

**THE LEADERSHIP MODEL OF SAMUEL**

**Titilayo Odotola**

**Beulah Heights University**

**July 20<sup>th</sup>,2020**

**Abstract**

This paper will discuss the essential leadership quality of the 21st Century that is attributable to Samuel and his leadership style Samuel was a Prophet of God and a judge in Israel. He was Israel's last known judge. He led them from the era of rulership by the judges to the era of rulership by Kings. He was the one mandated with the task of anointing the first two kings of Israel King Saul and King David. He was a very effective, God fearing and compassionate and dynamic leader and yet colorful and was used mightily by God.

## Running Head: THE LEADERSHIP MODEL OF SAMUEL

" Samuel grew, and the lord was with him and let none of his words fall to the ground, and all of Israel from Dan to Beersheba knew that Samuel had been established as a prophet of the lord."(1 Sam 3:9 NIV).

Samuel's success began when he was just a boy under his mentor and spiritual father, Eli. God spoke to Samuel during the night, then the lad spoke to God to Eli (1 Samuel 3:11-18). Despite the hardness of God's message to Eli, Samuel spoke the truth in love.

He was a prophet chosen and anointed by God,(1Sam 3:20) He was also a judge in Israel (1 Sam 7:15-17)He was raised by God to deliver them from their numerous enemies .Samuel was also the one who anointed Israel's first king(1Sam:10)When the people were desirous for a king because they were not happy with the children of Samuel Joel and Abijah who were corrupt and discredited and abused the children of God (1 Samuel 8:1-3).

Samuel was the same person that anointed David to be King in Israel (1Sam 16). Samuel's position in Israel was very strategic; He was also a man of transition because he was the final judge that anointed Saul and David Israel's first and second kings. He was instrumental to the nation's movement from one phase of its existence to the other (From the prophetic to Monarchy)Although he was well-loved by the people that they find it difficult telling him they have much of a choice than to encourage God to grant them their request for a King.

One of the characteristics models of Samuel was his genuine concern for God's people when Israel was deep in sin, his appeal to the people was that they should repent and turn to God he said "Return to the Lord with all your hearts, then put away the foreign gods, prepare your heart for the Lord, and serve him only (1Samuel 7:3). He also tried in his leadership to teach Israel the

## Running Head: THE LEADERSHIP MODEL OF SAMUEL

correct and acceptable behavior (1Samuel 12:23). As a leader, he puts the interest of the nation before his own. He was selfless, a visionary and transformational/charismatic leader.

Samuel was a man of prayer, his mother Hannah was a woman who prayed fervently even before she conceived him, Samuel, who was an answer to her numerous times of prayer time. Often he "cried out to the Lord for Israel" (1Sam 7:9). On one occasion, after the people appealed to Samuel to pray for them, he responded "far be it from me that I should sin against the Lord in ceasing to pray for you" (Samuel 12:23). He perceived it as a sin not praying for God's people what a compassionate leader he was. Like Moses God perceived Samuel to be someone of like minds when it comes to interceding vehemently for the nation of Israel (Jeremiah 15:1).

On several occasion, Samuel spends hours all night long petitioning the Lord, one of the times was when King Saul rebelled against Jehovah (1 Samuel 15:11).

Samuel tried to be a blameless leader although this is not easy because it is only God that is sinless, and he is not an exception (Roman 3:23). Being free from flaws is not the criteria for being a spiritual leader. However, being blameless is a crucial factor (Titus 1:5-7). Samuel had a good reputation and was well known as a man of integrity, confidence, and ethical conduct. The Israelites acknowledged that he was not a thief, cheat, oppressor, or even give or received bribe (1 Samuel 7:3-5), Which should be some of the qualities of God's leaders and their followers.

Samuel was a leader with great respect for God and his words and committed to doing God's will. Even as a child, he was trained by Eli the priest who usually tell him to say to God "Speak oh Lord for your servant hears" (Samuel 3:10) As a prophet, Samuel was faithful in communicating God's message to the Israelites "So Samuel said all the words of the Lord to the people (Samuel 8:10) Briefly before anointing Saul as the Israelites King he told him" But you

## Running Head: THE LEADERSHIP MODEL OF SAMUEL

stand here alike, that I may announce to you the word of God” (Samuel 9:27) After the king's unacceptable behavior Samuel again said to him" Be quiet And I will tell you what the Lord said to me” (Samuel 15:16) God's people need leaders who have respect, love, honor and stand for what he says.

