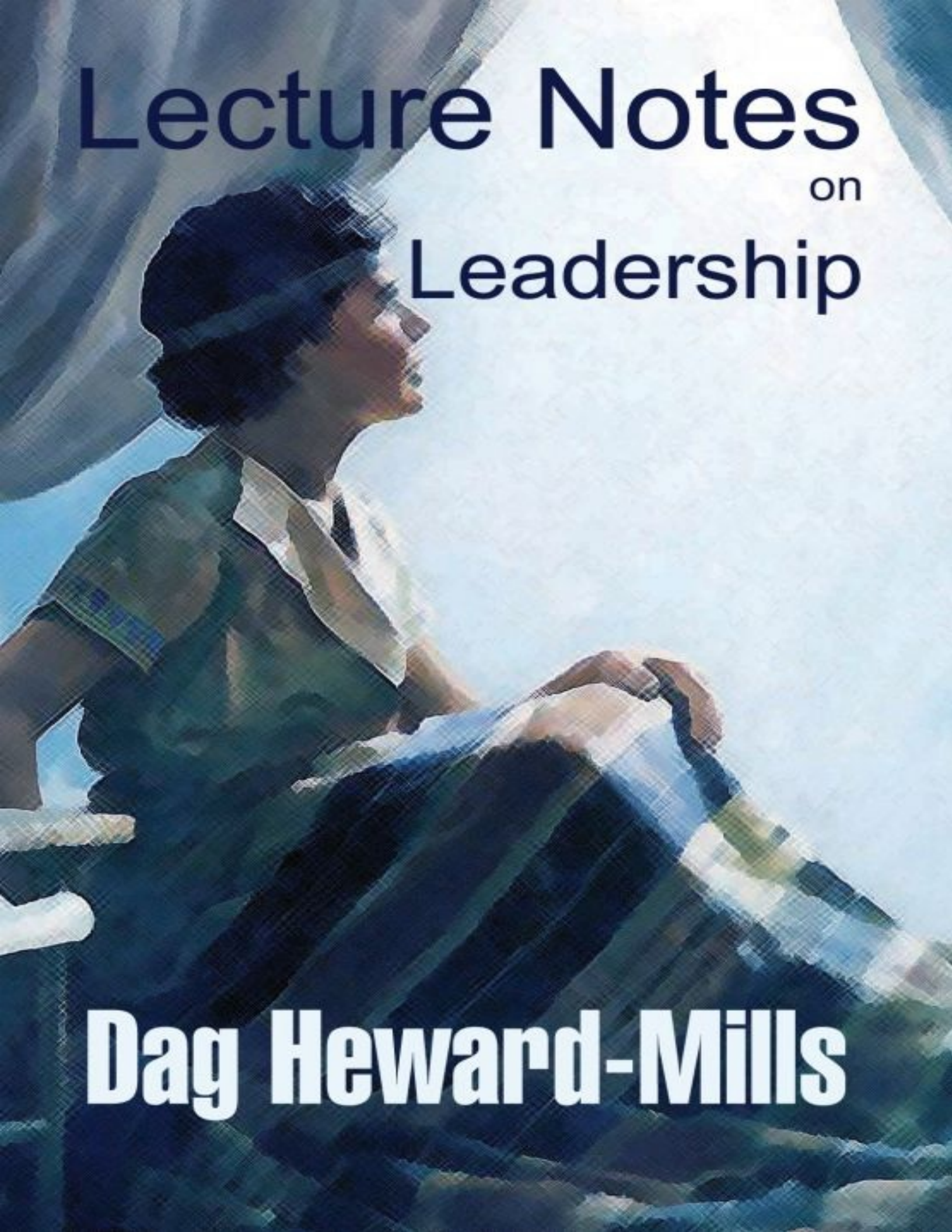
Lecture Notes on Leadership



Dag Heward-Mills

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by Dag Heward-Mills

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Chapter 1 - Work Harder than All Those Around You

To succeed as a leader you will have to work harder than all those around you. If you think that being a leader means enjoying more and more nice things, you are in for a rude shock. If you think being a leader means to relax as a pot- bellied ruler, you will discover that it is not so!

A true leader is someone who works harder than everyone around him. Although I am the head of a large church, and I have many people under me, I often work much harder than all those I lead. Leadership is hard work. Prepare your mind for hard work!

A pastor must pray more than his followers. He must be more diligent than anyone else. He often puts in more hours than his followers. Notice how Jesus worked harder than His followers.

And he went a little farther, and fell on his face, and prayed, saying, O my Father, if it be possible, let this cup pass from me: nevertheless not as I will, but as thou wilt. And he cometh unto the disciples, and findeth them asleep, and saith unto Peter, What, could ye not watch with me one hour? Watch and pray, that ye enter not into temptation: the spirit indeed is willing, but the flesh is weak. And he came and found them asleep again: for their eyes were heavy. And he left them, and went away again, and prayed the third time, saying the same words. Then cometh he to his disciples, and saith unto them, Sleep on now, and take your rest: behold, the hour is at hand, and the Son of man is betrayed into the hands of sinners.

