

Lecture note-5

Perspective of Christian Leaders

Today's topic is perspective of Christian leaders. Why do we choose this subject ?.
It is to help provide a direction in what type of leader I should be by closely examining the spiritual leadership in the Bible, so I can reflect on whether I have the quality to be a leader and if so what kind of leadership I have;

I. What is leadership?

Literally, the word "leadership" can be divided into the words "_____ " and "_____".

Leadership in other words is an _____ to lead a ship to its destination.

While navigating, you must pass through the stormy or the quiet waters.

Leadership is the same way.

At times, a leader must lead a stagnant organization, while there are times when he must _____ difficulties that come at you like storms to get to where he wants him and his organization to go.

When breeze comes, you must use 100% of it to sail your ship.

If there are obstacles, you must avoid them; when you see fatigues, you must slow down but you must never take your eyes off your _____.

That's leadership.

Perspectives of Leadership Experts

Stephen R. Covey

A leadership expert Stephen Covey explains basic fundamentals of leadership comparing them to the difference between school work and farm work.

With school work, if you are intelligent enough and you know how to study, you can cram and still do relatively well.

In other words, _____ is a possibility with school work.

However, farm work is different.

You must sow in the spring and toil during the summer in order to _____ in the fall.

Would it be possible for someone who's done nothing during spring and summer to harvest in the fall and duplicate to his neighbor that overnight or even within a week or a month?

To grow your leadership skills is to _____ someone with ability, character, and vision.

Covey advises that this, just like farm work, is a task that time and honest sweat must be poured into, and even then, just as a _____ waits for rain, needs a divine intervention.

It is difficult to manage _____.

Because everyone comes from different backgrounds and they are all different, their personalities, their family background, their level of education, their culture, etcetera.

The situations, the times are also all too diverse.

Leadership is a very delicate and sophisticated art of combining these different and complex elements and creating a harmony amongst them.

Therefore, it is never a good _____ to draw a simple and easy conclusion on what a leadership truly is.

We must have a more clear understanding of these complicated elements that make up what is known as a leadership.

Even if you are able to define and understand a problem, you may not be able to come up with a right away, but you will be able to respond to different situations in a much wiser and defined way and you will be able to lead your _____ to the place where God wants them to be.

John C. Maxwell

- * Leadership is < _____ > to put oneself to risks
- * Leadership is the < _____ > to make changes along with the members of your organization
- * Leadership is the < _____ > that never compromises with the reality
- * Leadership is the < _____ > when everyone else is making excuses
- * Leadership is the < readiness > to stand out in a creed.
- * Leadership is the open < _____ > and an open < mindedness >
- * Leadership is the spirit of < _____ > that resists wants/desires for the best outcome
- * Leadership is the < _____ > to let everyone have a dream
- * Leadership is the < _____ > to consolidate the power of many.
- * Leadership is the ability to < _____ > of others, and the ability to bring out fresh ideas and

potentials from the members of his organization through that.

* Leadership is the power to make a < > come true.

* Leadership, most of all, is < courage >.

If your heart starts beating faster when you think of leadership this way, then you will change as you learn more about leadership and based on that change, you will be able to make < changes > in other people's lives.

Then,

II. What is not a leadership?

What's more important than knowing "What is a leadership" is knowing "what is not a _____" clearly.

There are things that we may consider leadership, but when all things are considered, really not.

1. Just because someone is _____, that does not mean that he possesses a leadership.

Let's say a robber armed with a handgun rushes into the store. The robber clearly has power in the name of his handgun and everyone will probably follow his orders in fear of his handgun, but no one would think that he is their _____.

Many dictators in history mistakenly thought that their leadership is justified because they have physical power to dominate.

However, this power only creates fear and forced influence, but it is difficult to call that a true leadership.

2. _____ is not a leadership.

Just because you have the position of the president or the owner, that does not necessarily mean that everyone will respect you and follow you as a leader.

Not only that, the leadership that comes from having a position is just a tip of an iceberg, as there are always many real powers behind the scene that move to support that leadership.

3. _____ does not necessarily equal to leadership.

