

A leadership model for biblical personality, leadership theory and the weaknesses and strengths of a chosen leader parallel with contemporary leaders.

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Introduction.

According to John Gardner, in *On Leadership*, "Leadership is the process of persuasion or example by which an individual (or leadership team) induces a group to pursue objectives held by the leader or shared by the leader and his or her followers." If we accept that definition, then leadership style is how that process is carried out.

Leaders' styles encompass how they relate to others within and outside the organization, how they view themselves and their position, and to a very large extent whether or not they are successful as leaders. If a task needs to be accomplished, how does a particular leader set out to do it? Leadership style is how a leader accomplishes his purposes? It can have profound effects on an organization and its staff members and can determine whether the organization is effective or not.

Leadership style depends on the leader's and organization's conception of what leadership is, and on the leader's choice of leadership methods. Depending on how those fit together, a leader might adopt one of the various styles, each reflected in the way the organization operates and the way its staff members relate to one another. Some (very stereotyped) possibilities:

- Autocratic - totally in control, making all decisions himself.
- Managerial - concerned with the smooth operation, rather than the goals and effectiveness, of the organization.
- Democratic - consulting with others, encouraging equality within the organization, but making final decisions herself.

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- Collaborative - sharing leadership, involving others in all major decisions, spreading ownership of the organization.

Another way of looking at leadership is to categorize it as either transactional (based on transactions such as pay in return for work) or transformational (based on enlisting people in pursuit of a vision voiced by the leader, but based on their own needs and aspirations, which aims at real change). Combining this view with that based on the four styles makes it easier to understand how leaders operate and make decisions. It also makes clear that different styles may be appropriate for different purposes, and that most leaders shift back and forth among several in a day, even if there is one that characterizes them.

You can choose and develop leadership styles and skills by assessing your tendencies and talents; understanding the needs of the organization or initiative; observing other leaders and finding a mentor; believing in yourself, and being prepared to change, by getting it done.

From the biblical perspective, I would like to talk about the leadership of Joshua. Joshua would have found the strength of the Canaanites intimidating for two reasons. First, because they threatened the safety and success of his armies. Second, because they put his counsel of many years ago to the test. He had urged Israel to enter the land, saying confidently that they would triumph over the Canaanites. Now, to demonstrate that his counsel had been the wiser, he must lead Israel to victory over them. To remove this cause of anxiety, God promised that no foe could stand against Joshua.

Joshua was now the supreme leader over a nation numbering perhaps two million people, a nation with a history of being extremely difficult to lead. God more than once had called them

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"a stiff-necked people" (Exod. 32:9; 33:3, 5; 34:9; Deut. 9:6, 13; 10:16). No doubt Joshua sensed a real possibility that they might rebel against him as they had against Moses. Perhaps they might repeat the scene of years gone by when the whole multitude tried to slay him when he took an unpopular stand at Moses' side (Num. 14:6-10).

Another biblical leader is Joseph, who demonstrated his leadership strengths as a strategic leader. This young leader also approached problems with a systematic approach and was not haphazard in his solutions. He was able to avoid the weaknesses of the strategic leader by making sure of the problem before proposing the solution, he maintains his dependence and trust of God rather than rely on the program, by gathering all the necessary information before making his proposal. Joseph overcame obstacles to implementing his plan and ensured people that the goals were attainable.

Finally, as a strategic leader, Joseph foresaw the coming disaster but more than that, his leadership vision saw beyond the problem to the solution. He sold his plan to the Pharaoh and implemented it before the problem became too large. Being convinced by Joseph the validity of the plan, the Pharaoh wisely empowered Joseph to implement the plan.

Joseph understood the future that was coming, that things never remain the same and that he needed to set goals to deal with the coming future.

A remarkable leader like Nelson Mandela will fit into it, especially how he handles particular situations, and most people if they're good leaders and conscious of what they do and why welcome the opportunity to help others develop their leadership skills. In his homeland, Mr. Mandela was able to persuade whites to put their trust in him, the law, and a shared future with black people. Perhaps most importantly, while whites were surrendering political power, they

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still clung to the economic benefits they had built up over decades centuries even of discrimination and oppression.

Nelson Mandela never wavered in relationship building, cultural diversity, and building partnerships in his devotion to democracy, equality, and learning. Despite terrible provocation, he never answered racism with racism. His life is an inspiration to all who are oppressed and deprived, and to all who are opposed to oppression and deprivation. He showed this while creating a new South Africa, dismantling Apartheid and keeping the peace amongst the people while tackling racism, poverty, and inequality. He established the Truth and Reconciliation Commission, providing a safe place to investigate past human rights abuses, avoiding civil war and bloodshed.

Servant Leaders need to express the right attitude. Attitude is so important for how we live and particularly for how we lead. You need the attitude of Christ! “Let this mind be in you which was also in Christ Jesus”. He is the supreme example of self-sacrifice for the benefit of others (the true servant leader); of humility out of love and respect for others. Christ emptied himself by the position that he took. He gave up heaven to stoop to earth. Rather than fighting for his rights and position as the Philippians did, Christ “emptied” himself. He made himself of no reputation, divesting himself of his privileges but without in any way ceasing to be fully God.