Matthew 26:39-41,43,45

Notice how Jesus prayed whilst His disciples slept. He was working

harder than His followers. Being the leader, He understood what was at stake. That night He put in more than everyone else.

True leaders are often left alone by their followers and workers as they plod on through the night, putting in more and more effort. There are many people who do not understand why top leaders are paid far more than their subordinates. Many unlearned people rebel against this reality. They do not know that successful leaders are actually working harder than everyone else.

There are even certain diseases like ulcers, heart attacks, heart illness, high blood pressure that are associated with top executives. Their work schedules actually give rise to many stress- related illnesses.

Often, the privileges of top leaders just cushion the effect of their stressful work lives. Dear leader, welcome to the world of hard work.

Chapter 2 - Start Humble and End Humble

Many leaders start out humble and end up proud, full of themselves and of their achievements.

Pride goes before a fall and it is this self- destructive button that becomes prominent in the lives of many leaders. Two of the greatest leaders that ever lived started humble and ended humble. Learn from their example. Jesus began and ended His ministry in humility:

- Jesus Christ started His ministry in a manger.

And she brought forth her firstborn son, and wrapped him in swaddling clothes, and laid him in a manger; because there was no room for them in the inn.

Luke 2:7

-Jesus Christ ended His ministry on a cross.

And when Jesus had cried with a loud voice, he said, Father, into thy hands I commend my spirit: and having said thus, he gave up the ghost.

Luke 23:46

Paul went through four stages of progressive humility: wHe declared that he was not behind any of the apostles.

…for in nothing am I behind the very chiefest apostles…

2 Corinthians 12:11

- As he progressed, he felt that he was the least of the apostles.

For I am the least of the apostles, that am not meet to be called an apostle, because I persecuted the church of God.

1 Corinthians 15:9

3. After some more time, Paul thought that he was the least of all saints.

Unto me, who am less than the least of all saints…

Ephesians 3:8

As you can see, Paul's estimation of himself kept diminishing as he became more experienced in ministry. The higher you go in the Lord, the more you realize how dispensable you are. You discover that it is God's grace that is at work and not your own efforts.

4. At the end of his ministry, Paul decided he was the chief of sinners.

…Christ Jesus came into the world to save sinners; of whom I am chief.

1 Timothy 1:15

This was not because Paul had committed some grievous sin. With maturity came the consciousness of his sinful nature and indeed, that of all men.

Don't Let Your Achievements Make You Proud

Do not let your achievements change your opinion of yourself. Nebuchadnezzar made an awful mistake when he walked on the rooftop of his castle. He thought that he had achieved great things by his own strength.

At the end of twelve months he walked in the palace of the kingdom of Babylon. The king spake, and said, Is not this great Babylon, that I have built for the house of the kingdom by the might of my power, and for the honour of my majesty? While the word was in the king's mouth, there fell a voice from heaven, saying, O king Nebuchadnezzar, to thee it is spoken; The kingdom is departed from thee.

Daniel 4:29-31

When Nebuchadnezzar developed an elevated opinion of himself, God punished him. If you are a leader, do not make foolish statements about your achievements. I have heard political leaders make very foolish statements after being in power for some time.

Some leaders even think they will live forever. But you can be very easily removed. Ask your fathers and ancestors whether they lived forever.

Your fathers, where are they? and the prophets, do they live for ever?

Zechariah 1:5

Do Not Laugh at Other Leaders

Maintain a humble opinion of yourself because you are mere flesh. Do not laugh at another leader who is in difficulty. History has taught us that judgemental leaders are prone to fall. Do not mock when other leaders fall into sin. What was David's reaction when Saul was killed in battle?

Did he say, "It serves him right?" No, he did not! Mourn with those that mourn and pray for them. Notice the words of a great leader as he lamented over the fall of another great leader.

The beauty of Israel is slain upon thy high places: how are the mighty fallen! Tell it not in Gath, publish it not in the streets of Askelon; lest the daughters of the Philistines rejoice, lest the daughters of the uncircumcised triumph. Ye mountains of Gilboa, let there be no dew, neither let there be rain, upon you, nor fields of offerings: for there the shield of the mighty is vilely cast away, the shield of Saul, as though he had not been anointed with oil.

2 Samuel 1:19-21

Chapter 3 - Convince People to Believe in You

Jesus saw Nathanael coming to him, and saith of him, Behold an Israelite indeed, in whom is no guile! Nathanael saith unto him, Whence knowest thou me? Jesus answered and said unto him, Before that Philip called thee, when thou wast under the fig tree, I saw thee. Nathanael answered and saith unto him, Rabbi, thou art the Son of God; thou art the King of Israel.

