Dag Heward-Mills

Leadership Made Easy



Leading Difficult People

by Dag Heward-Mills

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E mail Dag Heward-Mills
info@daghewardmillsbooks.org
evangelist@daghewardmills.org
Find out more about Dag Heward-Mills at:
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Unless otherwise stated, all Scripture quotations are taken from the King James Version of the Bible

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Contents

Chapter 1 -Go in First and People Will Follow You Anywhere

Chapter 2 - Make Your Followers Love You. Make Sure They Don't Resent You

Chapter 3 - Watch out for Discontentment and Deal with It Decisively

Chapter 4 - Waste No Time on Critical People

Chapter 5 - Familiarity is a Leadership Emergency Deal With it Urgently

Chapter 6 - Fight Only Battles You Can Win

Chapter 7 - Use Symptoms and Signs to Guide You

Chapter 8 - Be a Loyal Leader

Chapter 9 - Overcome Hatred and Opposition

Chapter 10 - Relate with All Kinds of People Including People Who Are Not Your “Type”

Chapter 11 - Do Not Be Surprised By Ingratitude

Chapter 12 - Allow People to Know You so They Can Trust You and Follow You

Chapter 13 - Influence People by Example

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Chapter 1 -Go in First and People Will Follow You Anywhere

Then said Jesus unto his disciples, If any man will come after me, let him deny himself, and take up his cross, and follow me.

Matthew 16:24

If you go anywhere yourself, people will be prepared to follow you there. In 1990, I left my medical profession and followed the road of ministry. Today, there are several other doctors who have followed me on the same road. Whether they would prosper or not in the ministry did not matter.

They were led to take up their crosses and go anywhere it would lead. Why have other doctors and professionals followed me on this road? Because I went in first and called for them to come after me! The master key to leading people anywhere is to walk the road yourself. Jesus never told His disciples to do things that He himself did not do.

When a young lady decides to follow a young man for the rest of her life, she is actually following him anywhere.

Do you remember the marriage vows: “For better or for worse, in prosperity and adversity”? Marriage is convincing someone to follow you anywhere. The thing about marriage is that you go in together.

Today, I want you to ask yourself whether you are really a leader. Are people prepared to follow you into prosperity or adversity? Have you wondered why your followers do not do certain things? Perhaps you haven’t set the example. They fear to go where no man has trodden.

They think to themselves, “If you won’t go, why should I go?”

Jesus was such a good leader that He got His disciples to follow Him to the cross. He actually told them, “Take up your cross and follow me.” In other words let’s go to the morgue and lay down together. He had the authority to say this because He Himself had taken up the cross. Convince people to go anywhere by going first.

Develop the art of naturally convincing people to follow you anywhere that it is necessary to go to.

Peter said unto him, Though I should die with thee, yet will I not deny thee. Likewise also said all the disciples.

Matthew 26:35

Jesus was a good leader. He was able to get His disciples to the point where they were able to follow Him even unto death.

Chapter 2 - Make Your Followers Love You. Make Sure They Don’t Resent You

A good leader is surrounded by willing servants. A good leader is surrounded by people who are glad to carry out his wishes. If you are a leader, look into the eyes of those who follow you. Are those eyes gleaming with eagerness or do they radiate resentment and bitterness? King David was surrounded by many mighty men. Many of them would have laid down their lives for him if he had asked.

And they came and besieged him in Abel of Beth- maachah, and they cast up a bank against the city, and it stood in the trench: and all the people that were with Joab battered the wall, to throw it down. Then cried a wise woman out of the city, Hear, hear; say, I pray you, unto Joab, Come near hither, that I may speak with thee.

2 Samuel 20:15,16

What made David’s men so ready to give up their lives so that he could have a drink of water? Look into the eyes of the people you want to lead. Do they love you? Are they genuinely happy to be with you and to follow you? What can you do to make the people who are following you genuinely willing to obey and to flow with you? All human beings have the unspoken desire to feel important, loved and respected.

How to Make Your Followers Love You and Not Resent You

1. Make people feel that they are genuinely respected by you.

Once a feeling of self-worth and genuine respect is there, you have gone a long way in making your followers love you. People naturally love those who respect them.

2. Transform the people who follow you into eminent, distinguished, celebrated and impressive men.

Jesus transformed His followers into the great apostles that we know them to be. He promised them mansions in Heaven as well as many other rewards. That's how Jesus treated His followers. No wonder they died for Him.

A true leader wants the people he is leading to become great. When the people you lead feel that in following you they will become great in this life, they will be very willing to stay close. Ask yourself this question: Are the people who are following you going to amount to anything? Will they become great? Can they prosper in the system you have created? Can they become mighty men in the ministry you are leading? Is it the case that you are the only one who will ever experience a certain level of significance in ministry?