It certainly helps for a leader to possess superior expertise in specific areas, however, lack of that expertise does not negate his leadership.

- **Judges 9:8-15**

- 1St Samuels 2

Miscellaneous:

* Harry Truman said a leadership is to make _____ do what they do not want to do"

* Jungki Park (former CEO Korean Electric Power Cooperative, Inc)

"A leader does not _____ people, but lead them. To lead, you must be ahead and to be ahead you must see further, and when you see further, you must get there and once you get here, it makes everyone happy."

Other than the above, there are many ways to define leadership.

III. Types of Leadership (Joseph S. Nye a former dean of Harvard Kennedy School)

1. Typical

1). Charismatic Leadership:

It is difficult to pin point one thing, but it refers to an ability to bring followers together < emotionally >.

It always appears as though there is something mystical about him.

If you dig deeper, you feel like there will be a lot < more > to him; you feel like this is someone you should never cross.

2). Transactional Leadership:

This type of leaders uses rewards, punishment, and selfishness of their followers to control them. In other words, it is a very common type of leadership that uses carrots and sticks.

It stimulates selfish nature of human beings to expect more and focuses more on < individualistic > rather than organizational gains.

By giving enough stim ulus for followers to work harder, it utilizes specific incentives that connect work and reward .

3). Revolutionary leadership

This type of leadership gives intellectual stimulus in order to maximize their awareness

of new perspectives and situations.

Instead of < considering > followers as instruments of achieving his goals, this type of leader thinks of them as the source of support, coaching, and experience, therefore treats his followers with respect.

In other words, this type of leader allows the followers to feel < confident > in themselves and stimulates their urge for the desired outcome, so that they immerse themselves for the organization voluntarily. This doubles, triples the strength of that organization

4). Strategic leadership

They looked ahead, knew themselves and others, thoroughly analyzed information available to them, systematically organized their resources, chose their points of departure and arrival, and put forth all of their strength and resources in determining the course of action.

5). Creative leadership

It is considered the best of all known types of leadership.

We will study This topic on next session.

2. Individual types

1). Leadership that focuses on human < resources >:

He focuses entirely on maintaining a good relationship with fellow workers. Especially in corporations, they often compare new employees to the upper stream course of a river and think they are the ones who decide whether or not the entire river would be contented..

Wayne Kelly of Pepsi and Herbert D Kelleher of Southwest Airline are typical examples of this leadership

2). "an iron hand in the velvet < glove >" leadership:

They appear gentle in the exterior, but strong as oak inside. Once they make a decision, they do not become swayed by outside forces and utilizes carrots & sticks principle very efficiently.

3). Manager type leadership :

Very efficient at organizing, mobilizing, and controlling; very intelligent and strategic

4). Artist type leadership:

Always pursues new and beautiful based on imagination and sensibility. Always curious and independent, they come up with brilliant ideas and proactively work to bring them to reality.

5). Priest type leadership:

Very strong in commitment and emotionally get involved in all affairs. Most of all, they tend to be very ethical.

3. Leadership of unity and balance:

You cannot expect much out of bad leaders, but you always expect something out of good leaders.

Therefore, there is always a strong demand to this type of leadership, but it is not easy to see it very often.

The reason why a difficult and complicated problem does not get resolved is because people fail to listen to the true meaning of words.

At the same time, people are not inclined to open their minds and accept the thoughts of the others. To open their minds is to open their hearts.

There are always weaknesses that befuddles in everyone's minds. Therefore, it is not easy to listen and follow what your heart tells you. But the problem will be resolved when intelligent mind and sensible heart become one for the good of the many.

When Barrack Obama was inaugurated as the 44th President of the U.S., the issue of unifying a divided nation became the hottest topic of his leadership.

Among numerous definitions, discussion, and demands of leadership, unity is the utmost value demanded to the leadership. This is because after a fiercely fought election, there are always division among the wealthy and the poor, among different regions, among social classes, and among the hearts of the people.

Obama's leadership is often referred to as the leadership of "unity and balance."

This is of course to overcome the economic crisis the U.S. has faced in 2009 and is still facing, but it is also because there are serious divisions among American people due to the election, ideological division during the 8 years of Republican government, the war in Iraq and Afghanistan.

