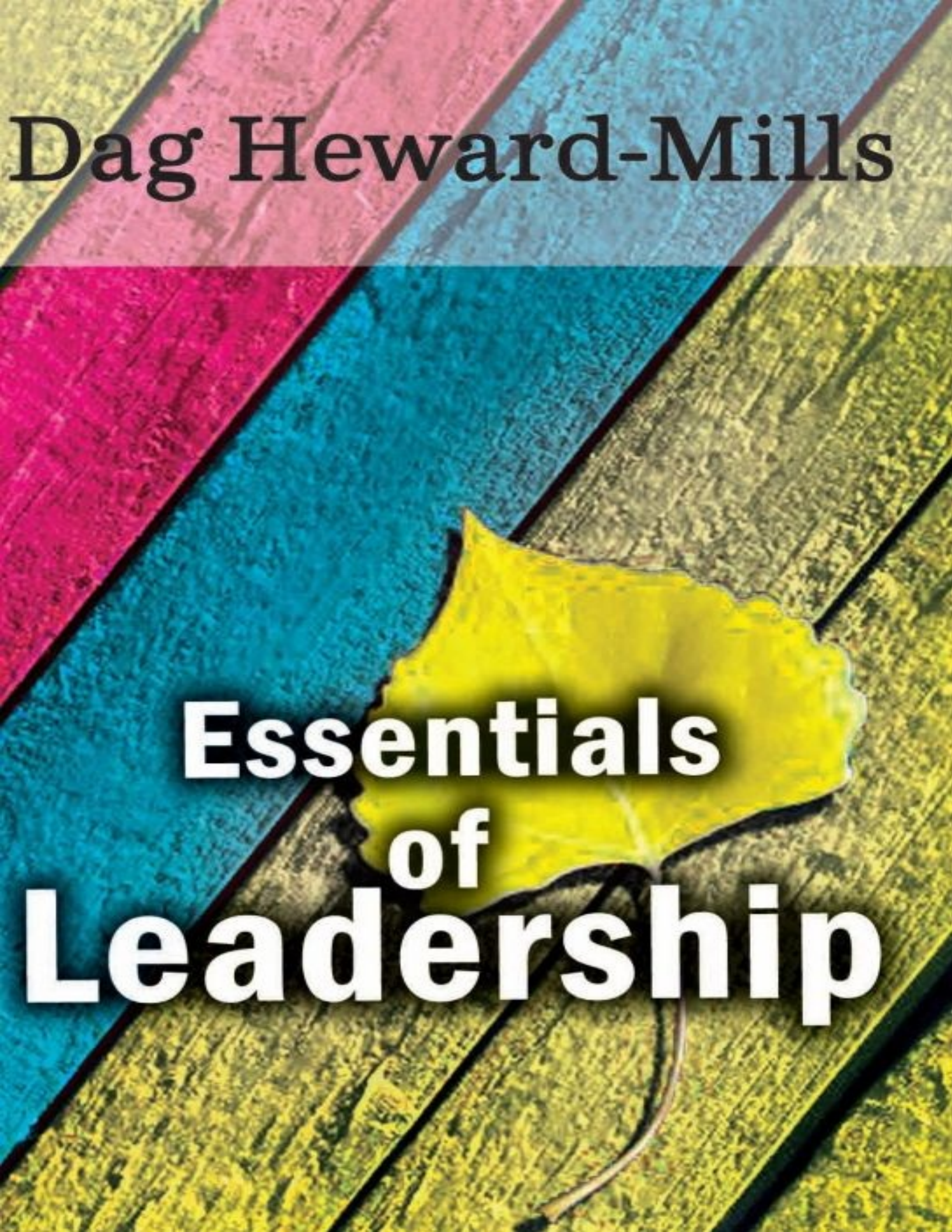

Dag Heward-Mills
Essentials
of
Leadership

Essentials Of Leadership

by Dag Heward-Mills

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Unless otherwise stated, all Scripture quotations are taken from the King James Version of the Bible

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Chapter 1

Recognize the Small Beginnings of a Great Career

Many great careers begin in a small way. Unfortunately, many do not recognize the beginnings of greatness.

Though thy beginning was small, yet thy latter end should greatly increase.

Job 8:7

For who hath despised the day of small things...

Zechariah 4:10

The Bible teaches us not to despise small beginnings. Countless Christians throw away great careers in the ministry because they cannot recognize the beginnings of a great career. Never forget this! The greatest careers begin in the smallest ways. A tiny mustard seed brings forth a mighty tree. There is no relationship between the size of the mustard seed and the size of the tree.