3. Sacrifice for your followers.

A true leader has willing followers. Decide from today to make the people around you enthusiastic about their jobs and their association with you.

In order to do this you will have to sacrifice to make them happy. You must give them a future and a hope.

When a congregation sees a pastor constructing a church building for them, they become far more enthusiastic about the church. But if they only see the pastor acquiring nice things for himself, their readiness to flow with him will be severely compromised.

Pay good salaries and make sure that everyone who works for you has a home, cars and enough money.

Chapter 3 - Watch out for Discontentment and Deal with It Decisively

Discontentment will scatter your followers. Anyone who loses an election loses it because people are no longer content with his leadership. To be content means to be satisfied, gratified, appeased and delighted with something. It also means to be thrilled, tickled, bewitched, captivated, charmed and enraptured with what you have.

Monitor the level of contentment of your followers at all times. I want to work with people who are thrilled, captivated, charmed and enraptured by their job with me in the ministry. Discontentment is an evil spirit that needs to be dealt with. You cannot lead people who are not thrilled, satisfied and delighted to be with you. No circumstance is perfect. Contentment is a product of the heart and not a product of one's circumstances. I know people who do not have much but are very happy.

The Single Greatest Manifestation of Discontentment

The single greatest manifestation of discontentment is comparison.

…**but they measuring themselves by themselves, and comparing themselves among themselves, are not wise.**

2 Corinthians 10:12

Whenever people focus on what others have, they become discontented. In the story below, the master had promised good wages to his workers. Initially, they did not complain about the salary because they thought it was fair. At the end of the day, however, new workers were employed who were given the same wages.

For the kingdom of heaven is like unto a man that is an householder, which went out early in the morning to hire labourers into his vineyard. And when he had agreed with the labourers for a penny a day, he sent them into his vineyard. And he went out about the third hour, and saw others standing idle in the marketplace, And said unto them; Go ye also into the vineyard, and whatsoever is right I will give you. And they went their way. Again he went out about the sixth and ninth hour, and did likewise. And about the eleventh hour he went out, and found others standing idle, and saith unto them, Why stand ye here all the day idle? They say unto him, Because no man hath hired us. He saith unto them, Go ye also into the vineyard; and whatsoever is right, that shall ye receive. So when even was come, the lord of the vineyard saith unto his steward, Call the labourers, and give them their hire, beginning from the

last unto the first. And when they came that were hired about the eleventh hour, they received every man a penny. But when the first came, they supposed that they should have received more; and they likewise received every man a penny. And when they had received it, they murmured against the goodman of the house, Saying, These last have wrought but one hour, and thou hast made them equal unto us, which have borne the burden and heat of the day. But he answered one of them, and said, Friend, I do thee no wrong: didst not thou agree with me for a penny? Take that thine is, and go thy way: I will give unto this last, even as unto thee. Is it not lawful for me to do what I will with mine own? Is thine eye evil, because I am good?

Matthew 20:1-15

Suddenly, discontentment reared its ugly head. The original team of workers were no longer happy with their wages. Many people are content with what they have until they look next door to see what someone else has. I am happy with what God has given me. I may not have what Benny Hinn, Oral Roberts or T.D. Jakes have, but I am content with what God has given me. If I start to compare myself with some of these people I may begin to think that I am inadequate. If you start to compare yourself with someone else, you will degenerate into discontentment. You become a complainer, a doubter and an ungrateful person. Be a wise leader and detect this canker as soon as it shows up. Your followers are not equal and it is not possible to reward everyone with the same package. As soon as your followers begin to grumble and complain, like Moses, you may lose control and your mission may fail.

Three Ways to Deal with Discontentment

1. Give good salaries and wages and be confident that people are getting something good.

If people are generally not receiving enough remuneration, they have a genuine cause to be discontented. Within the limits of your context, give people a good remuneration. Those who follow you must not only be hopeful for the future, they must be satisfied now. If you are the manager of a company, ask yourself whether your workers are happy in the now. It is nice to have flowery promises for the future but what about now?

Jesus not only promised blessings for the future; He offered contentment

and satisfaction for the now!

Then Peter began to say unto him, Lo, we have left all, and have followed thee. And Jesus answered and said, Verily I say unto you, There is no man that have left house, or brethren, or sisters, or father, or mother, or wife, or children, or lands, for my sake, and the gospels, 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 10:28

There were houses and prosperity for the now and there was eternal life for the future. If you want to be a successful manager, offer something now and have a promise for the future. That was the strategy of Jesus.

Thank God for the promises of the future. But people want something now as well!

2. Teach about contentment.

Teaching the Word of God fights the deception that comes from Satan.

Teaching will always heal the curable traces of discontentment in your organization.

And having food and raiment let us be therewith content.

1 Timothy 6:8

Let your conversation be without covetousness; and be content with such things as ye have: for he hath said, I will never leave thee, nor forsake thee.