Even though he was in the public eyes as a prophet and a judge, he continually called on the Israelites to praise the Lord, not giving himself the glory. However, all glory goes to God for all that God used him to do. He reminded them that Jehovah was their deliverer (Samuel 7:3;10:18) After his victory over the Philistines, Samuel set up a stone as a memorial and called its name Ebenezer, meaning" thus far has the Lord helped us" (Samuel 7:12). He wanted the people to remember" all the righteous acts of the Lord" (Samuel 12:7). As a spiritually filled man rather than elevate himself or speak highly of himself, Samuel gave all the honor to Jehovah.

As a leader he communicated in diverse ways that is suitable for different situations.

When the people needed exhortation, he did it to them to the Lord with all his heart (Samuel 12:20-22) when they needed to hear a warning, he warned them, such as when he told them that if they did not obey the Lord's voice his hand would be against them (1 Samuel 12:15). When the nation needed a message of rebuke due to its sin, he did not hold back. He told the Israelites, "your wickedness is great" (1 Samuel 12:17). More than once, he rebuked King Saul for his disobedience (13:13, 14, 15:16-23). Today the world needs spiritual leaders who can discern the needs of those they lead and who dare to respond accordingly with the exhortation, warning, or rebuke.

Furthermore, Samuel remained faithful to the Lord despite the difficulties he encountered. It must have disheartened him when his own two sons Joel and Abijah were unfaithful to the Lord (1 Samuel 8:1-3). However, their lack of faithfulness did not alter Samuel's

## Running Head: THE LEADERSHIP MODEL OF SAMUEL

responsibilities or commitment to God and his assignments. The nation rejected the Lord as its king (8:6,10,19), but Samuel remained unperturbed. Saul, whom Samuel personally anointed and helped, was disobedient and rejected Jehovah. However, Samuel continued to walk with the Lord and uphold his words. All leaders face disappointment, setbacks. Samuel had his fair share, but he stayed focused and faithful to God. Samuel exhorted, he affirmed, he corrected, he prophesized, he reminded, and he taught the people. When he died, all of Israel gathered to mourn his loss (1 Samuel 25:1). Indeed, he was a man of significant impact. In (1 Samuel 3:19-20).

### **Samuel's strength**

He was used by God to assist Israel's transition from a loosely governed tribal people to the monarchy.

He anointed the first two kings of Israel

He was the last and one of most effective of judges in Israel

### **Weakness**

Samuel was unable to lead his sons into a close relationship with God.

He was one of the Godliest men in the Bible. He never intentionally set out to sin. However, this may be a sin on his part. We never had the pattern of judges appointed by men, or of the office of a judge being passed from father to son. He made the same mistake Eli his Spiritual mentor and father made and his children turned out in like manner as Eli's "Eli's sons were scoundrels; they had no regard for the Lord".(1 Samuel 2:12-25). Samuel from my personal view was not right in appointing his sons as judges over Israel. His sons did not walk in his ways. They turned aside after dishonest gain and took bribes and perverted justice. They had a perverted desire for riches, which therefore led them to take bribes and perverted justice. Furthermore they disobeyed the

## Running Head: THE LEADERSHIP MODEL OF SAMUEL

commandment of the Lord which says “You shall select out of all the people able men who fear God, men of truth, those who hate dishonest gain and you shall place these over them as leaders of thousands, of hundreds, of the fifties and tens” (Exodus 18:21-22). “You shall not distort justice, you shall not be partial, and you shall not take a bribe, for a bribe blinds the eyes of the wise and pervert the words of the righteous” (Deut16:19).

### **SAMUEL AND CONTEMPORARY LEADERSHIP**

Leadership is a process that involves influencing other people to comprehend and agree on what is supposed to be done, how it should be done, and facilitating the efforts of individuals and groups to achieve a common goal. There are many controversies between leadership and management, but they have distinct differences. Leadership is about influencing others, while management involves authorizing people to do something in a predetermined way. Successful leadership is based on effectiveness. However, it is challenging to assess leadership effectiveness due to immediate and delayed outcomes, different preferences of stakeholders, many different indicators, the creation of a compound measure, and different concepts of leadership. Some of the common indicators of effective leadership include the satisfaction of followers, high performance of a group, improved group processes, and career success of a leader. In addition to this, leadership effectiveness is related to leadership traits and skills, leadership styles, leadership powers and tactics, and leadership theories (Yukl, 2013). The topic of leadership is of crucial importance not only to those who research it but also to those who consume its products. Users of leadership theories and training programs use models and methods whose validity has been established. However, they cannot turn to authorities to question the safety of the consumer leadership product. There are some essential leadership attributes of the 21<sup>st</sup> century credited to Samuel as a Prophet of God and a judge in Israel.