Six People Who Recognized the Small Beginning of a Great Career

1. Elisha began his career as a prophet by washing the hands of Elijah.

But Jehoshaphat said, Is there not here a prophet of the Lord, that we may inquire of the Lord by him? And one of the king of Israel's servants answered and said, Here is Elisha the son of Shaphat, which poured water on the hands of Elijah.

2 Kings 3:11

2. The great army general, Joshua, began his career as a servant of an old prophet.

And Moses rose up, and his minister Joshua: and Moses went up into the mount of God.

Exodus 24:13

3. King David began his career by playing instruments in the king's palace.

And Saul sent to Jesse, saying, Let David, I pray thee, stand before me; for he hath found favour in my sight. And it came to pass, when the evil spirit from God was upon Saul, that David took an harp, and played with his hand: so Saul was refreshed, and was well, and the evil spirit departed from him.

1 Samuel 16:22,23

4. Aaron began his career by holding up the hands of Moses.

But Moses' hands were heavy; and they took a stone, and put it under him, and he sat thereon; and Aaron and Hur stayed up his hands, the one on the one side, and the other on the other side; and his hands were steady until the going down of the sun.

Exodus 17:12

5. Ruth began her career by helping a frustrated elderly widow.

And Ruth said, Entreat me not to leave thee, or to return from following after thee: for whither thou goest, I will go; and where thou lodgest, I will lodge: thy people shall be my people, and thy God my God: Where thou diest, will I die, and there will I be buried: the LORD do so to me, and more also, if ought but death part thee and me.

Ruth 1:16,17

6. Jesus began His career as a carpenter.

Is not this the carpenter, the son of Mary, the brother of James, and Joses, and of Juda, and Simon? and are not his sisters here with us? And they were offended at him.

Mark 6:3

Chapter 2

Treat People as Equals but Make the Differences Clear

A good leader must strive to let people feel important. The reality is that you are the leader, so you are different.

Five Ways to Make Everyone around You Feel Important

1. Mingle with all kinds of people.

Jesus mingled with thieves (the two thieves at the cross), tax collectors (Matthew), fishermen (Peter), foreigners (the Syro-Phoenician woman), demonised people (Mary Magdalene), madmen (the madman of Gadara), priests (Nicodemus) and noblemen (Joseph of Arimathea).

There was no strata of society where Jesus did not interact freely. Do not restrict yourself to one group of the society.

2. Do not call or describe your staff and subordinates as servants.

Henceforth I call you not servants; for the servant knoweth not what his lord doeth: but I have called you friends; for all things that I have heard of my Father I have made known unto you.

John 15:15

Nobody likes to be called a servant even if that is the case. Jesus specifically said that He did not call his disciples servants.

3. Describe your staff, subordinates and junior pastors as your friends.

Ye are my friends, if ye do whatsoever I command you.

John 15:14

I enjoy the friendship of the people who work for me. If I did not have them I would be very lonely.

4. Describe the people who work for you as your family.

But he answered and said unto him that told him, Who is my mother? and

who are my brethren? And he stretched forth his hand toward his disciples, and said, Behold my mother and my brethren! For whosoever shall do the will of my Father which is in heaven, the same is my brother, and sister, and mother.

Matthew 12:48-50

This is one thing I have done all my life. I have never seen my pastors or workers as employees but as family. I actually hate being called “boss.” Let their family and personal problems be your personal problems! Create a family spirit in your organization. It is a hundred times better than a formal, stiff organization.

5. Tell your pastors or juniors about yourself and your plans.

…but I have called you friends; for all things that I have heard of my Father I have made known unto you.

John 15:15b

This is one thing that draws people close.

Six Ways to Make the Differences Clear

1. Teach them.

Jesus taught His disciples all the time. When you teach someone you establish the authority to lead them. The authority to lead is found in the ability to feed.

2. Send them.

Jesus sent His disciples to buy food.

(For his disciples were gone away unto the city to buy meat.)

John 4:8

Every time you send someone you establish the chain of command. You emphasize the chain of command that exists within the structure.

3. Bless them.

Pray for your followers and bless them. There is a faithful saying that the lesser is blessed of the greater. And without all contradiction the less is blessed of the better.

Hebrews 7:7

4. Say who you are.

Jesus spoke of Himself confidently. He said that He was the way, the truth and the life. He said that He was the door. He said He was the good shepherd. There are times I have had to declare that I am the leader and founder of my little church. It is important for people to know that you know who you are.

5. Don’t be afraid of being different.

Jesus rode on a donkey whilst all His disciples walked. Garments were strewn on the floor for Him to walk on.

And brought the ass, and the colt, and put on them their clothes, and they set him thereon. And a very great multitude spread their garments in the way; others cut down branches from the trees, and strawed them in the way.

Matthew 21:7,8

Accept privileges that are exclusively yours. When you refuse to accept your privileges, you create anomalies and disorder.