The style of an organization's leadership is reflected in both the nature of that organization and its relationships with the community. If a leader is suspicious and jealous of power, others in the organization are likely to behave similarly, in dealing with both colleagues

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and the community. If a leader is collaborative and open, this behavior is likely to encourage the same attitudes among staff members and to work collaboratively with other organizations.

In many ways, the style of its leader defines an organization. If the organization is to be faithful to its philosophy and mission, its leader's style must be consistent with them. An autocratic leader in a democratic organization can create chaos.

A leader concerned only with the bottom line in an organization built on the importance of human values may undermine the purpose of its work. For that reason, being conscious of both your style as a leader and those of others you hire as leaders can be crucial in keeping your organization on the right track.

We've all known and seen different types of leaders. John Kennedy electrified a generation with his exhortation to "Ask not what your country can do for you; ask what you can do for your country."

Weakness of leadership.

Leadership comes with its very challenging moments. Self-centered leaders don't care about the next generation, they just want to preserve their power for as long as they can. The various weakness of leadership includes a lack of trust in employees, excessive connectivity, stagnancy, needing to be liked, hypocrisy, and failing to set clear expectations. What are leadership weaknesses?

Leadership weaknesses are traits that a leader may have that can result in negative actions and relationships in the workplace. Traits like micromanaging, inconsistency, a lack of awareness and other similar qualities can be attributed to weaknesses in leadership skills.

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While having a weakness in a leadership skill set may not be a positive idea, it can lead to recognition and a path to improvement. Leadership weaknesses can be strengthened and developed with consistent practice and a motivation to learn.

Weaknesses of emerging leaders.

While today's emerging leaders are able to develop the above skills to a high degree, there are still challenges. Some weaknesses that future leaders often possess include:

Low experience.

The first most glaring issue that comes about is sheer lack of experience. As quickly as emerging leaders may learn, this doesn't replace the wisdom one gains from resolving multiple tough problems over the course of decades.

Lack of focus.

The velocity of modern workplace decision-making also may lead to a lack of focus.

Rather than choosing a few objectives and sticking to those, emerging leaders may become bogged down in droves of peripheral issues that may not be immediately important.

Compare themselves to others.

The need for results may lead to a tendency to compare oneself to others. Today's emerging leaders often measure their growth and success against that of the best servant leaders,

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however, consistently seek to multiply and train their replacements. Most leaders want their people to appreciate them.

Leadership strength of leaders.

Simply put, leadership strengths are traits and qualities that serve leaders well, helping them to more effectively lead, manage, and motivate their followers. Leadership strengths are those strengths that are not only helpful to have but nearly vital to have if you want to be an effective leader. These include the following:

Confidence: A leader shows confidence proudly so that potential business partners and associates feel as though they can trust your judgment.

Determination: This will inevitably lead to a lot of setbacks, but a truly determined person won't let this stop them and will push through them to ultimately come out the other end as a leader.

Teamwork: A leader needs to lead a team to success, so it's important that not only do they have the ability to organize an effective team but that they can work as part of one themselves.

Listening Skills: Good leaders have to be able to speak confidently about their product and business, that's a given. But it's also important that they are skilled at listening to others.

Good communication and social skills: This is very much a necessity when it comes to leadership because those in employment or being lead need to understand what the task is that you are giving them. Since a leader is someone who needs to regularly meet with strangers to discuss business, as well talk to employees regarding tasks and their work performance, it should come as no surprise that social skills are crucial and something at which they should be adept.

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All of these qualities effectively work together to present a person who has what it takes to not only be a leader but be a good one. There's certainly nothing easy about the task of becoming one, but it's rewarding and these skills will very much help towards it. When you think about what it means to be considered a good leader, there is no doubt quite a few aspects come to mind.

Not everybody is cut out to be a leader, and it takes someone with a certain set of qualities to be able to maintain such a position. More often than not, people will name the same merits when asked about good leadership skills. These usually include the likes of brutal honesty, effective delegating skills, commitment to the job, creativity, a positive attitude and, perhaps most importantly, the self-belief that you have what it takes. These are, without a doubt, essential when it comes to good management.

Conclusion.

The Bible is a rich resource for leadership strengths. Joshua and Joseph can provide a useful study in providing valuable lessons for today's leaders. In understanding these men, one may come to a fuller understanding of one's leadership style strengths and weaknesses. Advising against the principle of retribution, Mandela famously said that "All of us South Africans, both black and white, must build a common sense of nationhood in which all ideas of vengeance and retribution are impermissible." For him, the moorings of the future were in the present, the now. For us, to know Mandela we must delve back into the past, into the makings of him, which are ineluctably intertwined with the makings of South Africa we know today.

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