John 1:47-49

Jesus got Nathaniel to believe in Him. Nathaniel had a personal conviction that Jesus was a good person and that he should follow Him. No one can truly follow your ideas unless he believes in you personally.

The two go together. One of the reasons why leaders must be open is so that people get the chance to know them personally. I sometimes wonder as I watch preachers who say nothing about their personal lives. Could it be that they have no example to give or no testimony to share? Dear friend, the people you lead need to have faith in you as a person. How can this happen except you open up to them. People get to know what is in your heart by your words.

…**for out of the abundance of the heart the mouth speaketh.**

Matthew 12:34

When people can relate with the things that are in your heart, they will more readily go anywhere you want them to. They will be ready to do anything you tell them to do. I am not impressed with people who read speeches that have been written for them. I cannot know much about the person until I hear him speaking from his heart. It is the heart that really matters. When people can feel your passion, drive and vision, leadership will become natural. If you don't have a passion for anything or a drive to accomplish something, you are not a leader.

Pray for a passion and a conviction. Learning some rules about delegation, authority and management does not make anyone a real leader. That can only augment true leadership, which is from the heart. The reason why there are so many schools and books on leadership and yet we have such few leaders is because leadership is from the heart. *People will not follow you with their hearts until they believe in you with their hearts.*

Seven Ways to Make People to Believe in You

1. Be open about your private life.

When there are many mysteries surrounding your life people will not naturally gravitate towards you.

2. Be honest about your problems.

Everyone has problems, including leaders. People rally around leaders

whom they perceive to be real. A real leader is someone who has the same challenges as everyone else but overcomes them.

If you have marital challenges, admit them openly and share how God helps you and your spouse to overcome them.

3. Preach from your heart.

Never read a sermon out to people. I once heard a secular head of state complain about his priest. He said, “I make speeches and I speak from my heart. Why should a priest who hears from God read his message to me?”

When you read sermons, your hearers may doubt your sincerity. Everything that is written is carefully thought out. What we want to hear is what is in your heart.

But I say unto you, That every idle word that men shall speak, they shall give account thereof in the day of judgment.

Matthew 12:36

4. Tell people about your personal experiences with God.

Having a personal experience with God gives credibility and authority to the leader. After all, your Christian leadership is based on your having a relationship with God. If you have had a visitation by an angel or Jesus, share it and it will bring down the awesome presence of God.

5. Tell people what God told you.

If God spoke to you, share it. Being able to tell people that God told you something is a mighty step of faith. It shows that you have a personal commission from the Lord. People want to follow God, so if you have heard from God then they will want to follow you.

6. Sacrifice towards your vision.

People can see the sacrifices you are making towards what you believe. Your sacrifice will speak louder than a hundred sermons. I have sacrificed my medical profession for the ministry. That one act has given me more credibility than anything else. People will believe in you when they see your sacrifice.

7. Be prayerful. Prayer generates spiritual authority. Authority is “that not-easily- defined, invisible, magnetic aura that surrounds a

man of God."

Authority emanates from your closeness to God. The closer you are to a person, the more confidently you will speak about him. People will believe in you because of your prayer life. This is a secret that many prayerless people do not know. People do not follow prayerless leaders. Your private prayer will make people believe in you.

Chapter 4 - Say a Lot or Say Nothing, Depending on Who You Are Talking To

A leader must learn to speak more or less, depending on who he is speaking to. Jesus Christ spoke for hours when He was surrounded by eager listeners. People came from miles to hear and to be healed. He would preach for hours until people could not go back home.

And it came to pass, that, as the people pressed upon him to hear the word of God, he stood by the lake of Gennesaret,

Luke 5:1

And straightway many were gathered together, insomuch that there was no room to receive them, no, not so much as about the door: and he preached the word unto them.

Mark 2:2

When Jesus was in the presence of people who hated and scorned him, He said nothing. He knew that time would tell it all.

Three People Jesus Refused to Speak To

1. Jesus had nothing to say to the religious leaders.

And the high priest stood up in the midst, and asked Jesus, saying, Answerest thou nothing? what is it which these witness against thee? But he held his peace, and answered nothing…

Mark 14:60-61

2. Jesus had nothing to say to the governor,

Pontius Pilate.

And Pilate asked him, Art thou the King of the Jews? And he answering said unto him, Thou sayest it. And the chief priests accused him of many

things: but he answered nothing. And Pilate asked him again, saying, Answerest thou nothing? behold how many things they witness against thee. But Jesus yet answered nothing; so that Pilate marvelled.

Mark 15:2-5

3. Jesus had nothing to say to Herod.

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

These were people who hated Jesus and he knew it. He knew that nothing He said would change their minds. I would rather follow the example of Jesus than to follow the guidance of a communications expert. I have left many matters to God and to time. He can best answer every accusation.