The Bible calls this an evil and an error (mistake) that emanates from the ruler.

There is an evil which I have seen under the sun, as an error which proceedeth from the ruler: Folly is set in great dignity, and the rich sit in low place. I have seen servants upon horses, and princes walking as servants upon the earth.

Ecclesiastes 10:5-7

6. Allow yourself to be honoured.

Jesus allowed himself to be honoured by Mary. He permitted the expensive gift that was poured on His feet.

Then took Mary a pound of ointment of spikenard, very costly, and anointed the feet of Jesus, and wiped his feet with her hair: and the house was filled with the odour of the ointment.

John 12:3

Chapter 3

Predict the Future in a General Way

Behold, the hour cometh, yea, is now come, that ye shall be scattered, every man to his own, and shall leave me alone: and yet I am not alone, because the Father is with me. These things I have spoken unto you, that in me ye might have peace. In the world ye shall have tribulation: but be of good cheer; I have overcome the world.

John 16:32,33

A leader is someone who sees ahead. Generally speaking, a good leader is able to predict what will happen in the future. Jesus said that the disciples would experience persecution. And they certainly did!

You don't need to be a special prophet to know that the members of a new group will experience some trouble.

Using a combination of history, common sense, the Word of God and the Spirit of God, every leader can generally predict the way things will go. The Bible teaches us that there is nothing new under the sun.

The Bible says explicitly that what is going to happen is only what has happened already.

The thing that hath been, it is that which shall be; and that which is done is that which shall be done: and there is no new thing under the sun.

Ecclesiastes 1:9

A good manager should be able to predict from the general trend of affairs that certain businesses are going to go out of date in the near future. Certain politicians must see that the course on which they are walking will only end in disaster.

Ministers of the Gospel must be able to predict the future in a general way.

I am not talking about predicting events and dates. I am talking about using common sense!

A few years ago, I realized that members of my congregation were moving to different parts of the city. I also realized that the city was becoming very large.

I predicted that many of the members who were living far away would stop coming to church because of the distance. I could predict it because I could predict human behaviour.

As a leader, I notice my people don’t come to church when it rains. I notice how they come one week and they don’t come the next. It is my duty to see that when it is very inconvenient the sheep will no longer follow. That is why I began metropolitan churches in the city of Accra.

Today, we have over a hundred metropolitan churches in the city of Accra alone. We have thousands of members in these city-wide churches. If I had not acted on my observation and predicted, I would have lost thousands of members. I am not talking about predicting when Jesus will return.

I am talking about predicting the obvious and seeing ahead as a wise leader.

Chapter 4

Do Not Allow Yourself to Be Poisoned by Bitterness

A priest in the Old Testament was not supposed to have boils.

Speak unto Aaron, saying, Whosoever he be of thy seed in their generations that hath any blemish, let him not approach to offer the bread of his God. For whatsoever man he be that hath a blemish, he shall not approach: a blind man, or a lame, or he that hath a flat nose, or any thing superfluous, Or a man that is brokenfooted, or brokenhanded, Or crookbackt, or a dwarf, or that hath a blemish in his eye, or be scurvy, or scabbed, or hath his stones broken; No man that hath a blemish of the seed of Aaron the priest shall come nigh to offer the offerings of the Lord made by fire: he hath a blemish; he shall not come nigh to offer the bread of his God. He shall eat the bread of his God, both of the most holy, and of the holy. Only he shall not go in unto the vail, nor come nigh unto the altar, because he hath a blemish; that he profane not my sanctuaries: for I the Lord do sanctify them. And Moses told it unto Aaron, and to his sons, and unto all the children of Israel.

Leviticus 21:17-24

Boils represent unhealed wounds. Leadership is accompanied by wounds, offences and pain. You cannot allow the wounds of leadership to discolour your attitude.

Four Dangers of Bitterness in a Leader

1. A bitter leader can begin to mistrust God.

There are many unexplained events in the life of a Christian leader. Even in secular politics the good often do not win. The bad and ugly may win elections whilst the good lose out.

I remember when two of my young pastors died suddenly within three weeks of each other. One was twenty-seven years old and the other was thirty-eight years old. What possible explanation was there to such an event?

As I comforted the wives of these two pastors I wondered to myself, “As a messenger of God, what explanation could I give to a wife who had been married for only seven months?”

What explanation could the church give when James, the brother of John, was killed by Herod? Didn’t the early church need the contribution of James to build a solid foundation for the church?

Why did God allow James, the brother of John, to be taken away at such a time? Was soul winning not important? Was church planting not important? Was there not a need for more labourers? How could God allow such a thing? In spite of the inexplicable occurrences of this life, a leader must continue to trust.