Hebrews 13:5

3. Recognize incurable discontentment and dismiss those affected.

Blessed is the man that walketh not in the counsel of the ungodly, nor standeth in the way of sinners, nor sitteth in the seat of the scornful.

Psalm 1:1

There are some people who love money so much that nothing you do for them will ever be satisfactory.

He that loveth silver shall not be satisfied with silver; nor he that

loveth abundance with increase...

Ecclesiastes 5:10

Such people receive high salaries and more benefits but do not show any gratitude. When they receive an extra bonus or gift, they just make some unintelligible remark such as, “I’ll take it like that!” In other words, it’s not good enough but I’ll manage!

I once had some employees who were constantly grumbling about their salaries. I discerned that they were suffering from incurable discontentment. One day I called them up and said to them, “I think you people are not happy with your salaries.”

I asked my administrator to sort out a nice settlement package for them and to send them off.

After some months of being in the secular labour market, one of them came back to me and said, “I now realize that when I was with you, I had one of the best jobs in the country.” I was glad that this revelation had finally come. Some people are cured of their discontentment only after experiencing the realities of life.

Chapter 4 - Waste No Time on Critical People

Twenty Things Every Leader Should Know about Criticism and Critical People

1. A critical person is someone who sees nothing good in what you do.

How could those who criticized Jesus not have seen His powerful teaching and miracles? A critical person sees nothing good in whatever you do. That is how political parties in the opposition behave. No matter what, they see nothing good in the ruling party.

2. Critical people are often frustrated people who have failed in life.

Frustration creates bitterness. Bitterness is made manifest by criticism.

3. Critical people are often disappointed and disillusioned in their personal lives.

Do not forget to ask a few questions about the one who is criticizing you most. You will be amazed to find that he or she is an immoral, lying and stealing individual.

4. Critical people are often people who build their lives by destroying others.

These people have not succeeded at anything. All they try to do is to pull down everyone to their level of non-achievement.

5. Often, critical people do not live long.

The Bible is very clear on this principle. If you love life, keep your mouth from saying the wrong things.

For he that will love life, and see good days, let him refrain his tongue from evil, and his lips that they speak no guile:

1 Peter 3:10

6. Critical people often have psycho-social problems.

Such people are often rejected and unloved people who have not had the love of a father or mother. Their criticism is often a cry for attention.

7. Jesus did not answer His critics.

Jesus responded to the hunger and thirst of the multitudes and not to the hatred of His enemies.

And as soon as he knew that he belonged unto

Herod's jurisdiction, he sent him to Herod, who himself also was at Jerusalem at that time. And when Herod saw Jesus, he was exceeding glad: for he was desirous to see him of a long season, because he had heard many things of him; and he hoped to have seen some miracle done by him. Then he questioned with him in many words; but he answered him nothing. And the chief priests and scribes stood and vehemently accused him.

Luke 23:7-10

8. Criticism is part of the ministry.

There is nothing like ministry without criticism. Jesus was perfect. If He was criticized, accused and murdered what do you think will happen to someone like you who is not perfect?

9. It is not possible to minister without accusation.

It is part of the package. Jesus promised rewards with persecution.

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 10:30

10. Someone said, “Criticism is the death gargle of a non-achiever.”

Think about that!

11. I am yet to meet a critical individual who is a good person.

Criticism seems to be a symptom of many other evils stored within an individual. It is people who are defiled and unbelieving who see impurities in everything.

“Unto the pure all things are pure: but unto them that are defiled and unbelieving is nothing pure; but even their mind and conscience is defiled” (Titus 1:15).

12. Critical people are often trying to lure you into an argument or a debate.

Do not be deceived. Satan wants your emotions to be worked up because of unbelievable accusations and criticisms.

13. Critical people are often trying to trap you through your words.

Critics are full of suspicion. They suspect you of all sorts of evils. They want further evidence to justify their suspicions.

14. You can learn something from your critics.

Your friends are not likely to point out your mistakes; your enemies are more likely to magnify your shortcomings in an attempt to bring you down.

It is worth taking note of what they say, so you can make the necessary adjustments.

15. Enemies do not give “constructive” criticism.

Your enemy is not trying to build up (construct) your life. How can he give you anything “constructive?”

It is not wrong to label everything that comes from your enemy as destructive. Decide to pick wisdom and direction from this dangerous criticism without being contaminated.

16. Refuse to listen to certain criticisms because they are arrows of

accusation intended to injure your heart.

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

17. Critical people are often ignorant.

Much criticism is based on incomplete information. Many critical people are ignoramuses.

18. Critical people are often inexperienced.

Much criticism comes from the mouths of men of straw. These are men of no substance. They have neither knowledge nor experience.

19. Critical people minister poison, which spreads to those who hear it.

The people who criticize you, often hate you deeply. They want others to hate you as well.