You will notice that Jesus was accused vehemently, but refused to comment or respond to these accusations. It was not that Jesus could not speak. We see how He preached the Sermon on the Mount. We see how He taught at the seaside. We see how He preached so long that He had to feed the people afterwards.

Many pastors and leaders feel the need to attend interviews and discussions. They feel that they are obligated to clear their name and to improve their image.

Mind you, I am not saying that it is wrong for pastors to speak to the Press or to be interviewed. What I am saying is that Jesus did not bother to speak to hostile, disapproving interviewers who would never change their minds anyway. I would advise every minister to follow the example of Jesus.

Three Reasons Why Pastors Are Not Obliged to Speak to the Press

1. The media has no power to make or destroy a minister of the Gospel.

I know that many media men think that they have that power. Pilate also thought that he had power to destroy or establish Jesus.

Then saith Pilate unto him, Speakest thou not unto me? knowest thou not that I have power to crucify thee, and have power to release thee?

John 19:10

But Jesus corrected him.

Jesus answered, Thou couldest have no power at all against me, except it were given thee from above: therefore he that delivered me unto thee hath the greater sin.

John 19:11

In the same way, many press men feel that they have the power to destroy a man of God ora church if they want to. No one has the power to do anything unless God allows it. If Jesus had thought His ministry was being destroyed by those unanswered accusations, He would have spoken out.

Learn this secret; no human being can destroy what God has built. Those accusations only serve as a basis for the future judgement of those liars.

It may seem as though they have destroyed something, but in reality no one can destroy God's handiwork.

2. Pastors must reserve their words for their congregations who will truly appreciate them.

Pastors must know that the appropriate forum for ministering is in the church and not to scoffers, scornful talk show hosts who despise your very existence.

When hostile interviewers who were already biased questioned Jesus, He explained to them that He had nothing new to say. He had said all He had to say in church already.

The high priest then asked Jesus of his disciples and of his doctrine. Jesus answered him, I spake openly to the world; I ever taught in the synagogue, and in the temple, whither the Jews always resort; and in secret have I said nothing. Why askest thou me? ask them which heard me, what I have said unto them: behold they

know what I said.

John 18:19-21

Such an answer would annoy most reporters. Indeed, it irritated the men of that day.

And when he had thus spoken, one of the officers which stood by struck Jesus with the palm of his hand, saying, Answerest thou the high priest so? Jesus answered him, If I have spoken evil, bear witness of the evil: but if well, why smitest thou me?

John 18:22,23

3. There is no need for a pastor to justify himself to men.

If you are acceptable to God there is no need to appear pleasing to human society. Efforts to make yourself more acceptable to human beings may actually incur the displeasure of God.

And he said unto them, Ye are they which justify yourselves before men; but God knoweth your hearts: for that which is highly esteemed among men is abomination in the sight of God.

Luke 16:15

Chapter 5 - Accept the Principle of Ranking

They shall run like mighty men; they shall climb the wall like men of war; and they shall march every one on his ways, and they shall not break their ranks:

Joel 2:7

Ten Things Every Leader Should Know about Rank

1. We were not created to be the same. Ranking is the acknowledgement of that reality.

Some political ideologies have tried to make everybody the same. God did not create us to be equal. A leader is somebody who understands that he has a place in the scheme of things.

2. Your rank defines your level of operation.

It tells you how high or low you are. Your rank may be designated by God or by your human superiors.

3. Ranking eliminates confusion within an organization.

4. Ranking shows you how much higher you can go.

I know of people who have more growth in their ministries than I do. I rejoice with them at what the Lord is doing. I know that I am not at the highest level that there is. I respect those who are ahead of me.

5. Ranking shows you how low you can sink.

Understand that there are always people who are senior or junior to you.

6. Ranks are changeable and very often they are changed.

Once you understand that your current rank is not necessarily your position for life, you will have hope for promotion in the future.

7. Every rank has to be explored fully before you move on to the next.

If God places you at the level of a pastor, explore it fully and discover all that there is in the pastoral office.

8. There are principles that determine your promotion to the next rank.

For instance, faithfulness and fruitfulness within your rank are very important for promotion.

9. A real change of rank occurs when God promotes you Himself.

I said unto the fools, Deal not foolishly: and to the wicked, Lift not up the horn:

Psalm 75:4

Promotion comes from the Lord. My position in the Lord is God-given and so is yours. Let us respect one another and God will move us to a higher rank.

10. Promotion to a higher rank often goes with new attacks. New levels bring new devils.

David’s problems began when he killed Goliath. By killing Goliath he moved from the ranks of an unknown youth to the ranks of a famous warrior. It was then that Saul began to “eye” him and persecute him.

Promotion from God comes with persecution. You must know the implications of a higher rank. I never knew that God would raise me to where I am in ministry. I also never expected that I would encounter as

much persecution as I have.