2. A bitter leader can begin to hate the people he leads.

As human beings manifest their nature of betrayal, ingratitude and forgetfulness, a leader can gradually become bitter towards the flock. I have experienced many painful things.

I have learnt that I *must* forgive and move on. Without a sweet spirit I will not be pleasing to God. Every bitter experience is a test of my ability to walk in love. I always pray that I will pass these tests.

3. A bitter leader can hate his contemporaries and colleagues in ministry.

Unfortunately, it is your contemporaries in leadership who seem to wish you ill more than anyone else. Even unbelievers do not have some of the hateful attitudes that contemporaries and colleagues seem to have! God has given us all of these so that we may truly walk in love towards all men. If you fail to walk in love, your ministry will amount to nothing in the presence of God.

And though I have the gift of prophecy, and understand all mysteries, and all knowledge; and though I have all faith, so that I could remove mountains, and have not charity, I am nothing.

1 Corinthians 13:2

4. A bitter leader will have a distorted message.

Bitterness is described in the book of Hebrews as a root which defiles many people. It is akin to poison in your drinking water.

One of the things that bitterness poisons is your message. A bitter person has a discoloured and distorted message. Do not let your pain prevent you from ministering God’s love to people.

Chapter 5

Change People's Minds

The art of changing people's minds is a very important skill that you must develop if you call yourself a leader. The art of persuasion is a basic art of leadership. When somebody has an opinion about something and you are able to change that opinion, then you are operating as a leader.

Thomas' opinion was that the resurrection was not real. Jesus worked on that and in the end Thomas believed in the resurrection. Do you care whether people believe in Heaven or Hell? If you do not care about what opinions people hold, you cannot be a leader. Perhaps, people have bad impressions about men of God. A leader can work on those people's minds until they are thinking aright!

The pastor often gets people to change their minds about life. His job is to make them love God and serve Him. Perhaps they were serving money, but through the ministry of a true pastor (leader) they believe that service to God is more important than anything else.

Seven Ways to Make People Change Their Minds

1. Teach them the Word of God.

And be not conformed to this world: but be ye transformed by the renewing of your mind, that ye may prove what is that good, and acceptable, and perfect, will of God.

Romans 12:2

This Scripture teaches that we will be changed or transformed when our minds have been renewed. The Word of God is the best tool for making people change their minds. There is power in the Word of God; that is why Paul said, "I am not ashamed of the gospel of Jesus Christ for *it is the power of God*…"

2. Make them go to church.

Church provides a regular mind-changing forum for anyone. Show me your church and I'll show you the way you think.

3. Make them have certain friends.

Your company influences you more than your church. This is because you are with your friends for several hours a week whilst you may be in church for just a couple of hours a week. Like the saying goes, “Show me your friend, and I’ll show you your character.”

Be not deceived: evil communications corrupt good manners.

1 Corinthians 15:33

4. Introduce them to successful people who have the kind of mind you want them to have.

This is the secret of the Full Gospel Businessmen’s Fellowship International. They introduce successful Christian businessmen to sinners and show them that it is possible to be a successful businessman. Through this method many people are saved. In other words, they change their minds.

5. Share your own testimony.

A personal testimony is always a powerful instrument to change the mind. Paul used this method on King Agrippa. The entire chapter of Acts 26 describes Paul telling his testimony to the king. At the end of this powerful personal testimony King Agrippa said,

Paul, almost thou persuadest me to be a Christian.

Acts 26:28

6. Pray for them.

The state of the mind is a very spiritual thing. That is why Paul prayed that the Ephesians would be given the Spirit of revelation and wisdom. You may hear preaching and teaching but without revelation change never comes.

That the God of our Lord Jesus Christ, the Father of glory, may give unto you the spirit of wisdom and revelation in the knowledge of him:

Ephesians 1:17

7. Allow them to have certain experiences.

No matter what you say or preach, some people never change their

minds. For such people the school of experience (and hard knocks!) may be the only teacher they will listen to.

Allowing people to experience certain things is sometimes the only way to make their minds work in the right way.

Sometimes, I allow pastors to go through certain experiences. For instance, when people have the experience of starting a church, they often appreciate many of the things I teach.

I once had a pastor who did not appreciate the way I was handling another disloyal assistant. He thought I was not walking in love towards this rebellious fellow. No matter how much I explained the issues to this pastor, he still felt I was doing the wrong thing.

In the end, I prayed that God would give him his own share of rebellious assistants. God really answered that prayer and he had one experience after another.

One day, he called me on the phone and told me that after having his own experience with disloyal people, he felt that I had been too lenient and kind with my rebellious pastor. I smiled to myself because I remembered his former attitude about that issue. This pastor's mind had really changed and now he felt that I was too loving to the rebel.