20. Your response to every criticism should be, "Full stop and back to you!"

This is what my children advise!

Chapter 5 - Familiarity Is a Leadership Emergency. Deal with It Urgently

Twenty Things Every Leader Should Know about Familiarity

1. Familiarity is the disease that kills the ministry of a prophet.

But Jesus said unto them, A prophet is not without honour, but in his own country, and among his own kin, and in his own house.

Mark 6:4

2. It was the most powerful antagonist to the anointing on Jesus' ministry.

And he could there do no mighty work, save that he laid his hands upon a few sick folk, and healed them.

Mark 6:5

3. Familiarity is a product of frequent interaction with a leader.

…From whence hath this man these things? and what wisdom is this

which is given unto him, that even such mighty works are wrought by his hands? 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 6:2,3

4. Familiarity is a product of having much knowledge about a leader.

This is why every leader should maintain some degree of privacy and mystique.

And he could there do no mighty work, save that he laid his hands upon a few sick folk, and healed them.

Mark 6:5

5. Familiarity incubates contempt and disrespect.

The inhabitants of Jesus' hometown were angered at His preaching. They were not neutral. They were outraged and thought that Jesus should be silenced.

And all they in the synagogue, when they heard these things, were filled with wrath, And rose up, and thrust him out of the city, and led him unto the brow of the hill whereon their city was built, that they might cast him down headlong.

Luke 4:28,29

6. Friendship incubates familiarity.

Jesus' friendship with Peter created a problem of familiarity. This showed up when Jesus asked Peter his opinion about His ministry.

He saith unto them, But whom say ye that I am? And Simon Peter answered and said, Thou art the Christ, the Son of the living God. And Jesus answered and said unto him, Blessed art thou, Simon Barjona: for flesh and blood hath not revealed it unto thee, but my Father which is in heaven.

Matthew 16:15-17

Peter thought he had the right to say things he did not even understand.

7. Promotion incubates familiarity.

Jesus promoted Peter to be the head of the church.

And I say also unto thee, That thou art Peter, and upon this rock I will build my church; and the gates of hell shall not prevail against it.

Matthew 16:18

Sometimes when people are elevated a little they feel that they are equal to their seniors and teachers. This is unfortunate.

8. Familiarity is detected when subordinates make comments about certain things.

This is presumptuous. The fact that your leader has discussed personal things with you does not mean that you should step out of order.

9. Familiarity is detected when a subordinate attempts to correct his leader.

Peter began to feel “extra free.” He thought that he could now correct Jesus.

Then Peter took him, and began to rebuke him, saying, Be it far from thee, Lord: this shall not be unto thee.

Matthew 16:22

Although a leader needs his fair share of correction, the subordinate is not qualified to do this.

10. Familiarity is detected when a follower attempts to direct his leader.

Peter began to make pronouncements about the ministry of Jesus. Peter thought that his friendship with Christ gave him the authority to direct and to correct Jesus. He thought that his conversation about people’s opinions of Christ made him an opinion holder. Perhaps, he thought that Jesus needed his input.

11. Be quick to detect subtle indications of familiarity.

Jesus was very quick to notice that Peter was out of order.

I once entered my office and there was a junior pastor holding a meeting with some other pastors. He was sitting in my chair behind my desk and everyone else was sitting around him. He was teaching them something just as if I was conducting the meeting. As soon as I saw him, I knew that something was wrong. I immediately said to him, “Never sit on that chair again. Never sit behind that desk again!” Then I told everyone, “If I am

not here, no one should ever sit behind my desk or on my chair."

12. In unambiguous terms, bring down to size every follower who is too familiar.

Suddenly, Jesus was transformed from a kind and gentle Jesus into a Jesus of steel. He rebuked His close friend and associate in the harshest possible way. He called Peter, "Satan!" Think about that! Peter was brought down to size instantaneously.

13. Address and confront familiarity anywhere you find it.

There are times I sense familiarity when I am preaching. I address it and make everyone aware of that evil spirit.

14. Yawning is a distinctive sign of familiarity.

Preachers and teachers must watch out for yawning, especially when the yawns come at the beginning of the message.

Watch out for "early yawners." They are usually suffering from familiarity.

15. Like Jesus, every leader should avoid the places where familiarity has taken root.

After Jesus detected a spirit of familiarity in Nazareth, He moved His headquarters to Capernaum.

And came down to Capernaum, a city of Galilee, and taught them on the sabbath days.

Luke 4:31

16. Every leader should spend more time where he is celebrated and welcomed with joy and excitement.

Like Jesus, every leader should avoid the places where familiarity has taken root.

17. Make clear distinctions between the leaders and the followers to prevent familiarity.

Jesus slept in the boat whilst His disciples rowed and worked hard.