People not only want Obama to revive the economy, but also to recover the moral leadership of the United States, so that it again becomes the nation that is respected.

In order to carry out the leadership of unity, Obama invited Senator John McCain, his opponent at the presidential election, to a dinner the night before the inauguration. He also appointed Hillary Clinton, who was his opponent in the Democratic Party's primary election and allowed Robert Gates, the Secretary of Defense to remain in office even though he was of the previous regime. He indeed practiced the leadership that embraces those who have different perspectives and agenda.

Things Obama did after becoming the president shows how a leadership of unity should be practiced. This is also mentioned previously.

Because the economic recovery is not possible without the cooperation of the congress, he put in a call to each and every one of the Republic congressmen even though his party is of the majority in both houses.

These Republican congressmen said to New York Times that "We've been getting a lot more calls from the Obama administration than those received from the Bush Administration in 8 years"

The President did not do this alone; he had David Axelrod the Senior Advisor to President and Jason Furman the white house deputy to continue calling and contacting these Republican congressmen.

Obama also praised McCain as the patriot who devoted his entire life in serving his

country. According to New York Times, these actions by Obama can be considered "fervent courtship" and these are to be considered appropriate gestures by a leader who seeks unity in his organization, and in Obama's case, his country.

The response by the Republican Party was also positive. Senator McConnell, the Senate Republican Leader in the 11th Congress, said "the President's moves are very impressive" and John Boehner the Minority leader of the house went a step further and said he wishes to find a mutually beneficial solution with the President to overcome the economic crisis.

Obama's fervent courtship of these Republican leaders became the foundation upon which the politics of unity can be achieved on various measures for not only economic stimulus packages, but also with other legislations as well.

In Korea, the expenses caused by labor disputes are astronomical. In order to reduce this cost, a reconciliation and unity are a must.

However, because of a misunderstanding of a leader who thinks he reasonably understands the wants and needs of the members of his society, the road to unity sometimes has become much rockier than it needed to be.

The members of the society have their own language. No matter how hard a leader tries to bring their level up, it does not always mean that his standards are always appropriate for all situations.

Despite that, things can change a lot quicker if a leader reaches out to his followers. When they work for the common cause, it becomes an undeniable force. Hannah Arendt said, "The power does not come from the level of capacity, but from how everyone can cooperate and act together as one."

Rather than a brute physical force, common causes can create synergy. A leader or a government should never force something to happen.

iv. Characters and Style of Leadership

When a light passes through a prism, you see the prismatic spectrum of 7 colors, red, orange, yellow, green, blue, navy blue, and purple.

What would you say if someone asks which is the real color of light?

Of course, the answer is all of the above. Just like that, it doesn't make any sense to say this person doesn't have the leadership skills just because he lacks certain styles defined as leadership.

Because God has given _____ characteristics to the DNA of each and every one of us, everyone living on the earth has different characteristics and personalities.

Leadership is the _____ to manage man, and a leader himself is a man as well.

People have different set of traits and inclinations and it is not a right approach to try and see which are the right set of traits and which are not.

If I am asked to create a curriculum for a leadership school, I will definitely put in a section about understanding different types of personalities and traits.

Let's see the styles of a leaders in the Bible.

We will look at four basic types suggested by Bible.

1. Dominant _____ Style (bilious temperament):

This is a type that driven by _____ and has the drive like a bulldozer. It is also very one dimensional and tends to lead every discussion rather than listening to _____ likes challenges and wants a total control to get things done with his own abilities and _____ without being interfered by anyone.

1). Caution:

This type is capable of doing great things but is prone to hurting _____ in the process.

It is highly likely that he becomes a dictator in times of crisis.

2). Similar style found in the Bible:

Typical example of this style would be _____ .

He was very direct in both his words and actions, and was extremely driven to accomplish his goals regardless of circumstances.

He was not hesitant to pick a fight with elder leaders such as Peter and Barnabas if he felt they were being _____ to his convictions.

3). Advice:

If you are this type, you must try to be more _____ and to be attentive to the words of others.

You must also think whether you will have issues during the process along with the outcome.