This is a very scriptural method to change people's minds. You will have to use it because there are many things that can only be learned by experience.

The Father even trained Jesus by this method. The Bible says Jesus learned obedience through the things he experienced.

Though he were a Son, yet learned he obedience by the things which he suffered;

Hebrews 5:8

A leader is someone who uses all means at his disposal to make people change their minds. Have you been able to make someone change his mind about something?

But Thomas, one of the twelve, called Didymus, was not with them when Jesus came. The other disciples therefore said unto him, We have seen the Lord. But he said unto them, Except I shall see in his hands the print of the nails, and put my finger into the print of the nails, and thrust my

hand into his side, I will not believe. And after eight days again his disciples were within, and Thomas with them: then came Jesus, the doors being shut, and stood in the midst, and said, Peace be unto you. Then saith he to Thomas, reach hither thy finger, and behold my hands; and reach hither thy hand, and thrust it into my side: and be not faithless, but believing. And Thomas answered and said unto him, My Lord and my God. Jesus saith unto him, Thomas, because thou hast seen me, thou hast believed: blessed are they that have not seen, and yet have believed.

John 20:24-29

Chapter 6

Know a Little about Everything That Goes On

The best leaders are people who know something about everything. A leader must know a little about everything. This is why many organizations train their leaders by taking them to every department.

I know something about law, medicine, accounting, management, administration and carpentry. I know a bit about construction. I have learnt a lot about engineering and architecture. I also know a bit about electronics, music equipment, computers, and the list goes on.

I engage in debates with all the professionals I deal with. They know that I know something about their field. They know that I cannot be pushed around like an ignoramus.

You will never be a good leader if you do not have an idea about what goes on. The fact that you are a layperson in a certain field means that you should read up and educate yourself.

When a decision is taken in the field of accounting under your banner, you are responsible. That is why it is important to know a bit about everything.

Never say, “Oh, that is medicine. I don’t know, I don’t care, and I don’t want to know!” There is a lot that you can know and must know!

Chapter 7

Be a Leader with Emotion

People are attracted to people who show emotion. Don't be afraid of showing emotion. People will gather around you and listen to what you have to say because you are real. There is no need to live in pretence because you are a leader. Everyone born on this earth laughs, cries, gets angry and becomes happy. There are highs and lows in everyone's life.

To be a leader you must exhibit reality. We live in a real world with lots of problems. A leader is a real human being with real emotions. A leader will experience all the emotions his followers feel. Most people don't know what to do with their emotions. If they find someone who is successful in spite of the real emotions he feels, they would like to relate with him.

Eight Reasons Why People Who Show Emotion Are Attractive

1. People who do not show emotion are often boring and not interesting to be with.

2. People who do not show emotion kill the atmosphere around them.

There is a lot of tension when one is with a strict and unsmiling individual who makes no contribution or comment about the conversation going on.

3. Emotionless men and women are often strict, stern, authoritarian, exacting and rigorous.

4. Emotionless people may be phoney and artificial.

People simply do not want to deal with a pretender.

5. People feel that if someone reveals his true emotions, the things he says will also be true.

6. A show of emotion stirs up the emotions of others.

When people are stirred up emotionally, they become more committed.

7. People love to listen to a preacher who ministers varied emotions of joy, anger, sadness and suspense.

8. Jesus, our great example setter, showed emotion on many occasions.

Five Examples of Jesus Showing Emotion

1. Jesus was excited when he saw the man with great faith.

When Jesus heard these things, he marvelled at him, and turned him about, and said unto the people that followed him, I say unto you, I have not found so great faith, no, not in Israel.

Luke 7:9

2. Jesus wept over cities.

And when he was come near, he beheld the city, and wept over it,

Luke 19:41

3. Jesus was moved with compassion for lost and helpless people.

But when he saw the multitudes, he was moved with compassion on them, because they fainted, and were scattered abroad, as sheep having no shepherd. Then saith he unto his disciples, The harvest truly is plenteous, but the labourers are few;

Matthew 9:36,37

4. Jesus was angry with hypocrites.

And the Jews' passover was at hand, and Jesus went up to Jerusalem, And found in the temple those that sold oxen and sheep and doves, and the changers of money sitting: And when he had made a scourge of small cords, he drove them all out of the temple, and the sheep, and the oxen; and poured out the changers' money, and overthrew the tables; John 2:13-15

5. Jesus wept over individuals.

Jesus wept. Then said the Jews, Behold how he loved him!

John 11:35,36

Chapter 8

Take Your Privileges at the Right Time and for the Right Reason

There is an evil which I have seen under the sun, as an error which proceedeth from the ruler. Folly is set in great dignity, and the rich sit in low place. I have seen servants upon horses, and princes walking as servants upon the earth.

