental assent to these facts. I believe them with all my heart. That is the driving force that made me abandon my medical career.

A leader without a conviction is a lifeless, speech-reading and emotionless puppet. Nobody takes any notice of him. Nobody believes his words. Nobody follows him.

Do you sometimes wonder why people are not following you? It may be because you are not a man of conviction. A man of conviction is prepared to sacrifice many things for his conviction.

When I see people who claim to be called by God, but are not prepared to sacrifice anything for their calling, I wonder if they are really called. A calling is a conviction to work for the Lord.

In the political world, the masses will follow someone who seems to have a conviction. They will follow someone who speaks from his heart. They will follow someone who is prepared to die for his beliefs.

Are you a real leader? Decide to be a man of conviction. Conviction of what, you may ask? Have conviction about the things God has called you to do. Have a conviction about the things you are supposed to accomplish in your lifetime. Have a conviction about the things that God has told you.

Live by these convictions! Be prepared to give up anything so that you can fulfil your conviction.

Chapter 7 - Wait for Your Season

And he shall be like a tree planted by the rivers of water, that bringeth forth his fruit in his season; his leaf also shall not wither; and whatsoever he doeth shall prosper.

Psalm 1:3

All of God's blessings have their season. Church growth has a season. Promotion has a season. Personal prosperity has a season. A leader knows the blessings he desires will not come overnight. He is prepared to stay at it until the breakthrough and promotion arrive. If you cannot wait for your God-given promotion, you are not a leader. I have had to wait many years for many things.

If you cannot wait for the mangoes on your tree to be ripe, you are never going to enjoy them. You will always pluck them off before they arrive. Mind you, unripe mangoes are very different from ripe ones.

I know of a pastor who bought a very expensive car. For several months, he had to use the entire income of the church to pay off the debt. This caused ripples in the church. Funds were raised in a desperate attempt to pay for this expensive car. In the end, a blessing turned into a controversy.

To every thing there is a season, and a time to every purpose under the heaven: He hath made every thing beautiful in his time: also he hath set the world in their heart, so that no man can find out the work that God maketh from the beginning to the end.

Ecclesiastes 3:1,11

In His time, God makes all things beautiful. Are you a leader? Never forget that a leader is someone who is prepared to wait for his season.

Chapter 8 - Use the Secret of Concentration

…**but this one thing I do…**

Philippians 3:13

Sixteen Things Every Leader Should Know about Concentration

1. Every great human achievement is the result of concentration.

2. Every great military battle is won by bringing all forces to concentrate on a single objective.

3. Every great ministry accomplishes things for God by concentrating on a single vision.

When I was in university, I had the opportunity to join several Christian groups. I decided to stay with a particular ministry. I realized that I could not divide my time amongst the many Christian ministries on campus. Because I concentrated on one thing I was able to establish a ministry which is still there today.

4. Concentration makes people work faster.

5. The faster you work, the more energy and interest you will have.

6. The slower you work, the more tired and uninterested you become.

7. The more suspensions and delays to projects, the more discouraged everyone becomes.

Hope deferred makes the heart sick.

Hope deferred maketh the heart sick: but when the desire cometh, it is a tree of life.

Proverbs 13:12

8. Concentration depends solely on the ability to distinguish between the relevant and the irrelevant.

Anyone who cannot decide on what is important will never use the power of concentration. Do not be deceived by the pressure of urgent calls, requests, invitations, emergencies and crises. Urgent things are not usually important in the total picture, and important things are seldom urgent.

9. The greatest thief of concentration is the telephone.

When I start praying, I switch off all phones. This helps me to concentrate on the Lord.

10. Another thief of concentration is useless socializing and the television.

11. Inject urgency into all your projects.

This will make people concentrate on the task.

12. Concentration keeps everyone from backbiting, envy, jealousy

and strife.

13. Few people can juggle with many projects at the same time.

Finish one thing at a time.

14. Unfinished projects break concentration.

The last uncompleted aspects of projects are often the cause of a future loss of concentration. They distract you and pull you into the past. People who concentrate on their God-given tasks are usually accused of being unsociable, proud, unfriendly, unpatriotic and inward-looking. But wisdom is justified of her children.

15. In the name of good works and being socially acceptable, the Church has divided its attention into four main areas: health, education, relief services and Christian teaching.

It is no wonder that other religions are growing at a very fast rate. If only the Church were to concentrate on her God-given goal once again!