But he shall receive an hundredfold now in this time, houses, and brethren, and sisters, and mothers, and children, and lands, with persecutions…

Mark 10:30

Chapter 6 - Turn the People Around You into Better Human Beings

For I know that this shall turn to my salvation through your prayer, and the supply of the Spirit of Jesus Christ,

Philippians 1:19

A good leader changes his followers. The people you influence will never forget you. They will be indebted to you forever. If God has told you to be a leader, you must see yourself working on the lives of the people you lead. Leadership is not just being called Chairman or President. Leadership is not a matter of sporting fancy titles.

To lead is to work on people until they become better human beings. By the time Jesus had led His disciples for three years, their lives had been completely transformed.

Now when they saw the boldness of Peter and John, and perceived that they were unlearned and ignorant men, they marvelled; and they took knowledge of them, that they had been with Jesus.

Acts 4:13

Being with a good leader changes your life forever. A good leader changes the lives of his followers until he is unforgettable in their lives. A good leader affects the lives of his followers so much that his followers will be indebted to him. This is what happened between Paul and Philemon. Apostle Paul reminded Philemon how much he had affected his life. He told him that he owed him his very life!

…**Albeit I do not say to thee how thou owest unto me even thine own self besides.**

Philemon 19

8 Ways to Become an Unforgettable Leader

1. Lead someone to Christ.

When you lead someone to Christ he will be forever indebted to you for bringing him to the Lord.

2. Lead someone to be filled with the Holy Spirit.

He will forever be indebted to you for leading him to the greatest power and helper on the earth today.

3. Establish someone in the Word of God.

They will forever be indebted to you for leading them to the greatest source of wisdom and direction for mankind. I am forever indebted to my mother in the Lord who taught me how to have a quiet time.

My daily quiet time with the Word of God has become the greatest secret of my life. Most definitely I am indebted to the one who taught me this great secret.

4. Lead someone to the right church.

The right fellowship makes the difference between Christians. It is the most important factor that challenges a Christian to stay on the right path after salvation.

5. Help somebody find his way to the ministry.

The ministry is the highest calling on earth. It is the best vocation for a human being. It is the only job with eternal value. We will all find out that there is no higher privilege than to be called to serve in the ministry. It is just a matter of time.

6. Help somebody to get married.

Finding a marriage partner is one of life's greatest decisions after choosing Christ. It will make or break you. If you help someone to get married to the right person at the right time he is indebted to you for life!

7. Help to save somebody's marriage.

Marriage is like glass, it is easily broken. Troubled marriages are very difficult to heal. If you successfully help to heal someone's marriage, he will remember you for life.

8. Help somebody to make the right decisions at the crossroads of his or her life.

Decisions make a great difference in a person's life. For instance, where you live, your job, school, etc. If you influence somebody in the right direction you will be an unforgettable person to him.

…**Albeit I do not say to thee how thou owest unto me even thine own self besides.**

Philemon 19

Chapter 7 - Move into High Gear by Moving to the Right Geographical Location

Many people waste precious years of their lives oscillating between one location and another. Where you live is very important for your success. This is because God has not called you everywhere but somewhere! No one is successful everywhere!

Even Jesus did not succeed everywhere. He never stayed where He was not wanted. I used to think that Jesus did powerful miracles everywhere, but I found out that He didn't. The Bible says that He could not do miracles in His own country.

And he went out from thence, and came into his own country; and his disciples follow him. And he could there do no mighty work, save that he laid his hands upon a few sick folk, and healed them.

Mark 6:1,5

Even in the places where He had a good flow, Jesus had varying levels of success. He did many mighty works, but most of these were done in particular cities. There were physical locations where there was more success in Jesus' ministry. Be willing to go to places you have never been to if God is calling you there. We all love our familiar surroundings and our comfort zones. God's promotion is waiting for you when you are prepared to obey and relocate for His purpose.

Then began he to upbraid the cities wherein most of his mighty works were done…Chorazin… Bethsaida...Capernaum…

Matthew 11:20,21,23

Seven People Who Became Successful When They Moved

1. Jesus' ministry blossomed when He moved away from His birthplace and set up His headquarters in Capernaum.

The people in His hometown were angry when he preached.

And he came to Nazareth, where he had been brought up: and, as his custom was, he went into the synagogue on the sabbath day, and stood up for to read. And all they in the synagogue, when they heard these things, were filled with wrath,

Luke 4:16,28

However, the people of Capernaum loved His ministry. In Capernaum, Jesus taught, preached and did many of His mighty works.

And came down to Capernaum, a city of Galilee, and taught them on the sabbath days. And they were astonished at his doctrine: for his word was with power.

Luke 4:31,32

I have seen the greatest miracles of my ministry in certain places. I know that God has specific places where He will do great things.

2. Joseph became successful when he moved to live in Egypt.

Sometimes, we are unwilling to go where God wants us to be. Like Joseph, we sometimes have to go there as prisoners.