Ecclesiastes 10:5-7

A leader must be a humble person but he must also be confident. The Bible teaches that it is foolishness when a leader refuses to sit in the appropriate place reserved for him.

When it is time to take your privileges, you had better take them or you will be considered a fool. Leadership is not only sacrifice. Leadership is not only responsibility. Leadership goes along with certain privileges and blessings.

Obedience Is More Important Than Sacrifice

God's call is to obedience and not to sacrifice per se. There are times when obedience will mean you have to sacrifice. If you sacrifice when God has not asked you to do so, you will separate yourself from God. Do not forget how Saul was separated from God because he sacrificed things that God had not asked him to sacrifice.

And Samuel said, Hath the Lord as great delight in burnt offerings and sacrifices, as in obeying the voice of the Lord? Behold, to obey is better than sacrifice, and to hearken than the fat of rams. For rebellion is as the sin of witchcraft, and stubbornness is as iniquity and idolatry. Because thou hast rejected the word of the Lord, he hath also rejected thee from being king.

1 Samuel 15:22,23

When Princes Must Sit on Horses

There is a time when princes must sit on horses and servants must walk upon the earth. “I have seen servants upon horses, and princes walking as servants upon the earth” (Ecclesiastes 10:7).

Do not be shy to earn money for all the hard work you put in. I feel sorry for ministers of the Gospel who are treated like beggars who don’t deserve anything.

I know of churches where the pastors are not given money, but all of their domestic needs are taken care of.

Church members come to inspect whether there is enough soap and toilet paper in the house. How pathetic! Do the pastors not have enough common sense to buy their own toilet paper?

The Error

I have watched church after church enter into crisis because a car was being bought for the pastor. Special funds were raised and the pastor’s car became a controversial church matter.

When people work at other institutions, is the purchase of a car a special project? Is it not their due? Why are pastors treated like undeserving idlers? I work hard as a minister of the Gospel. I deserve to be paid well.

The Bible teaches that they that preach the Gospel must live off the Gospel.

Even so hath the Lord ordained that they which preach the gospel should live of the gospel.

1 Corinthians 9:14

Sowing Without Reaping

The husbandman that laboureth must be first partaker of the fruits.

2 Timothy 2:6

I must be able to have a good car for my safety and comfort. I must be able to build a house. There is nothing wrong with that! But there is something wrong when a man sows and does not reap. Everybody knows that!

A leader must know when it is time to take his place and enjoy his benefits. It is a mistake to refuse your privileges and blessings when it is your turn to have them. I didn’t call it a mistake, the Bible did! The Bible

calls it the error that proceedeth from a ruler!

When Princes Eat in the Morning

Some nations have had leaders who begin their rule by drinking the lifeblood of the nation. Before a nation can blink, the leaders have siphoned out everything. I recently visited a wealthy African nation that produces large amounts of oil.

Would you believe that this nation, one of the largest producers of oil in the world, had severe petrol shortages? It was amazing! There were very long queues in every city I visited. Fuel was sold only on the black market.

It was later reported that the head of state of that nation had a billion dollars in petty cash. What is a president doing with a billion dollars of petty cash?

These vampires have lined their pockets whilst the masses of the nation struggle to make ends meet.

Is it not ironic that a nation that supplies a significant percentage of the world's oil, suffers from fuel shortages?

This is what the Bible calls "princes eating in the morning." The prince represents the leader and the morning represents the wrong time.

Woe to thee, O land, when thy king is a child, and thy princes eat in the morning! Blessed art thou, O land, when thy king is the son of nobles, and thy princes eat in due season, for strength, and not for drunkenness!

Ecclesiastes 10:16,17

Dear friend, when a nation or church has an opportunist at the helm of affairs, get ready for frustration and poverty!

In our church, we have a policy that puts the church before the pastor. What do I mean by this? We believe the church must come before the pastor's welfare. This means that the church building is constructed and the church is given a sound footing before the pastor's benefits are considered.

When Princes Eat in Due Season

Privileges become blessings only when they come at the right time.

When they come too soon, it destroys everything.

Some people buy cars that they cannot even afford to maintain. Someone once said, “Don’t buy a car unless you can afford to maintain three of the same thing.” Some people live in houses that they cannot afford to maintain. Why worry yourself? Why do you try to impress people? Be yourself and do not rush to possess certain privileges. As the Lord lifts you up, you will receive everything you need at the right time.

He hath made every thing beautiful in his time…

Ecclesiastes 3:11

Beauty is only beauty within the context of the “right time.” Have you ever noticed that when you look at pictures taken twenty years ago, you often look odd? Why is this? Because they have been taken out of their “*time*.”