Now it came to pass on a certain day, that he went into a ship with his disciples: and he said unto them, Let us go over unto the other side of the lake. And they launched forth. But as they sailed he fell asleep: and there came down a storm of wind on the lake; and they were filled with water,

and were in jeopardy.

Luke 8:22,23

Jesus rode on a donkey whilst His disciples walked. Jesus did not hire twelve donkeys so that they could all ride.

18. Draw boundaries so that you will ensure some level of privacy.

Privacy drives away familiarity. If everyone knows everything about you, do not be surprised that they will be so familiar.

19. Break the monotony. Introduce new ideas. Monotony incubates familiarity.

Repetitiveness, dullness and uniformity are the perfect context for familiarity. The same sermons in the same way from the same person at the same time have a way of incubating familiarity.

When the people wanted Jesus to come and preach in the same way, He refused to enter their monotonous pattern and decided to go to the next city. He knew that they would soon be yawning at Him so He decided to travel. It is good to have annual programmes for instance, but at times it is necessary to break the monotony.

And when they had found him, they said unto him, All men seek for thee. And he said unto them, Let us go into the next towns, that I may preach there also: for therefore came I forth. And he preached in their synagogues throughout all Galilee, and cast out devils.

Mark 1:37-39

20. Don’t always do what people are expecting you to do.

The same people who impress upon you to do what you have been doing all the time are those who become familiar. It is because people know what you are going to do that they become familiar.

Remember: too much knowledge incubates familiarity. Sometimes a prayer meeting or a worship session instead of the expected sermon will help to break the familiarity.

Chapter 6 - Fight Only Battles You Can Win

And David arose, and fled that day for fear of Saul, and went to Achish the king of Gath. And the servants of Achish said unto him,

Is not this David the king of the land? did they not sing one to another of him in dances, saying, Saul hath slain his thousands, and David his ten thousands? And David laid up these words in his heart, and was sore afraid of Achish the king of Gath. And he changed his behaviour before them, and feigned himself mad in their hands, and scrabbled on the doors of the gate, and let his spittle fall down upon his beard.

Then said Achish unto his servants, Lo, ye see the man is mad: wherefore then have ye brought him to me?

Have I need of mad men, that ye have brought this fellow to play the mad man in my presence? shall this fellow come into my house?

1 Samuel 21:10-15

In this story, David realized that he was not in the position to fight the king. He changed his behaviour and pretended to be mad. He even pretended to be on the side of the Philistines. A real leader does not engage in battles he cannot win. Jesus Himself taught that you must count the cost before you go to war. I have observed pastors engage in building projects that they can never finish. All they are doing is fighting a battle they cannot win. Failure breeds failure. Success breeds success. Each failure you chalk, demoralizes your followers. You must avoid getting into a “failure” situation as much as you would avoid a snake. A real leader needs to know which case should go to court. You should not bother fighting certain things in court.

I personally know people who have committed crimes against my church and me. I even have evidence to that effect, but I have decided not to fight them legally. Why is this? I know when I will not win a fight! Why waste your time playing a match in which the referee is a player against you? Every wise leader should avoid a match in which the referee and the linesmen are openly for the other team! Whenever you are about to score, they will whistle, “off-side.” Whenever they are about to score, the whistle will be blown for a penalty against you. The fact is that you lost the match before it even started. You may even be scored a record 100-0 and enter the Guinness Book of Records for your efforts.

When the seed of disloyalty enters the heart of a betrayer, it is often a waste of time trying to change his mind. Have you ever wondered why

Jesus never counselled Judas Iscariot? It was not worth the time!

Whenever somebody hands in a resignation, I often ask no questions. Why waste your time trying to change someone who has made up his mind? I do not want the person to stay on longer than is necessary. Sometimes, they want to leave in a month's time, but I help them to leave immediately.

Are you a leader? Pick your battles carefully and win every time!

Chapter 7 - Use Symptoms and Signs to Guide You

Behold that which I have seen: it is good and comely for one to eat and to drink, and to enjoy the good of all his labour that he taketh under the sun all the days of his life, which God giveth him: for it is his portion. Every man also to whom God hath given riches and wealth, and hath given him power to eat thereof, and to take his portion, and to rejoice in his labour; this is the gift of God.

Ecclesiastes 5:18,19

You will notice the phrase "behold that which I have seen." King Solomon often spoke about things that he noticed.

Perhaps my medical background has made me sensitive to the concept of symptoms and signs. Symptoms and signs reveal hidden things. They tell you about what is not obvious.

Seven Things You Can Use Symptoms and Signs to Detect

1. Use symptoms and signs to detect disloyalty.

In my book, Loyalty and Disloyalty, I share about several signs of disloyalty. Betrayal is something that does not announce itself. You must look for the signs. If you fail to see the signs that leaders are supposed to notice, you will be at the mercy of traitors.

2. Use symptoms and signs to detect familiarity.

You can detect familiarity by noticing little changes in people's attitude. Their comments, disinterest and yawning at meetings are all important indicators.