If you are working with this type, it is best to just get right to the point rather than giving a full background history on a subject matter.

If you have an employee who fits into the molds of the dominant style, it is wise to be held accountable at the end, rather than continue interfering in the process.

2. Interactive style: Full Blooded Temperament.

This type is capable of brilliant ideas and preaches those ideas with excellent communication skills.

He is optimistic and social, and makes everyone feel better, therefore becomes very popular.

He responds to all situations instinctively and wants to be known as an instinctive leader.

1). Caution:

This type stresses for lack of _____ rather than for heavy work-load.

Also, his strengths may work against him which leads to him making promises he knows he will not be able to keep.

He has weaknesses in _____ things and is prone to acting spontaneously.

2). Biblical example:

The interactive style of leader in the bible would have to be Peter.

He was sensitive and adventurous so he would just go and start things of his own.

He was passionate and he was able to become the head disciple among the 12 disciples.

He did however make some mistakes because he was eager to go and do things and made promises he could not keep and he was not of any help to Jesus in his most challenging times.

3). Advice:

It is important to acknowledge his creativity and ability both privately and publicly for this type of individuals.

He will be encouraged even more when you challenge him with stories of great, famous people. Because he tends to handle things on his own without _____ for help, it is best not to interfere after you give him a test other than to provide adequate amount of time and resources to him.

This type of interactive leadership is most effective in TV productions, venture capitals, etc.

3. Stable _____ Style: Phlegmatic temperament:

This type is averse to risks and values stability.

He values the most a smooth _____ with others and likes to meet people even to a point where it would interfere with the task at hand..

1). Caution:

Does not like to work independently, and is submissive to leadership.

However, he does not pay attention to the _____ at times in order to maintain a peaceful relationship.

2). Example found in the bible:

It would have to be _____. He obeyed God without saying a word and left his hometown where his security was guaranteed.

If he was a _____ style, he would not have been able to do so.

In times of conflict, he would always try hard to avoid it rather than going straight at it and tried to help his nephew Lot despite taking significant risks and sacrifices.

3). Advice:

It is important to express how much you value your relationship with him. Try to spend as much time as you can with him and show you are interested in his private life as well.

Praise his care for other people, but make sure to remind him and praise his care for other people.

But make sure to _____ him of his responsibilities at workplace.

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4. Cautious _____ type:

This type values quality and accuracy more than they do speed, and takes the first step after thorough _____ and study.

They are extremely careful in doing anything, always organized and thorough. Very analytical.

1). Caution:

They lack _____ spirit, flexibility, and decision making skills. They often miss deadline because of this.

2). Example in the Bible:

_____ was a very intelligent and capable person, but when God challenged him to become the leader of Israel, he reacted very passively and cautiously.

3). Advice:

It is not the easiest thing to work with this type of people, but they manage to complete

their tasks without making _____, so it is important to walk them through step by step. It is important to give them information that is logical and objective. For them, it is better to give them a clearly defined project that requires accuracy rather than something that requires _____ or creativity.

This type will appreciate you checking in from time to time unlike dominant or interactive style.

It is important to also consider cultural and social circumstances in addition to the aforementioned 4 types of personalities.

For example, cautious type was considered the elite of the society in the past and they were the core of a government or a corporate leadership.

However, in the 21 century when things are changing with the speed of light, the time demands superior creativity and instinctive decision making ability____, in addition to the ability to get along with just about everyone.

What type of a leader are you? We need to think about following points.

1. Are you a leader that thinks vertically or horizontally?
2. Are you a leader that values positions or relationships?
3. Are you a leader that values competition or cooperation?
4. Are you a leader that pursues power or partnership?
5. Are you a leader that values image or compromise?
6. Are you a leader who promotes diversity or harmony?

"Success is fleeting but relationships are _____"

When the righteous thrive, the people rejoice; when the wicked rule, the people groan (proverbs 29:2)

V. Spirituality of Leader

There are 3 Factors of Spirituality

1. Sanctified Intelligence 2. Emotional Quotient 3. Adversity Quotient

Now let me explain adversity quotient, and you can read other two factors –intelligence, emotional quotient after finished lecture.