His Time is the Right Time

That car or home will only be a real blessing when it comes at the right time. If it comes too soon, it will not be a blessing. It will cause problems for you. Everyone is happy when a married woman gets pregnant. It is a blessing to be pregnant. However, when an unmarried teenager becomes pregnant, we are not happy. Why is this? Because the pregnancy has been taken out of its context of the right time.

Are you a leader or a hungry vampire? Wait patiently to take your privileges at the right time. Do not rush; you will only destroy yourself, your business, your church or your nation. Do not kill the hen that lays your golden eggs. Keep it alive so that it can lay golden eggs for you for many more years!

Chapter 9

Relate with Individuals and Relate with the Crowd

There cometh a woman of Samaria to draw water: Jesus saith unto her, Give me to drink. Then saith the woman of Samaria unto him, How is it that thou, being a Jew, askest drink of me, which am a woman of Samaria? for the Jews have no dealings with the Samaritans.

Jesus answered and said unto her, Whosoever drinketh of this water shall thirst again: But whosoever drinketh of the water that I shall give him shall never thirst; but the water that I shall give him shall be in him a well of water springing up into everlasting life. The woman saith unto him, Sir, give me this water, that I thirst not, neither come hither to draw.

John 4:7,9,13-15

Jesus was somebody who handled great crowds. He had a team of pastors He was training. Jesus also had a busy schedule. But when He met the woman of Samaria, He took a little time and spoke to her as an individual.

A leader is someone who knows how to relate with individuals. Jesus did not know whether this woman was rich or poor. He just treated her as a human being who needed His help.

Every human being is a complex composition of spirit, soul and body. Every human being has his fears, mistakes and successes in the background.

Jesus spoke to a woman with a whole lot of problems. He was able to help her. If God has called you to be a leader, you must help individuals with needs. Do not treat a human being as a mere number.

Anyone who treats his members as “just one of the masses” will soon discover that he loses their support.

Jesus started His ministry fully aware that He was going to relate with poor people. He was going to minister to the broken-hearted and to people that were bound. Dear leader, remember that each individual

needs special attention.

And Jesus said, Make the men sit down. Now there was much grass in the place. So the men sat down, in number about five thousand.

John 6:10

Jesus knew how to handle large groups of people as well as individuals. When you are handling a crowd, you must know how to behave. You must dress properly and speak wisely. Many people in the crowd want to know what the truth is.

A good leader transmits appropriate information to the crowd.

Keys to Relating with the Crowd

1. Give them accurate and timely information.

Do not tell them that you will raise their salaries when you will not.

2. Do not make useless promises.

People get tired of vain promises.

3. Announce as much good news as you can.

If a new branch has started, announce it. If a miracle has taken place, tell the people. The people will not know until you tell them. Good news creates a good feeling in the crowd.

Every wise government spends a lot of money informing the general population about what they want them to know. That is how they are able to keep the masses in check. Good news encourages everyone. That is how to control the crowds. Bad news discourages the followers.

4. Do not speak down at the people.

People like to feel respected. Even the tone of your voice can indicate whether you respect the people or not! As you sow love and respect you will reap admiration and many “following” hearts.

Chapter 10

Overcome the Disadvantages of Youthfulness and Inexperience by Studying History

The most important subject for a young leader is history. A young person does not have the benefit of experience. He has to tap into the experiences of others. His only chance of avoiding certain mistakes is to study those who went before him.

The thing that hath been, it is that which shall be; and that which is done is that which shall be done: and there is no new thing under the sun. Is there any thing whereof it may be said, See, this is new? it hath been already of old time, which was before us.

Ecclesiastes 1:9,10

Every good leader will learn a lot from history. History itself teaches us that most people do not learn from it. If you want to be a good leader, you must study church history and secular history.

Four Reasons Why Every Leader Must Study History

1. History is the greatest source of knowledge and wisdom, second only to the Scriptures.

2. The Scriptures themselves contain many history lessons that guide us.

3. God instructed His leaders to teach history so that people would not forget. Forgetting leads to a repetition of the same mistakes.

And these words, which I command thee this day, shall be in thine heart: And thou shalt teach them diligently unto thy children, and shalt talk of them when thou sittest in thine house, and when thou walkest by the way, and when thou liest down, and when thou risest up. And when thy son asketh thee in time to come, saying, What mean the testimonies, and the statutes, and the judgments, which the Lord our God hath commanded you? Then thou shalt say unto thy son, We were Pharaoh’s bondmen in Egypt; and the Lord brought us out of Egypt with a mighty hand: And the

Lord shewed signs and wonders, great and sore, upon Egypt, upon Pharaoh, and upon all his household, before our eyes:

Deuteronomy 6:6,7,20-22

4. History repeats itself.

You are walking where others just like you, have walked. If you know what happened to them, then you will know what will happen to you. There is a proverb that states: “Those who do not know history are doomed to repeat it.”