16. Concentration makes everything grow.

Chapter 9 - Help the People Around You to Accomplish Great Things with Their Lives

And he goeth up into a mountain, and calleth unto him whom he would: and they came unto him. And he ordained twelve, that they should be with him, and that he might send them forth to preach, And to have power to heal sicknesses, and to cast out devils: And Simon he surnamed Peter; And James the son of Zebedee, and John the brother of James; and he surnamed them Boanerges, which is, The sons of thunder: And Andrew, and Philip, and Bartholomew, and Matthew, and Thomas, and James the son of Alphaeus, and Thaddaeus, and Simon the Canannite, And Judas Iscariot, which also betrayed him: and they went into an house.

Mark 3:13-19

Notice this list of men who were going nowhere until they met Jesus. Jesus led these people to accomplish great feats. He led them until they were anointed and became preachers. Through the influence of Jesus, they laid the foundations of the Christian Church with their very lives. Most of them died in the process of laying the foundation of the Church.

The leadership of Jesus had turned nonentities into great achievers.

If God has called you to lead, do not see it as just YOU accomplishing great things. See it as you helping others to accomplish great things for God and for themselves. That is a true leader's heart. Leadership stems from the heart. The Bible teaches us that the heart is the footing for all the things that men do.

Keep thy heart with all diligence; for out of it are the issues of life.

Proverbs 4:23

No one can really train you to be a leader. It comes from your heart! It comes by having the right heart! When you have the right heart, you do the right things. Until you have the heart of a leader, you will not be a true leader. *If you are the head of a church or organization and you try to suppress the achievements of others, I assure you that you do not have a true leader's heart.* Jesus wanted His disciples to do greater things than He himself had done (John 14:12).

I often pray for the junior pastors around me to achieve great things for God. I keep encouraging them and praying for them that they would rise up mightily in ministry. I see some people with gifts that I do not have. I want my interaction with these people to help them accomplish great things for God. Every leader should have goals for the people around him; if you do not have these goals I seriously doubt if you are a leader.

Four Goals a Leader Should Have for His Followers

1. Aim for your followers to do well spiritually.

Your desire should be for the people you lead to prosper spiritually.

I have no greater joy than to hear that my children walk in truth.

3 John 4

2. Aim for your followers to do well financially.

I have a strong desire for the people who follow me to do well financially. It is my vision that everyone who works in my organization should have his own house, more cars than they need and enough money. This vision is steadily coming to pass. A leader is someone who thinks about others. If you just think about yourself, you are not a leader. Jesus thought about the financial state of His followers. He wanted them to have houses,

lands and enough money. Many people don't know that Jesus actually promised that His followers would have these things.

And Jesus answered and said, Verily I say unto you, There is no man that hath left house, or brethren, or sisters, or father, or mother, or wife, or children, or lands, for my sake, and the gospel's, But he shall receive an hundredfold now in this time, houses, and brethren, and sisters, and mothers, and children, and lands, with persecutions; and in the world to come eternal life.

Mark 10:29,30

3. Aim for your followers to be physically, socially and maritally healthy.

Beloved, I wish above all things that thou mayest prosper and be in health, even as thy soul prospereth.

3 John 2

And in that day ye shall ask me nothing. Verily,

verily, I say unto you, Whatsoever ye shall ask the

Father in my name, he will give it you. Hitherto have ye asked nothing in my name: ask, and ye shall receive, that your joy may be full.

John 16:23,24

Why did Jesus want the joy of His followers to be full? Because a good leader wants his followers to be happy in every aspect of their lives.

4. Aim for your followers to fulfil their ministry.

My greatest passion is to see the ones I have raised up fulfilling their ministries. Every father wants his sons and daughters to fulfil their ministry. If you are a leader, your vision and passion is not for yourself but for the ones you lead.

But watch thou in all things, endure afflictions, do the work of an evangelist, make full proof of thy ministry.

2 Timothy 4:5

Chapter 10 - Make People Obey You Gladly

So when they had dined, Jesus saith to Simon Peter, Simon, son of

Jonas, lovest thou me more than these? He saith unto him, Yea, Lord; thou knowest that I love thee. He saith unto him, Feed my lambs.

John 21:15

Jesus was able to make people follow His instructions. He told Peter to feed the flock of God and that is exactly what he did. If you call yourself a leader, ask yourself, “Do people carry out my instructions?” Why are some people obeyed and some others ignored? Develop the art of making people obey your instructions. There are several things you can do.

