

Session 1

Exercise: Top ways to identify a Bad Leader: Forbes list...

Looking for:

Lack of Integrity

Failure to communicate clearly

Failure to clearly articulate job descriptions

Lack of follow through

Lack-luster performance

Unable to inspire followers

Leadership style not amendable

Focused of goals more than people

Why is the course important? What is it that you need to learn?

You can be the best at exegesis and preaching, but if you do not know how to run an organization, your ministry will fail. As a Pastor or ministry leader, you will need to know how to manage staff, including motivating, encouraging, and directing them....you will need to know how to cast vision, stay on mission, raise funds, empower volunteers, etc.

This is really a class on leadership, plus!

What is a Leader?

How do you define Leadership?

What is the difference between Leadership and Management?

Case Study: Exodus 18 Moses and Jethro.....

This takes place after Jethro brings Moses' wife and children back to him, after the Exodus from Egypt.

Exodus 18:7-26

So Moses went out to meet his father-in-law and bowed down and kissed him. They greeted each other and then went into the tent. Moses told his father-in-law about

everything the Lord had done to Pharaoh and the Egyptians for Israel's sake and about all the hardships they had met along the way and how the Lord had saved them.

Jethro was delighted to hear about all the good things the Lord had done for Israel in rescuing them from the hand of the Egyptians. He said, "Praise be to the Lord, who rescued you from the hand of the Egyptians and of Pharaoh, and who rescued the people from the hand of the Egyptians. Now I know that the Lord is greater than all other gods, for he did this to those who had treated Israel arrogantly." Then Jethro, Moses' father-in-law, brought a burnt offering and other sacrifices to God, and Aaron came with all the elders of Israel to eat bread with Moses' father-in-law in the presence of God.

The next day Moses took his seat to serve as judge for the people, and they stood around him from morning till evening. When his father-in-law saw all that Moses was doing for the people, he said, "What is this you are doing for the people? Why do you alone sit as judge, while all these people stand around you from morning till evening?"

Moses answered him, "Because the people come to me to seek God's will. Whenever they have a dispute, it is brought to me, and I decide between the parties and inform them of God's decrees and laws."

Moses' father-in-law replied, "What you are doing is not good. You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone. Listen now to me and I will give you some advice, and may God be with you. You must be the people's representative before God and bring their disputes to him. Teach them the decrees and laws, and show them the way to live and the duties they are to perform. But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens. Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter, because they will share it with you. If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied."

Moses listened to his father-in-law and did everything he said. He chose capable men from all Israel and made them leaders of the people, officials over thousands, hundreds, fifties and tens. They served as judges for the people at all times. The difficult cases they brought to Moses, but the simple ones they decided themselves.

What are some of the leadership and management principles that may be unpacked from this short account of Moses and Jethro?

Simple SWOT

Strengths:

Moses was an inspiring Leader who God used to deliver Israel....

Moses was also used by God to reach Jethro and perhaps cause Jethro to have faith in Him.

Moses was very caring in dealing with the people.
Moses was able to judge cases well for the people.

Weaknesses:

Moses could not efficiently deal with the people..... there were many.
Moses handled every case; some were easier and they did not need his help.
Moses and the people would be getting fatigued.

Opportunities:

Raise up others to do what you do.
Spend more time on tougher issues
Be more effective in the harder issues
Have better control over the people in order for them to learn God's Law (Word)

Threats: (some call these challenges....sounds less threatening)

Not all of the people need Moses.
What if someone is wiser?
What if they do not do things "as well as he does"?
Will the people accept it?

Moses was a great leader but his leadership was minimized because of bad management. Jethro came in and gave him great advice.....something we look at and say "Of course!". But how many leaders fall into the same trap? Unable to recognize the differences between leading and managing:

While we are at it, how would you differentiate between these two?

Go over this Image: * From Peter G. Northouse's Leadership: Theory and Practice, Fourth Edition (2007) in which he draws from John Kotter's A Force for Change: How Leadership Differs from Management, (1990).

Case Study: McDonald's restaurants. Law of the Lid --- Maxwell

McDonald brothers were great managers...They created systems and policies...they controlled production quality and made huge profits...

but they were not leaders...

Ray Kroc was a leader....He took the company to a place the McDonald's brothers never imagined. It was all about vision for what could be rather than what is.

Leadership and Management

What Leaders do and what managers do:

Management; directing, planning, organizing, controlling processes and policy, staffing, what is...

Leadership: Vision, change, What can be?