5. History must be studied because many things are programmed in cycles.

There is an inbuilt cyclical system of the world. The planets revolve around the sun. The moon circles around the earth.

The human body has numerous biochemical and hormonal cycles within it. The Krebs cycle and the menstrual cycle are examples of these.

Your life may be part of an evil cycle that is playing itself out. You can break every terrible cycle of your life and ministry by studying history.

6. A student of history can predict the future.

Your prophetic insights will be greatly enhanced as you study church history.

7. Boldness and confidence are fruits of studying history.

You can lead the way with greater confidence by using the lessons you learnt from history.

One day, I was standing with an old wise man in front of my house. I told him about a crisis I had experienced in my fellowship.

He smiled to himself and said something that I will never forget. He said, “The devil has just a few tricks. And he keeps using them over and over.”

He continued, “I am always surprised that the same trick works every time.”

He explained, “Because people do not know what happened in the past, they keep falling for the same old tricks.”

Dear friend, will you fall for the same trick that your senior brother fell for? Why don’t you read about what happened yesterday? Dear politician, can

you not see how your predecessor ended up? It's time to glean the lessons of wisdom and knowledge from history.

The thing that hath been, it is that which shall be; and that which is done is that which shall be done: and there is no new thing under the sun.

Ecclesiastes 1:9

Chapter 11

Take Responsibility and Give Account

What you must realize is that every leader will give account of what he or she is doing. Are you ready to account to God for the sheep He gave you? Jesus kept on saying that He had lost none of the sheep except the son of perdition. Paul kept saying that he would have to give account.

Obey them that have the rule over you, and submit yourselves: for they watch for your souls, as they that must give account, that they may do it with joy, and not with grief: for that is unprofitable for you.

Hebrews 13:17

Leadership is a great responsibility. I remember years ago, I watched as several heads of state and ministers of state were executed by a firing squad in my country. It was pathetic to see important people being humiliated and murdered. The ordinary citizen in his home received no such treatment. This was because the ordinary man had not taken up the responsibility of ruling the country. Those who had taken up responsibility had to pay with their lives.

If you are conscious of the reality that you will account for your leadership, you will discover that you will become a better leader. Always remember that the day of accountability is coming. This will make you do the right thing.

I am constantly aware that I will give account for the call of God on my life. I know that I will have to account for the sheep in my churches. This is why I make great efforts to look after them. Are you a leader? Are you constantly thinking of your day of accountability? Please do! You will be transformed into a natural and effective leader.

Chapter 12

Don’t Give Up Your Source of Power!

Every leader derives power from something. Jesus knew that His source of power was prayer. That is why He never stopped praying. That is why He prayed so earnestly in the garden of Gethsemane. The apostle Peter knew that his source of power was in prayer and in the Word. That is why he refused to give it up!

…**It is not reason that we should leave the word of God, and serve tables. But we will give ourselves continually to prayer, and to the ministry of the word.**

Acts 6:2,4

Every leader must know the source of his power. Many politicians know that their source of power is popular opinion. That is why they will sacrifice everything to maintain popular opinion. I have watched many politicians sacrifice their families and friends so that they could have popular support.

Years ago, I spoke to a Christian who was involved in politics. He was helping our church. He did help us to a point. Then one day, he told me, “Bishop, the way this matter is going I cannot help you anymore.”

This was a born-again, tongue-speaking Charismatic Christian. He was even a leader in his church. He continued, “If this matter goes any higher, I’m afraid I cannot support the church anymore.”

I looked at him as he explained, “You know, politics is my life. If this goes against me politically, I will lose my job. And that means a lot to me.” A few weeks later, the matter escalated. This Christian politician took sides against the church and helped politicians to attack the church. This was unfortunate, but it reflected a deep truth. This man thought his power came from politics and not from God. He remained loyal to what he thought was giving him power.

Many politicians think that the secret of their power is in popular support.

This makes them sacrifice their principles, morals and even their faith. A Christian leader must know that his strength comes from God. Even politicians are mistaken when they think that their strength comes from people. Ultimately, God rules in the affairs of men.

Every minister of the Gospel must be aware that his strength is from the Lord and not from money or people.

When a leader does not treasure his source of power, he will lose it. Samson played around with his source of power. Eventually, he lost everything.

That he told her all his heart, and said unto her, There hath not come a razor upon mine head; for I have been a Nazarite unto God from my mother's womb: if I be shaven, then my strength will go from me, and I shall become weak, and be like any other man.

Judges 16:17

Are you a leader? Find out what is the source of your strength. Treasure it, protect it and do not give it up for anything!

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