3. Use symptoms and signs to detect backsliding.

In my book, *Backsliding*, I share about twenty-five symptoms of

backsliding. If you use these symptoms, you will be able to detect backsliding in its early stages.

4. Use symptoms and signs to detect unforgiveness.

Many people claim to have forgiven others. In reality, they are full of bitterness. In my book, *Forgiveness Made Easy*, I outline the signs of lingering unforgiveness.

5. Use symptoms and signs to supervise employees.

You will not always be present to see if people are working well or not. I use certain indicators to supervise the people who work for me. Accomplishing targets within a deadline is the most important indicator for me.

6. Use symptoms and signs to uncover future leaders.

Paul did this. In 1 Timothy 3, he outlined the signs that Timothy was to look for in potential leaders.

7. Use symptoms and signs to detect the call of

God on people's lives.

I think that the greatest sign of the call of God is the desire for ministry. I always look out for people who have a desire to work for God. Dear leader, keep your eyes open and see the things that others do not see. Often when I see my church members, I know when something is wrong. Why is that? Because I am a leader. I use symptoms and signs.

Chapter 8 - Be a Loyal Leader

Five People You Must Be Loyal To

Moreover it is required in stewards, that a man be found faithful.

1 Corinthians 4:2

One of the cardinal qualifications for a leader is loyalty. You must be loyal to your God, your church, your spouse and your friends. A leader must also learn to be loyal to the people who follow him. When it is time for your followers to be rewarded, be faithful and let the rewards happen.

1. Be loyal to the people who have laboured for you.

Do not withhold the blessings of those who have laboured with you; when one of your followers is in trouble, show your loyalty. Your followers are

watching you closely. They will do what they see. If you do not betray them in their time of difficulty, they will not betray you in your time of difficulty.

2. Be loyal to your superiors.

A leader must be loyal to his superiors. When David had the opportunity to kill Saul, he did not! He was loyal to the king; he did not execute his own father.

Then said Abishai to David, God hath delivered thine enemy into thine hand this day: now therefore let me smite him, I pray thee, with the spear even to the earth at once, and I will not smite him the second time.

And David said to Abishai, Destroy him not: for who can stretch forth his hand against the Lord's anointed, and be guiltless?

David said furthermore, As the Lord liveth, the

Lord shall smite him; or his day shall come to die; or he shall descend into battle, and perish. The Lord forbid that I should stretch forth mine hand against the Lord's anointed: but, I pray thee, take thou now the spear that is at his bolster, and the cruse of water, and let us go.

1 Samuel 26:8-11

Many years later, David himself made a mistake. He murdered one of his soldiers called Uriah. David could have lost his life through that mistake.

Many of his leaders could have revolted. However, this did not happen. His men were loyal to the king's authority. They refused to kill the Lord's anointed because they had learnt it by example.

3. Be loyal to your friends.

A leader must be loyal to his friends. When David became the king, he realized that his position was a privileged one.

When he was established, he asked for a way to show kindness to an old friend.

And David said, Is there yet any that is left of the house of Saul, that I may shew him kindness for Jonathan's sake?

2 Samuel 9:1

These acts of loyalty to friends teach others about the true character of their leader. A good character is attractive. People are more inclined to follow someone with a good heart.

4. Be loyal to your spouse.

A leader must be loyal to his spouse. Because marriage is such a difficult thing for many people, anyone whose marriage works is hailed as a natural leader. You become a natural leader in society because your domestic affairs are under control.

Loyalty to your spouse involves self-control and Christian love. Everyone would like to have a leader with self-control and love.

A bishop then must be blameless, the husband of one wife…

1 Timothy 3:2

5. Be loyal to your vision.

A leader must be loyal to his vision. Nobody wants to follow someone who is unpredictable. Many years ago, I declared my interest in soul winning and establishing people in Christ. I am still moving with the same vision. Much water has passed under the bridge but the vision is still the same – a soul is a soul and is precious to God. He may be a beggar, a lawyer or a doctor – a soul is a soul and is precious to God. She may be a groundnut seller, a prostitute or a nurse – a soul is a soul and is precious to God.

Keep the same vision. The Bible teaches that you should not associate with people who are prone to sudden mutations and sharp turns. It is dangerous to sit in a car when the driver constantly makes sudden turns.

My son, fear thou the Lord and the king: and meddle not with them that are given to change:

Proverbs 24:21

Are you a leader? Be a faithful, stable, constant and loyal person. You will have a large following.

Chapter 9 - Overcome Hatred and Opposition

Six Things Every Christian Should

Know about Opposition

1. If you cannot handle opposition, you cannot be a leader.

Every time I have embarked on the road of leadership, it has been met with stiff opposition. If you cannot handle the enemies who are destined to oppose you, you cannot be a great leader. Every great leader has many enemies!