**Leadership Traits and Skills**

Leadership shape organizations, communities, and nations. Some of the core skills of a leader include integrity, communication, ability to delegate, self-awareness, respect, courage, influence, empathy, learning agility, and gratitude (Zaccaro, Dubrow & Kolze, 2018)

**Integrity**

Integrity means honesty, and it is essential for top-level executives. They are responsible for charting the organization's course and making other significant decisions. Integrity is a possible blind spot for all organizations. Therefore, organizations must reinforce its importance at all leadership levels.

**Communication**

Effective communication is intertwined with effective leadership. Leaders should be capable of communicating in various ways, ranging from transmitting information to coaching employees (Solaja, down & James, 2016). Leaders must also be able to communicate with a range of people across different social identities, roles, and others. For leaders to able to communicate effectively, they must be keen listeners, must be present, and must be honest and sincere and collaborative ( Burns, Shoup, and Simmons(2014)

**Ability to Delegate**

One of the leader's critical responsibilities is to delegate, but it can be challenging to delegate effectively. The importance of delegating is that it facilitates teamwork, helps in growing direct reports, provide autonomy, and leads to better decision-making.

**Self-awareness**

Self-awareness is a paramount skill in leadership, although it is inwardly focused. The more a leader understands him or herself, the better he or she can become. Leadership effectiveness is

## Running Head: THE LEADERSHIP MODEL OF SAMUEL

amplified or constrained by how well leaders understand themselves (Solaja, down & James, 2016). The four essential facets of self-awareness include leadership wisdom, identity, reputation, and brand. Leadership wisdom means being able to reflect on past experiences. Leadership identity refers to the unique quality of a leader that influences the way they lead. Leadership reputation refers to the way other people think about a person as a leader. Lastly, a leadership brand is an aspiration of leadership traits and behavior that enables leaders to identify their unique strengths and communicate them to others.

### **Leadership Styles of the 21st century and Samuel.**

Leadership styles in the 21st Century focus on responding to the unique opportunities and challenges the world faces. The expanded paradigm of leadership integrates theories and practices from a broad range of disciplines that promote dramatic changes and working knowledge that helps to serve the planet (Holten & Brenner, 2015). The most successful leaders of the 21st Century have focused more on sustaining their organizations' performance by aligning people towards their organizations' values and missions, leadership empowerment at all levels, customer service, and ensuring collaboration all over the organization. Some organizations have adopted the modern approaches of leadership by focusing on team development. In contrast, others have adopted a charismatic leadership style that focuses on inspiring teams to take action. Other useful types of leadership styles are servant, innovation, pacesetter, and laissez faire.

The following leadership style were evident in Samuel's leadership as a prophet and a judge in Israel and the followers and others attested to his effectiveness.

### **Servant Style of Leadership**

## Running Head: THE LEADERSHIP MODEL OF SAMUEL

A servant leader is a leader who genuinely concerned about employees' needs. Servant leadership has been influenced by many cultures globally, although it is assumed to be a Christian paradigm in history. In recent history, iconic leaders who are perfect examples of servant leaders are Martin Luther King and Mahatma Gandhi. The application of servant leadership style in modern organizations reveals a leader who presents various characteristics, such as empathy, awareness, listening, conceptualization, healing, stewardship, persuasion, oversight, commitment to growing people, and developing the community. Servant leadership style is useful in the 21st Century. That is why millennials prefer it due to the leaders' commitment to personal and professional development, and their willingness to suit a consultant.

### **Innovative Style of Leadership**

An innovative leader is a leader who sees things in a bigger picture and is prepared to change the world to attain the desired success. Such leaders are mostly found in the tech, fashion, and education industries. In the tech industry, successful innovation leadership is achieved through technology. E-leadership is about managing technology and using it to lead. Its effectiveness is achieved through its ability to integrate leadership with technology. Today, multinational organizations operate through "virtual teams," Therefore, technology has become a means of leadership. The effectiveness of e-leadership requires leaders to act more like coaches rather than bosses.

### **Pacesetting Leadership Style**

Pacesetters are visionary leaders who set the pace for their organization and the industry. Such leaders have big dreams that influence the people around them to react to achieve what seems impossible. In the 21st Century, pacesetting is a high-quality type of leadership style because a

Running Head: THE LEADERSHIP MODEL OF SAMUEL

pacesetter demands things better and faster, influencing other people to be innovative. Pacesetting demands self-motivation and needs little direction to execute big picture ideas.

### **Charismatic Leadership and transformational Style**

Samuel can be described as a visionary leader, charismatic, and transformational. Transformational and charismatic have some similarities and differences.