Nine Ways to Make People obey You Gladly

1. Do not give unreasonable instructions.

People rebel against wicked and unreasonable men.

2. Teach your followers why certain things have to be done.

Make people see that your instructions are for their own good. When people understand why they are doing something, they often do it better! That is why for example I preach on “Fifty Reasons Why Christians Should Be Soul Winners”. I want people to understand the last instruction of Jesus.

3. Explain instructions in detail so that everyone understands the instructions.

Sometimes people do not obey simply because they did not understand what you said.

4. Show people that you are not partial or partisan.

5. Let the people see that you obey instructions yourself.

Many rebellious people do not realize that they are teaching their followers to be rebellious by their very actions. The Centurion who sent for Jesus illustrated this principle beautifully.

For I also am a man set under authority, having under me soldiers, and I say unto one, Go, and he goeth; and to another, Come, and he cometh; and to my servant, Do this, and he doeth it.

Luke 7:8

This man was enumerating the instructions which he had given and which were being obeyed. But he was careful to let us know that he himself was under authority. In other words, he himself was obeying instructions. The army officer often has to lead people to their deaths. How does he make young men sacrifice their lives on the frightening fields of war? By leading the charge himself when he's told to do so. If you cannot make people gladly do things they naturally do not like doing, then you are not a leader. Develop this art of making people obey you gladly and people will always wonder about the team who work with you and who love to sacrifice and to serve.

6. Get rid of complaining and murmuring individuals.

Such people poison the atmosphere and make everyone feel that they are into a bad thing. It is very important to maintain a cheerful spirit in the workplace. Systematically eradicate complainers and murmurers from your system.

7. Correct wrong attitudes even when they are not fully developed into full-blown disobedience or rebellion.

8. Punish people who disobey.

Your organization cannot be established unless people believe that judgment will fall when the wrong thing is done. Punishment is a good thing because it establishes the land. Many disorganized offices are the way they are because no one is ever dismissed. Warnings are issued but no one ever dares to carry out the threat. Let everyone see that when you break the rules, the rules will break you!

When you are fair, people will believe in the laws and obey you gladly. If they feel that one rule applies to some people and another rule to other special people, they will rebel against your instructions.

The king by judgment establisheth the land: but he that receiveth gifts overthroweth it.

Proverbs 29:4

9. Reward people accordingly.

Even Jesus expected His reward.

For consider him that endured such contradiction of sinners against himself, lest ye be wearied and faint in your minds.

Hebrews 12:3

Jesus was motivated by the thought of His reward. Rewards are some of the highest forms of motivation in existence. Why do you think an athlete runs around for hours everyday? Why do you think boxers subject themselves to severe, dangerous and life threatening knocks on the head? It is because of the joy of a million dollars or more that will come after the knocking is over. The joy that is set before people will make them do almost anything. Rewards can make people do almost anything! People who have died for the cause of Christ, died willingly, thinking of the reward that lay ahead.

When Jesus spoke to Peter he told him about His death. He predicted that Peter would die in a way that he might not like.

Verily, verily, I say unto thee, When thou wast young, thou girdest thyself, and walkedst whither thou wouldest: but when thou shalt be old, thou shalt stretch forth thy hands, and another shall gird thee, and carry thee whither thou wouldest not. This spake he, signifying by what death he should glorify God. And when he had spoken this, he saith unto him, Follow me.

John 21:18,19

He told Peter to follow Him even to that end. Peter was willing and obedient. Perhaps, the key that made Peter willing to die was the fact that Jesus Himself had set the example. Jesus had shown that there was a great reward in following. You see, leadership is all about setting examples. When a leader leads the way personally, his words become more powerful. Do you want your words to be respected? Do you want to be such a powerful leader that people would be prepared to die for your cause? I believe you do! It’s time to set the example and lead the way.

Master John Hooper, Bishop of Worcester and Gloucester, was a student and graduate of Oxford University. He found the Lord and was stirred with a strong desire and love for the Scriptures.

In 1555, Master Hooper was urged to return to the unity of the Catholic Church and to acknowledge the Pope’s holiness to be head of the Church. He was promised that he would receive the Pope’s blessing and the Queen’s mercy if he would condescend to the Pope’s holiness.

Mr. Hooper answered that the Pope taught doctrine contrary to the

doctrine of Christ. And that he was not worthy to be the head of the Church. Wherefore he would in no wise condescend to any such jurisdiction. Mr. Hooper made it clear that he did not consider the Catholic Church of which the Pope was the head, to be the real Church.