2. The greater the leader, the greater the hatred and opposition.

Consider the life of Elijah. He was hated by the king and by the king's wife. There was a death warrant out for his life. Elijah was hated and hunted because of his ministry.

And he said, What have I sinned, that thou wouldest deliver thy servant into the hand of Ahab, to slay me? As the Lord thy God liveth, there is no nation or kingdom, whither my lord hath not sent to seek thee: and when they said, He is not there; he took an oath of the kingdom and nation, that they found thee not. And now thou sayest, Go, tell thy lord, Behold, Elijah is here.

1 Kings 18:9-11

We all know that Elijah was one of the greatest prophets. The greater you are in leadership, the more you will be hated and hunted. Human nature cannot stand the success of another colleague. If you are not prepared for hatred and opposition, please resign from your leadership position immediately. If everybody speaks well of you, you are probably a hypocrite.

Woe unto you, when all men shall speak well of you! for so did their fathers to the false prophets.

Luke 6:26

3. Every new step of leadership results in fresh arrows of hatred and opposition.

Every step of strong leadership encounters real antagonism. When I began my church, I was called every name you can think of. Since Jesus Himself was accused of using the power of Beelzebub, I consider it a privilege to be called anything derogatory for His sake. If you do not want to be criticized, then you cannot be a leader. When Nehemiah ventured out to rebuild the walls of Jerusalem, you would have thought that everyone would have been happy. But Sanballat and Tobiah rose up to

oppose him.

But when Sanballat the Horonite, and Tobiah the servant, the Ammonite, and Geshem the Arabian, heard it, they laughed us to scorn, and despised us, and said, What is this thing that ye do? will ye rebel against the king?

Nehemiah 2:19

4. Opposition often comes in the form of plausible accusations.

When David spoke of killing Goliath, his brothers reacted angrily and accused him of pride and naughtiness. Isn't it amazing that good people are often given the most wicked labels?

And Eliab his eldest brother heard when he spake unto the men; and Eliab's anger was kindled against David, and he said, Why camest thou down hither? and with whom hast thou left those few sheep in the wilderness? I know thy pride, and the naughtiness of thine heart; for thou art come down that thou mightest see the battle.

1 Samuel 17:28

David had to handle the hatred of his own brothers and then the hatred of his father Saul. Hatred and opposition are part of leadership.

5. Develop a hard forehead for opposition.

Be not afraid of their faces: for I am with thee to deliver thee, saith the LORD.

Jeremiah 1:8

Do not be distracted or deterred by opposition. If the least opposition is able to stop you, then you are a poor leader.

Behold, I have made thy face strong against their faces, and thy forehead strong against their foreheads. As an adamant harder than flint have I made thy forehead: fear them not, neither be dismayed at their looks, though they be a rebellious house.

Ezekiel 3:8, 9

6. Opposition is often a sign that you are in the will of God.

Rejoice, there is good news. Satan would not attack a dead piece of

wood. You are now a threat to Satan; that is why he is attacking you.

Yea, and all that will live godly in Christ Jesus shall suffer persecution.

2 Timothy 3:12

Chapter 10 - Relate with All Kinds of People Including People Who Are Not Your "Type"

A leader is someone who is trying to get people to follow him. It seems to me that leaders sometimes forget that they are supposed to have followers. If you are a leader, you must make sure that you have people following you. Otherwise, you are not a leader.

You must realize that your "type" of person is a limited species upon this earth. You are not likely to find many people in your age group, with your background, colour or accent. If you want to succeed as a leader, you must realize very early that you need to be able to relate with all kinds of people, especially people who are not like you.

And he said unto them, Ye know how that it is an unlawful thing for a man that is a Jew to keep company, or come unto one of another nation; but God hath shewed me that I should not call any man common or unclean.

Acts 10:28

Peter was so rigid in his understanding of leadership that he restricted his ministry to a small group of Jews. But God had a bigger plan for him. God wanted him to reach many other people. As you read this book, I sense that God wants to give you a wider scope of ministry. Do not be myopic. There are more people who are not like you than there are.

My father is from Ghana and my mother is from Switzerland. I was born in England but I have lived in Ghana all my life. My colour is neither Black nor White.

When I was growing up, most of my friends had European parents or a mixture of White and Black. This was because my mother is Swiss and therefore had many European friends. My father was an unusual man. He loved classical music and played bridge and owned racehorses. Because of this, many of his friends were not Ghanaian. Many of his friends were British, Indians or Lebanese.

As I grew up, my hobbies were table tennis, squash, horse riding and swimming. I can assure you that there are very few people in the world who have the same background that I do. It is not because I am special, but because this is an unusual combination of culture and circumstances.

If I have been raised up to be a leader, you tell me how many people will have a similar background to what I have just shared with you? Not many! To become a leader of many people I must relate with people who do not have my background.