Looking at the lives of giants at Christianity's beginning, there was a broad world of intelligence, but intelligence anointed by the Holy Spirit, intelligence not affected by the arrogance of human intelligence.

For example, Martin Luther said everyone must not only understand the word clearly, but also the world in which the word would have to put its roots down.

His theory that everyone is the high priest means that everyone must be educated enough to understand the word of the God and the world which the word has created. Therefore, in Europe, wherever Protestantism reached, today's University system became prominent.

John Calvin of Geneve also preached the importance of intelligence in Christians. Pilgrims, the forefathers of American protestant church also stressed the importance of intelligence.

Jonathan Edwards is considered one of a few leaders who had both spirituality and intelligence, and he led the revivalist movement in the 18th century in the US.

This is a very well known story, but a former NHGRI Director Francis S Collins who started Genome Project became a Christian at age 27 inspired by a book of CS Lewis after spending nearly a decade being an atheist.

A reporter from a Christian publication who knew that Dr. Collins was a devout Christian

asked this question in an one-on-one interview with him. "With so much debate in the religious society about the social, ethical, and moral problems of human clones and test-tube babies, do you not feel torn between your faith as a devout Christian and the on-going project you are working on?"

Dr. Francis answered to this question in 3 ways, but I will just tell you one of them. "I feel science is a process in which a man makes one discovery at a time about things God already knew about but man did not.

Therefore, whenever we discover something new through research, it becomes a moment to praise God for me to discover a new aspect of God's creation.

At this time, I praise God with even more intensity. DNA is a chemical element that is in all living things.

This is a storage of information like blue print of a house that tells you how God has made us.

But no matter how much you study DNA, you can never discover the secret of our relationship with God. That's the limit of science. Scientist, more and more he studies, only finds out he is just a human, a finite being.

How can you call it a coincidence to see that God has put in such a person of sanctified intelligence in the middle of 21st century state of the art science project such as the genome project?

We must always study like we pray and pray like we study.

2. Emotional Quotient:

Daniel Coleman, a Harvard psychologist, said in his controversial book "Emotional Intelligence" that the elements making up emotional quotient are self control, sympathy, passion, love, patience, diligence, compromise, honesty, creativity, etc.

However, this emotional quotient is not something you are born with, rather made up before age of 10 by your surroundings, like your parents, teachers, and friends.

As the number of working women increased after the 2nd World War in the US, parenting declined and that became the cause of such drastic decline in emotional quotients among younger generations.

The epitome of emotional quotient is of course LOVE QUOTIENT.

The reason why Jesus had such harsh criticism on the Pharisee spirituality is because they had laws, but not love; they had judgment, but not mercy.

Ezekiel 36:26 also says, "I will give you a new heart and put a new spirit in you; I will remove from you your heart of stone and give you a heart of flesh."

Theology, intelligence, laws will only become prejudiced, hypocritical, and edgy if not anointed by the Holy Spirit. The leadership must also accompany a loving heart.

Calvin also said that only when the Holy Spirit brings about changes in your heart, your intelligence will understand and accept the Gospel.

Jonathan Edwards also said only those who fully experience grace and emotions of salvation can have true intelligence.

The balance between intelligence and emotions is that important.

3. Adversity Quotient:

There are 3 kinds of people when faced with adversity. (Paul G. Stoltz's book, "Adversity Quotient: Turning Obstacles into Opportunities"),

First type is _____, who just gives up and runs away from the problems.

Second is _____. They do not give up and run away, but they do not proactively solve the _____ ; they just lay low and try to maintain status.

This type makes up about 60-70% of the people.

Third is _____, who climb up the mountain called adversity with all his might and overcome it.

Among those, I would like to call those who not only climb up the mountain, but come back to bring the _____with him "leaders."

At any rate, the ability of a climber, Paul Stoltz calls, Adversity Quotient.

When speaking of a person's ability, intelligence and emotional quotient are both important, but life is a matter of how we overcome numerous obstacles we face, so the ability to overcome these _____using all of your intelligence and emotions tells you a lot about the real qualities of a leadership.