He explained that the Church only followed the voice of Christ and run away from strangers. However, he said if he had said anything to offend the Queen he would ask for mercy. But he added, “Mercy must be had with safety of conscience and without the displeasure of God.”

An old friend, Anthony Kingston, spoke to him.

“Kingston: ‘But I am sorry to see you in this case; for as I understand you be come hither to die. But, alas, consider that life is sweet, and death is bitter. Therefore, seeing life may be had, desire to live; for life hereafter may do good.’

Hooper: ‘Indeed it is true, Master Kingston, I am come hither to end this life, and to suffer death here, because I will not gainsay the former truth that I have heretofore taught amongst you in this diocese, and elsewhere; and I thank you for your friendly counsel, although it be not so friendly as I could have wished it. True it is, Master Kingston, that death is bitter, and life is sweet: but, alas, consider that the death to come is more bitter, and the life to come is more sweet. Therefore, for the desire and love I have to the one, and the terror and fear of the other; I do not so much regard this death, nor esteem this life, but have settled myself, through the strength of God’s Holy Spirit, patiently to pass through the torments and extremities of the fire now prepared for me, rather than to deny the truth of His Word; desiring you, and others, in the meantime, to commend me to God’s mercy in your prayers.’

Kingston: ‘Well, my lord, then I perceive there is no remedy, and therefore I will take my leave of you: and I thank God that ever I knew you; for God did appoint you to call me, being a lost child.’

Hooper: I do highly praise God for it: and I pray God you may continually live in His fear’.”[1]

His final speech to the mayor was even more revealing about his willingness to obey God and to stand for the truth.

‘Master mayor, I give most hearty thanks to you, and to the rest of your

brethren, that you have vouchsafed to take me, a prisoner and a condemned man, by the hand; whereby to my rejoicing it is some deal apparent that your old love and friendship towards me is not altogether extinguished; and I trust also that all the things I have taught you in times past are not utterly forgotten, when I was here, by the godly King that dead is, appointed to be your bishop and pastor. For the which most true and sincere doctrine, because I will not now account it falsehood and heresy, as many other men do, I am sent hither (as I am sure you know) by the Queen's commandment to die; and am come where I taught it, to confirm it with my blood. And now, master sheriffs, I understand by these good men, and my very friends' (meaning the guard), 'at whose hands I have found so much favour and gentleness, by the way hitherward, as a prisoner could reasonably require (for the which also I most heartily thank them), that I am committed to your custody, as unto them that must see me brought to-morrow to the place of execution. My request therefore to you shall be only, that there may be a quick fire, shortly to make an end; and in the meantime I will be as obedient unto you, as yourselves would wish. If you think I do amiss in any thing, hold up your finger, and I have done: for I am not come hitheras one enforced or compelled to die (for it is well known, I might have had my life with worldly gain); but as one willing to offer and give my life for the truth, rather than consent to the wicked papistical religion of the Bishop of Rome, received and set forth by the magistrates in England, to God's high displeasure and dishonour; and I trust, by God's grace, to- morrow to die a faithful servant of God, and a true obedient subject to the Queen'."[2]

The description of his death in the fire, which lasted about an hour, is revealing.

"When he came to the place appointed where he should die, smilingly he beheld the stake and preparation made for him, which was near unto the great elm-tree, over against the college of priests, where he was wont to preach. The place round about the houses, and the boughs of the tree, were replenished with people; and in the chamber over the college-gate stood the wolvish blood-suckers and turnelings, the priests of the college. Then kneeled he down, forasmuch as hecould not be suffered to speak unto the people. After he was somewhat entered into his prayer, a box was brought and laid before him upon a stool, with his pardon (or at

least-wise it was feigned to be his pardon) from the Queen, if he would turn. At the sight whereof he cried, ‘If you love my soul, away with it! if you love my soul, away with it!’

Prayer being done, he prepared himself to the stake, and put off his host’s gown, and delivered it to the sheriffs, requiring them to see it restored unto the owner, and put off the rest of his gear, unto his doublet and hose, wherein he would have burned. But the sheriffs would not permit that, such was their greediness; unto whose pleasures, good man, he very obediently submitted himself; and his doublet, hose, and petticoat were taken off. Then, being in his shirt, he took a point from his hose himself, and trussed his shirt between his legs, where had a pound of gunpowder in a bladder, and under each arm the like quantity, delivered him by the guard.