Samuel is perceived as a charismatic leader because he is seen as extraordinary by followers who depend on his guidance. (Bass, 1985) proposed that charisma is a necessary component of transformational leadership, but he also noted that a leader could be charismatic but transformational. The essence of transformational leadership appears to be inspiring, developing, and empowering followers. The essential influence process for a charismatic leader involves personal identification with an extraordinarily leader and dependence on the leader.

Many of the leadership behavior in the theories of charismatic and transformational leadership appears to be the same, but some significant differences are evident. Transformational leaders probably do more things that will empower followers and make them less dependent on the leader such as delegating significant authority to individuals or teams developing followers' skills and self-confidence

Charismatic leaders are leaders who inspire those around them to greatness. Such leaders have an attitude of working together, and they use their charisma powers to stimulate others to act. Charismatic leaders are visionary in a similar way, like pacesetters and innovators, although they are absent during execution. In addition to this, they motivate those around them to be better and work for the good of the organization or society (Fiaz & Saqib, 2017). The effectiveness of charismatic leadership is achieved by the ability to initiate and maintain a significant level of change in an organization. Charismatic leaders have qualities that attract followers and inspire

## Running Head: THE LEADERSHIP MODEL OF SAMUEL

people to action. Some of their characteristics are communication, which enables them to motivate employees during tough times; maturity, they draw on their knowledge and wisdom, which they have accumulated over the years; humility, they place value on each employee and make them know the organization values them; compassion; integrity, and honesty (Iqbal, Anwar & Haider, 2015). In addition to this, they are good listeners, enabling them to pay attention to everything said, confident, and able to watch themselves and continuously improve themselves.

### **Leadership Power and Influence**

In many instances, people associate power to the control leaders exert from the position they hold in the hierarchy of an organization. However, power goes beyond the leaders' official authority derived from their position. Typically, leaders hold powers at different levels, and often, those powers are underutilized or are never recognized. Some of these powers include reward, charisma, expertise, relationships, position, information, and punishment (Hogan, Curphy, Kaiser, & Chamorro-Premuzic, 2018). The power of position is obtained from the official authority an individual holds in an organization or group. The power of charisma is derived from an individual's style of leadership. Relationship power refers to the control of an individual acquires as a result of networks within and outside the organization (Allen, Porte & Angle, 2016). Information power is the control an individual gains through the use of evidence used in making an argument. Expertise power is the control attained as a result of specialized knowledge development and communication. Punishment power is the ability to discipline people who fail to comply with the standards. Reward power is the ability to appreciate people for complying with the standards. An effective leader in the 21st Century should be capable of recognizing these leadership powers and take advantage of them to improve processes in an organization

**Conclusion**

As discussed above, the essential qualities of leadership in the 21st Century are leadership traits and skills, styles, and powers. Some of the traits and skills integrity, communication, self-awareness, and ability to delegate. Some of the leadership styles are charismatic, servant, innovation, and pacesetter. Lastly, some of the leaders' powers are charisma, position, reward, punishment, information, and relationships and Samuel was able to exhibit all of these leadership qualities in carrying out his God given task in Israel.

## References

- Allen, R. W., Porter, L. W., & Angle, H. L. (2016). *Organizational influence processes*. Routledge.
- Burns, J. S., Shoup, J. R., & Simmons Jr., D.C. (2014). *Organizational leadership: Foundations and practices for Christians*. Downers Grove, IL: InterVarsity Press.
- AbstractFiaz, M., Su, Q., & Saqib, A. (2017). Leadership styles and employees' motivation: Perspective from an emerging economy. *The Journal of Developing Areas, 51(4)*, 143-156.
- Holten, A. L., & Brenner, S. O. (2015). Leadership style and the process of organizational change. *Leadership & Organization Development Journal*.
- Hogan, R., Curphy, G., Kaiser, R. B., & Chamorro-Premuzic, T. (2018). Leadership in organizations.
- Iqbal, N., Anwar, S., & Haider, N. (2015). Effect of leadership style on employee performance. *Arabian Journal of Business and Management Review, 5(5)*, 1-6.
- Riggio, Bass, B. M. (1985). *Leadership and Performance Beyond Expectations*. New York: Free Press.
- Solaja, M. O., Idowu, E. F., & James, E. A. (2016). Exploring the relationship between leadership communication style, personality trait, and organizational productivity. *Serbian Journal of Management, 11(1)*, 99-117.
- Yukl, G. (2013). *Leadership in organizations* Eighth edition Upper Saddle River.

Running Head: THE LEADERSHIP MODEL OF SAMUEL

Zaccaro, S. J., Dubrow, S., & Kolze, M. (2018). Leader traits and attributes.