Vi. Self Management of Leader

Bill Hybels said that there are 3 gadgets in front of a driver seat that controls a man's life, and they are: physical gadget, _____ gadget, and emotional gadget.

He felt he was fine with physical gadget as he was eating well and exercising regularly and also with spiritual gadget as he was reading the Bible everyday, praying everyday, and meditating and going to worship service everyday.

But it was with emotional gadget that he was seeing a serious warning sign. As a matter of fact, he was not even aware of it for a long time.

Most of human emotions have limits, at which they just explode.

For example, most pastors spend all day delivering sermons and meeting people on Sundays, so they become exhausted at night.

Then they take a little bit of breather on Mondays, but they always have to spend the rest of week handling miscellaneous affairs of the church and preparing for the bible study sessions and Sunday sermons.

This is like seeing a red light in the leader's self management gauge, and if you ignore this sign and continue running, you will have a huge accident.

Are your physical, spiritual, emotional gadgets normal?

Let's think about Jesus Christ as a model.

He managed all three gadgets amazing well, and managed himself extremely well.

He did so much more than anyone could even imagine, but he always had time away from the crowd, like spending time to pray alone or walking to the next town with the people he trusted the most.

While walking to the next town, he would drink water from the well, tell jokes, and admire the beauty of the nature. This was the time of rest and recharge for him.

The leader of the early church Paul said in his advice to young Timothy about leadership, 'Save yourself first, then save your people.

"This is something we need to think seriously about.

What we must remember is that the biggest gift a leader can give to his organization is the leader _____.

A leader who is balanced in all three areas, physical, emotional, and spiritual, is the biggest _____ God can give to an organization.

Xii. Seasonal balance of a leader

Just like there are four seasons in the universe's calendar, there are seasons in a man's life, in a corporation, in a nation, or in a church.

To achieve a seasonal balance means to finish everything you need to finish that season with the best of your abilities.

Spring is the time when everything is born anew.

At this time, you must plan, sow, start, and plant with all of your strengths.

Spring is the time when you prepare what you sow during the spring so that you

can harvest in the fall. You must work the field hard, fertilize it and weed out the bad, and sweat under the burning sun.

_____ is the time to harvest your work during the spring and summer.

No matter how hard you worked during the spring and summer, if you do not harvest at the right time, your harvest will not be satisfying.

_____ is the time to hibernate and wait for the new birth in the spring.

Just like a fallen leaf waiting to be reborn as a healthy green shoot, you prepare the next generation to take over.

Solomon, the wisest king in Israel history described the principle of seasons as follows:

Let's read below scripture..

¹ There is a time for everything, and a season for every activity under heaven:

² a time to be born and a time to die, a time to plant and a time to uproot,

³ a time to kill and a time to heal, a time to tear down and a time to build,

⁴ a time to weep and a time to laugh, a time to mourn and a time to dance,

⁵ a time to scatter stones and a time to gather them, a time to embrace and a time to refrain,

⁶ a time to search and a time to give up, a time to keep and a time to throw away,

⁷ a time to tear and a time to mend, a time to be silent and a time to speak,

⁸ a time to love and a time to hate, a time for war and a time for peace."

One of the most important roles of a leader is to _____ this seasonal rhythm for himself and his organization.

It is not always about running around, or staying put trying not to make any mistakes.

When you start new things, you jump with all your might like kangaroos do, and when you need to stay put, you must be flexible and smooth like a boat sailing on the water.

If you want to take one step further and create balance amongst yourself, you need someone to work with.

Rev. John Maxwell, the leadership expert, looked at more than 1000 leaders of America in various areas including politics, religions, and business to study how they manage their time. His conclusion is this: "They spend 75% of their time maximizing their strengths while investing 20% of their time learning new things. The remaining 5% is used to mitigate your weaknesses, and usually that means to find a better person for the job."

If you concentrate on _____, you will not get better at them, rather you will just lose interest and continue beating yourself for being not good enough.

It is better to invest more time harnessing your _____.

Things you don't do well, just find someone who's better at them and let them do it for_____.

Those who are confident in their expertise value the expertise of others and become _____ and wanted by everyone.

Assignment: to be advised by email .