So desiring the people to say the Lord’s prayer with him, and to pray for him (who performed it with tears, during the time of his pains), he went up to the stake. The hoop of iron prepared for his middle was brought, but when they offered to have bound his neck and legs with the other two hoops of iron, he utterly refused them. Thus being ready, he looked upon all the people, of whom he might be well seen (for he was both tall, and stood also on a high stool), and in every corner there was nothing to be seen but weeping and sorrowful people. Then, lifting up his eyes and hands unto heaven, he prayed to himself. By and by, he that was appointed to make the fire, came to him, and did ask him forgiveness. Of whom he asked why he should forgive him, saying, that he knew never any offence he had committed against him. ‘O sir!’ said the man, ‘I am appointed to make the fire.’ ‘Therein,’ said Master Hooper, ‘thou dost nothing offend me; God forgive thee thy sins, and do thine office, I pray thee.’

Then the needs were cast up, and he received two bundles of them in his own hands, embraced them, kissed them, and put under either arm one of them, and showed with his hand how the rest should be bestowed, and pointed to the place where any did lack.

Anon commandment was given that the fire should be set to. But because there were put to no fewer green faggots than two horses could carry upon their backs, it kindled not by and by, and was a pretty while also before it took the reeds upon the faggots. At length it burned about

him, but the wind having full strength in that place (it was a lowering and cold morning), it blew the flame from him, so that he was in a manner nothing but touched by the fire.

Within a space after, a few dry faggots were brought, and a new fire kindled with faggots (for there were no more reeds), and that burned at the nether parts, but had small power above, because of the wind, saving that it did burn his hair, and swell his skin a little. In the time of which fireeven as at the first flame, he prayed, saying mildly and not very loud (but as one without pains), ‘O Jesus, the Son of David, have mercy upon me, and receive my soul!’ After the second was spent, he did wipe both his eyes with his hands, and beholding the people, he said with an indifferent loud voice, ‘For God’s love, good people, let me have more fire!’ And all this while his nether parts did burn: for the faggots were so few, that the flame did not burn strongly at his upper parts.

The third fire was kindled within a while after, which was more extreme than the other two: and then the bladders of gunpowder brake, which did him small good, they were so placed, and the wind had such power. In the which fire he prayed with somewhat a loud voice, ‘Lord Jesus, have mercy upon me: Lord Jesus receive my spirit.’ And these were the last words he was heard to utter. But when he was black in the mouth, and his tongue swollen, that he could not speak, yet his lips went till they were shrunk to the gums: and he knocked his breast with his hands, until one of his arms fell off and then knocked still with the other, what time the fat, water, and blood, dropped out at his fingers’ ends, until by renewing of the fire his strength was gone, and his hand did cleave fast, in knocking, to the iron upon his breast. So immediately, bowing forwards, he yielded up his spirit.

Thus was he three quarters of an hour or more in the fire. Even as a lamb, patiently he abode the extremity thereof, neither moving forwards, backwards, nor to any side: but he died as quietly as a child in his bed. And he now reigneth, I doubt not, as a blessed martyr in the joys of Heaven, prepared for the faithful in Christ before the foundations of the world; for whose constancy all Christians are bound to praise God.3

1 Excerpts from Foxe’s Book of Martyrs by John Foxe (Excerpts taken from page 206).

2 Ibid., pp. 207-220.

3 Ibid., pp. 210-213.

Chapter 11 - Contemplate, Reflect, Be Thoughtful and Consider the Things You See Around You

So I returned, and considered all the oppressions that are done under the sun: and behold the tears of such as were oppressed, and they had no comforter; and on the side of their oppressors there was power; but they had no comforter. Wherefore I praised the dead which are already dead more than the living which are yet alive. Yea, better is he than both they, which hath not yet been, who hath not seen the evil work that is done under the sun. Again, I considered all travail, and every right work, that for this a man is envied of his neighbour. This is also vanity and vexation of spirit. The fool foldeth his hands together, and eateth his own flesh. Better is an handful with quietness, than both the hands full with travail and vexation of spirit. Then I returned, and I saw vanity under the sun. There is one alone, and there is not a second; yea, he hath neither child nor brother: yet is there no end of all his labour; neither is his eye satisfied with riches; neither saith he, For whom do I labour, and bereave my soul of good? This is also vanity, yea, it is a sore travail.