And Joseph was brought down to Egypt; and Potiphar, an officer of Pharaoh, captain of the guard, an Egyptian, bought him of the hands of the Ishmeelites, which had brought him down thither.

Genesis 39:1

3. Ruth became successful when she moved out of Moab to live in Jerusalem.

And Ruth said, Intreat 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:

Ruth 1:16

There are times when circumstances make people change location.

Ruth had become a widow. Her life had taken a sour turn. It was these very circumstances that would lead her into the place where she was destined to become famous. Ruth is important because she became the

great-grandmother of King David, Israel's greatest king. Ruth is also famous because she was the great-great- grandmother of Solomon, the richest man who ever lived.

4. Daniel became successful when he was displaced from Jerusalem to Babylon.

He was destined to be a prime minister for three different regimes. Daniel served in the highest office of Nebuchadnezzar's government, Belshazzar's government and Darius the Persian.

Many economic refugees from Africa are being used by God to do His work in atheistic Europe.

5. Abraham's life changed when he moved out of his own country and into Canaan.

Now the LORD had said unto Abram, Get thee out of thy country, and from thy kindred, and from thy father's house, unto a land that I will shew thee:

Genesis 12:1

God wanted to separate Abraham from his idol worshipping relatives. It was necessary for Abraham to move away. It may be necessary to relocate before God's will for your life can materialize.

6. Jacob's business flourished when he moved to live with his uncle Laban.

And Laban said unto him, I pray thee, if I have found favour in thine eyes, tarry: for I have learned by experience that the Lord hath blessed me for thy sake. And the man increased exceedingly, and had much cattle, and maidservants, and menservants, and camels, and asses.

Genesis 30:27, 43

7. Paul lived among the Gentiles after God called him.

His ministry was to the Gentiles and not to the Jews, and he knew it. As a wise leader he knew that he would only succeed when he was physically located at the right place. From the very beginning Paul avoided staying in Jerusalem. The remainder of his life was among the Gentiles. This was one of the keys of Paul's success as a leader.

To reveal his Son in me, that I might preach him among the heathen; immediately I conferred not with flesh and blood: Neither went I up to Jerusalem to them which were apostles before me; but I went into Arabia, and returned again unto Damascus.

Galatians 1:16,17

Chapter 8 - Control Your Carnal Instincts

God is not working through angels, he is working through men and women who have what I call “carnal instincts”.

But we have this treasure in earthen vessels, that the excellency of the power may be of God, and not of us.

2 Corinthians 4:7

The earthen vessels in this Scripture are referring to the flesh. You must first control yourself before you try to control others. A leader must learn to control and direct his natural desire for carnal things. If this carnal instinct is unchecked, a person will discover that he can lead no one. Certain people are unable to fast. They cannot control their stomachs. You cannot be a good leader if your natural instincts lie unchecked.

Some women have the natural instinct to be jealous or quarrelsome. If you do not check these carnal instincts then you can lead no one. I remember a church where the pastor kept having children with his church members (other than his wife). Naturally, the members of the church dwindled until there was almost no one left. The pastor did not have control over his carnal instincts.

Jesus Overcame His Carnal Instincts

For we have not an high priest which cannot be touched with the feeling of our infirmities; but was in all points tempted like as we are, yet without sin.

Hebrews 4:15

When Jesus was in the garden of Gethsemane, His natural instincts made Him recoil from the thought of the cross. However, he prayed earnestly about it and was able to gain control of it Himself. He walked to the cross for you and I. Even on the cross, His natural instincts made Him think of calling on angels to deliver Him. But once again, he held Himself

in check.

It is gaining control of these natural instincts that separate leaders from followers. Do not think that leaders are people who have no feelings, temptations or fleshly desires. They have as many of these lower instincts as anyone else. The key to leadership is gaining control of your lower instincts. If we were to follow our natural instincts, we would never pray, fast or read our Bibles. Apostle Paul spoke about how he kept his natural lower instincts in check. If Paul could do it then so can we.

But I keep under my body, and bring it into subjection: lest that by any means, when I have preached to others, I myself should be a castaway.

1 Corinthians 9:27

Chapter 9 - Understand the Difference between the Ideal and the Real

An experienced person is someone who knows the difference between the ideal and the real. The “ideal” is like the stars of the sky. It tells us where we want to go. The real is what is “on the ground.” It tells us where we really are. Theoretical knowledge will tell you the ideal but experience will tell you what is real. Young and inexperienced politicians have often come on the political scene with all sorts of idealistic philosophies.

Many of such people have communist and socialist leanings. With time and experience, they often realize that things are not as straightforward as they thought. You will often find such people switching to capitalist ideologies.

The ideal and the real are also seen in the ministry. You may think that if you do certain things you will get certain results. As you mature you will discover that it is not as simple as that. Church growth principles may be applied, but the church will still not grow. This is because the ideal is different from the real. Experience will teach you that.