Many of my friends have had a very different background. But I relate with them naturally and easily.

If you are a pastor and you have a poor educational background, rise up and relate with all kinds of people, including rich people. You will definitely need some rich people in your church. Do not drive away all the educated people because of your lack of education. You can educate yourself!

Do you consider yourself to be a leader? Ask yourself, “What type of person am I? What type of person am I not?” Make a decision to relate with every type of person.

To the weak became I as weak, that I might gain the weak: I am made all things to all men, that I might by all means save some. And this I do for the gospel’s sake, that I might be partaker thereof with you.

1 Corinthians 9:22,23

Chapter 11 - Do Not Be Surprised By Ingratitude

Every leader comes face to face with ingratitude. People are not grateful for the services you render them. It will not take you long to discover this.

Many years ago, I found out that people whom I loved could turn around and hurt me. Men that I had trained did not remember that they had been helped.

However, I have continued to believe in people and to trust people. I have no choice. If I begin to retaliate because of ingratitude, I will lose my position.

Jesus answered them, Many good works have I shewed you from

my Father; for which of those works do ye stone me?

John 10:32

Jesus experienced ingratitude. He was killed by an ungrateful mob of Jews. After ministering for twenty years, I have seen pastors being run out of town. That is why the constitution of my church does not give anyone the right to throw me out under any circumstances. I have seen it before and I know that if human nature is allowed to run its course, my end will be no better than my Lord's. Jesus was murdered for His good deeds. He was exchanged for an armed robber. But he never responded to the evil spirit of ingratitude.

Do not look to people for gratitude. A leader looks to God for rewards.

Knowing that whatsoever good thing any man doeth, the same shall he receive of the Lord, whether he be bond or free.

Ephesians 6:8

The Scripture teaches that your rewards depend on God and not on the people you helped. God is the only One who can reward you adequately.

Do not expect much from people; expect your rewards from God. Many years ago, I stopped expecting people to commend me after I had finished preaching. I do not care whether people commend me or not! I am not expecting appreciation from men.

My duty is to preach from the Bible. I have done my duty. When I decided not to look for man's approval, I felt a sense of liberty. I was free from men and accountable to the Lord.

Chapter 12 - Allow People to Know You so They Can Trust You and Follow You

That which was from the beginning, which we have heard, which we have seen with our eyes, which we have looked upon, and our hands have handled, of the Word of life; (For the life was manifested, and we have seen it, and bear witness, and shew unto you that eternal life, which was with the Father, and was manifested unto us;)

1 John 1:1,2

Let the people know that you are real!

Everybody will readily follow a genuine leader. Why did Jesus come into this world? He came so that we would know Him and trust Him. That's why He allowed us to hear Him, see Him and touch Him. Does anyone have the chance to hear you, see you or handle you? Are you a mysterious superman who has no faults? Openness produces a great following. Are you a leader? Then you must allow people to know you as you really are. Nobody wants to follow a mystery. A mystery speaks of the unknown. A mysterious person smacks of something foreboding.

Who wants to follow a mysterious person into a dark valley where something bad may happen to him? Let me tell you an important secret about leadership. *The more open you are, the more readily people will follow your leadership.*

I did not say that the more perfect you are, the more people will follow you. Everyone knows that his neighbour is not perfect. It is no secret that there is no perfect person on the earth. Someone who is open and honest about his weaknesses is more likely to have a following. If you are a pastor, let the people know that you are real! Everybody will readily follow a genuine leader.

Chapter 13 - Influence People by Example

Who in the days of his flesh, when he had offered up prayers and supplications with strong crying and tears unto him that was able to save him from death, and was heard in that he feared;

Hebrews 5:7

But we will give ourselves continually to prayer, and to the ministry of the word.

Acts 6:4

You may wonder why I have quoted the above Scriptures. What is the correlation between them? The first one speaks about Jesus' prayer life whilst He was on earth. The second one speaks of Peter's prayer life after Jesus left. Jesus taught His disciples to pray by example.

Peter was influenced by Jesus' prayer life.

Listen to What They Say But Don't Do What They Do

Many years ago, I heard a man advising me to listen to what the priest

said but not to follow his example. How strange! It is very difficult to follow somebody's words and not his example. There was an old Chinese proverb printed in the physiology laboratory in my former medical school.

It said, *"I hear and I forget, I see and I remember, I do and I understand."* This proverb tells us all about the power of influencing people through what they see. You never forget what you see. Did you know that you only retain about eleven per cent of what you hear?

Jesus did not only teach about prayer. He acted prayer. He lived prayer. That is why Peter was so determined not to be distracted from his prayer life. Many ministers today do not know the importance of prayer. They have never lived with someone who prayed. They have never seen it acted out.

Remember that your example is more important than your words.

Dear friend, do you want to be a leader? Please remember that your example is more important than your words!

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