Ecclesiastes 4:1-8

When I applied mine heart to know wisdom, and to see the business that is done upon the earth: (for also there is that neither day nor night seeth sleep with his eyes:) Then I beheld all the work of God, that a man cannot find out the work that is done under the sun: because though a man labour to seek it out, yet he shall not find it; yea farther; though a wise man think to know it, yet shall he not be able to find it.

Ecclesiastes 8:16,17

For all this I considered in my heart even to declare all this, that the righteous, and the wise, and their works, are in the hand of God: no man knoweth either love or hatred by all that is before them.

Ecclesiastes 9:1

King Solomon, a political leader of his day, wrote these Scriptures. You will notice the phrase *“and I considered”*. You will also notice the phrase, *“I applied my heart to wisdom”*. Do you consider yourself to be a real

leader? It is time to start turning things over in your mind. Be a deep thinker.

Consider the happenings around you. As you consider, you will receive wisdom. That wisdom will help you to be a better leader. Consider why some people are successful. Analyse why some people fail. Think about what makes others victorious. A true leader is a deep thinker. I reflected on why certain people became disloyal. That is what gave rise to my book, *Loyalty and Disloyalty*. As I ponder over many issues, I receive revelation that becomes the basis for my teachings.

The Brain Seller

I remember the story of a man who went into a store to buy some brains. There were four different brains on sale. The salesperson was on hand to help the customer.

The customer asked, “I would like to buy the best brains you have.”

The salesperson showed the customer what he had in store.

He said, “These are the brains from a nation that invented airplanes, rockets, and satellites.”

He continued, “These next ones are from a nation that invented televisions, videos, telephones, radios and stereo systems.”

He went on, “This third set of brains comes from a nation that has developed beautiful cities, roads, bridges, trains, airports, tunnels, etc.”

He then showed the fourth set of brains. He continued, “This last set of brains are from a nation which has invented nothing and built nothing for itself. This nation even has foreigners coming from outside to build roads and toilets.

“I see,” he said, “How much are they anyway?”

The salesman replied, “The first three brains are affordable, but the fourth set of brains is very expensive.”

“Why is that? Why should they be so expensive when they have not been used to accomplish anything?”

“Oh, that is simple,” the salesman replied, “Those brains are fresh, unused and full of potential. Because they have not been used for anything, all the potential is still within.”

This unfortunate story tells us how important it is to use the brains God has given us. No matter how spiritual you are, God still expects us to use our brains.

A great leader is someone who contemplates, reflects, ponders and deliberates over issues. Thinking is not a non-spiritual activity. It is a God-given privilege to have the large brains we have.

Did you know that human beings have the largest and most developed brains of all creation? Think about the size of a bird's head. How small their brains must be. Are you not glad that God has given you something bigger? Every great leader uses this gift – his brains!

Chapter 12 - Strive for Excellence

Excellence is the attainment of the highest level of quality and perfection. Being excellent means becoming a person of distinction. A true leader is someone who wants to distinguish himself in his field. The blessings of the Lord are to make you the head and not the tail.

And the Lord shall make thee the head, and not the tail; and thou shalt be above only, and thou shalt not be beneath; if that thou hearken unto the commandments of the Lord thy God, which I command thee this day, to observe and to do them:

Deuteronomy 28:13

God had plans for His people to attain the highest levels of excellence. That is why He said you would be above only.

Excellence is not an accident. It is something you must strive for. If you want to work for eight hours a day, you are not likely to achieve distinction in this life. *People who distinguish themselves in this life often work for more than sixty hours a week.*

Excellence demands hard work. Excellence in ministry, government or business does not come by osmosis. It comes by diligence.

To become excellent you must emulate excellent people. *Life is too short to discover everything yourself. Life is too short not to learn from your fathers and seniors.*

Excellence in the practice of medicine has been achieved by constantly building upon what our predecessors have learnt. That is why today, we

are able to transplant hearts. If the heart surgeon used his time to discover which direction the blood flowed, he would be taking us back to the eighteenth century.

Be humble and depend upon the discoveries of others. God does not want you to be mediocre. Insist on the highest standards.

You can be an excellent businessman. You can have a high yielding factory. Your church can be the best in the city. Decide today for excellence.

Read the books that excellent people have written. Listen to the tapes. Excellence is yours for the taking!

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Other Best-Selling Books by Dag Heward-Mills:

Loyalty and Disloyalty

Leaders and Loyalty

Transform Your Pastoral Ministry

The Art of Leadership

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These titles are also available in Spanish and/or French. Information about other foreign translations of some of the titles above may be obtained by writing to our email address.