It is ideal to live up to seventy years, but I have watched as young pastors have died in the midst of their years. It is ideal for everyone to be healed, but the real is not so. Even Jesus did not try to heal everyone. Experience will make you mature and make you a more tempered leader. Do not despise the lessons of maturity that you are learning. Do not

change your theologies because of your experiences. The Word of God is still true. The fact is that we don't know everything. There is a reason why the real is often different from the ideal. There are often other factors at work that we are not aware of. It is not everything that we know or understand. Paul did not understand everything. He described it as seeing through a dark glass.

For now we see through a glass, darkly; but then face to face: now I know in part; but then shall I know even as also I am known.

1 Corinthians 13:12

Idealism and Delusions

Leadership often requires maturity. Maturity comes from experience. Experiences in life will harden you. Maturity is required for leadership. Maturity drives away delusions and idealism.

Not a novice, lest being lifted up with pride he fall into the condemnation of the devil.

1 Timothy 3:6

Have you ever wondered why a presidential candidate must be at least forty years old? By the age of forty, experience would have driven delusions and idealism away. Walk on the road that will harden you and make you more experienced. Learn from each experience you have.

As I write this book, I am listening to music by Keith Green. I cannot understand why such a person's life should be cut short at the age of twenty-eight. The passion, zeal and anointing of his music can hardly compare with the watered down Christian music of today. Yet, Keith Green was removed in the midst of his years. He left behind a wife and little children. Do you have an explanation for this? I do not! The secret things belong to the Lord. Be mature!

The secret things belong unto the Lord our God: but those things which are revealed belong unto us and to our children for ever, that we may do all the words of this law.

Deuteronomy 29:29

Chapter 10 - Identify the Different Types of Employees in Your Organization

There are different types of people who will work under a leader. It is important to identify the real differences that exist.

Five Types of Employees Every Leader Has to Deal With

1. Employees who prefer resting to working.

God worked for six days and rested for one day. This means that it is better to work than to rest. Any employee who prefers resting to working, has not found his God-given task.

2. Employees who are not prepared to do anything extra or new. Such employees are not valuable; they want to do what they have always done. They don't want change.

3. Workers who are prepared to do any job.

Such people are valuable; they are prepared to learn, to advance, and they want to please you.

4. Results-producing employees. One of the most valuable things in an employee is his ability to produce results.

5. Workers who are consumed and obsessed with their work. This is the highest kind of worker. Value them and pay them highly.

Seven Things Every Leader Should Teach His Employee

1. Teach every employee to write instructions down as you speak.

2. Teach your employees to repeat their instructions and ask questions about the instructions you have given them.

3. Teach them to call you, talk to you and consult you frequently.

4. Teach them to be ready to change jobs and accept new responsibilities.

5. Teach them to dress formally whilst at work.

Have you not noticed that the wealthiest organizations, such as banks, instruct their employees to dress very formally?

6. Teach them to solve problems they encounter in the course of their duties.

Instead of reporting problems, they should report how they solved those problems!

7. Teach them to think about their work whilst at home.

Someone who thinks about his work whilst at home is both consumed and obsessed by his job. Such people read books about their career. They spend their money and time in an effort to be better prepared for their task.

How to Be Consumed with Your Work

1. Know that you will only succeed with things that consume your whole being.

2. Find the job which does not make you conscious of time. That is your God-given task.

3. Continue working in your mind, even whilst at home.

4. Buy and read books about your work.

5. Have friends mainly among those who are into your kind of work. This will mean that even your leisure times relate to your work.

6. Spend money to be better trained and prepared for your work.

Chapter 11 - Develop the Art of Keeping People Together

Five Keys to Keeping People Together

1. Have a strong desire to have everyone together. Fight to prevent the loss of even one person. Jesus' aim was to lose none of the people God had given him.

Pastoring a church is the art of keeping people together. At many points in the life of a church, there are situations that have the potential of dividing people. You must develop the art of keeping people together. What is the key to uniting people? You must believe that the people must be kept together. If you have a *"you can go to Hell if you want to"*attitude, many people are going to drop out of your team.

Moses Kept People Together

Now the children of Reuben and the children of Gad had a very great multitude of cattle: and when they saw the land of Jazer, and the land of Gilead, that, behold, the place was a place for cattle;

Wherefore, said they, If we have found grace in thy sight, let this land be given unto thy servants for a possession, and bring us not

over Jordan. And Moses said unto them, If ye will do this thing, If ye will go armed before the Lord to war, And will go all of you armed over Jordan before the Lord, until he hath driven out his enemies from before him, …this land shall be your possession before the Lord.

Numbers 32:1,5,20-22

Moses came across a delicate situation. Some of the tribes of Israel did not want to cross the River Jordan. They wanted to stay where the grass was good for their cattle. Meanwhile, there was a war to fight. They had been together up until this time and the nation Israel was about to split up into two parts. God gave Moses the wisdom to keep Israel united.

Moses could have cursed those tribes and could have told them to go to Hell. He could have told them that they were damned. But he made it possible for them to have their dreamland and at the same time remain a part of Israel.

2. Love all the people God gives you.

Another key is to cherish and love people genuinely. When you love somebody genuinely, you do not easily want to part with the person. A leader must have real love for people. People will stay where they feel they are genuinely loved. Even if there is a reason for your followers to separate, your love for all the groups will make them stay together.

3. Use the wisdom of God to handle delicate situations.

Then came there two women, that were harlots, unto the king, and stood before him.

And the one woman said, O my lord, I and this woman dwell in one house; and I was delivered of a child with her in the house. And it came to pass the third day after that I was delivered, that this woman was delivered also: and we were together; there was no stranger with us in the house, save we two in the house. And this woman’s child died in the night; because she overlaid it. And she arose at midnight, and took my son from beside me, while thine handmaid slept, and laid it in her bosom, and laid her dead child in my bosom. And when I rose in the morning to give my child suck, behold, it was dead: but when I had considered it in the morning, behold, it was not my son, which I did bear. And the other

woman said, Nay; but the living is my son, and the dead is thy son. And this said, No; but the dead is thy son, and the living is my son. Thus they spake before the king. Then said the king, The one saith, This is my son that liveth, and thy son is the dead: and the other saith, Nay; but thy son is the dead, and my son is the living. And the king said, Bring me a sword. And they brought a sword before the king. And the king said, Divide the living child in two, and give half to the one, and half to the other. Then spake the woman whose the living child was unto the king, for her bowels yearned upon her son, and she said, O my lord, give her the living child, and in no wise slay it. But the other said, Let it be neither mine nor thine, but divide it. Then the king answered and said, Give her the living child, and in no wise slay it: she is the mother thereof. And all Israel heard of the judgment which the king had judged; and they feared the king: for they saw that the wisdom of God was in him, to do judgment.

1 Kings 3:16-28

King Solomon faced a delicate situation. Whose side was he on? Many times, people want to say that the leader supports this person or the other. In marriage counselling sessions, I have often been accused of being on either the side of the wives or the husbands. People want to say that you are on this side or the other. It takes the wisdom of God to handle delicate situations. Marriage is a delicate thing. Handle marital crises carefully and the couples in your church will stay together. A true leader is going to have his ability to handle delicate situations tested. If you fail, your people will not stay together.

4. Bring peace between people.

Most of the leaders of this world are engaged in settling conflicts. The reality is that human beings have so many conflicts and wars between them that there is constantly no peace. Anyone who is a leader will need to learn the art of peacemaking.

Follow peace with all men…

Hebrews 12:14

Have you not noticed that many presidents wish to be the ones who bring peace between warring factions? Successive American presidents have longed to be the ones to bring peace to the Middle East. They take famous photographs standing between sworn enemies. These pictures

are important to them as they testify about their ability to lead. Anyone who is able to bring peace to this world has leadership abilities.

Are you a leader? Do you help to bring peace between enemies? Do you fuel hatred and strife? A leader does not bring more confusion; he brings peace.

5. Be at peace with others.

Some people are constantly at war. They pick quarrels with almost anyone they interact with. I know some pastors' wives who have driven away many people from their husbands' churches. You cannot lead people with whom you constantly fight. You may be wondering why nobody is following you. How can people follow someone who keeps stabbing them in the back? Would you follow someone who turns around every few minutes and throws a stone at you? Certainly not!

Do you desire to be a leader? Then develop the art of being at peace with those around you. Do not constantly threaten them. Do not frighten them with curses.

I was once invited to visit with a man of God. I did not want to go. I had seen that man curse people many times. I thought to myself, "Perhaps he will curse me today." I did not want to be around a man who effortlessly threw curses around.

The art of leadership is the art of being at peace with those around you. Do not be disturbed by other people's successes. Do not fight them because they have something you do not have. Be content with such things as you have. Accept other people's successes and do not fight them.

What is the key to being at peace with others? Accept them as they are. Do not try to change everyone around you. We are only human and we have our mistakes.

Chapter 12 - Constantly Think about the Day of Accountability

Every leader will give account for 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 God had given Him except the son of perdition.

Paul kept saying that he would have to give account. These were leaders who were constantly thinking about the day of accountability.

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, watching as several Ghanaian heads of state and ministers were executed by a firing squad. It was pathetic to see important people being humiliated and murdered. Most ordinary citizens did not receive such treatment. This is because most ordinary men had not taken up the responsibility of ruling the country. However, those who had taken up responsibility of leadership had to pay with their lives.

If you are constantly reminded that you will account for your leadership, 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 have to account to God for my ministry. I know that I will have to account for the members 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! It is the key to the greatest inner motivation.

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