

MATHETES BIBLE COLLEGE (GHANA/USA)

PROGRAM: MASTERS IN THEOLOGY (MTh.)

(1 YEAR INTENSIVE)

COURSE: STRATEGIC LEADERSHIP DEVELOPMENT

(MBC11)

LECTURER

BISHOP NII NAI MENSAH

(CHURCH BUILDERS CONSULT)

MATHETES BIBLE COLLEGE (GHANA/USA)

(FULLY ACCREDITED BY WWAC, USA)

INTRODUCTION

The Mathetes Bible College **BACHELOR IN THEOLOGY** degree is a **ONE-YEAR INTENSIVE** program directed to meet the leadership needs of the church today. It is not necessarily academic but basically practical theology stuff well-tailored to fix the leadership gaps in the church, community and the nation. The goals of the Bachelors program is exactly what the world is yearning for in the mental, physical and spiritual spectrum.

THE ESSENCE OF MATHETES DEGREE PROGRAMS

In a chaotic and disjointed world where the devil seems to be in control, we need men and women of God who have been trained, equipped and ready to become world changers under the unction and power of the Holy Spirit infilling. And this is what the Bachelors and the Masters Degree programs exactly offer. Both the Bachelors and the Masters programs have online and classroom medium of tuition and course materials available. Seekers are at liberty to opt for what suites them.

COURSE REQUIREMENTS

- A prospective student must be already a Christian, and if not, one can still apply because we believe the Holy Spirit can touch such and him/her a Christian or child of God.
- Seekers must be 18 years and above.
- No basic academic qualifications required but seekers must be able to read and write and fluent in the English language.

COURSE SUMMARY:

MBC12: STRATEGIC LEADERSHIP DEVELOPMENT

Students would be introduced to strategic leadership development which involves tactical, strategic and developmental planning. It involves being that type of visionary leadership who can see even to the next 100 years. Lots of churches, organizations and leaders lack being tactical and strategic in planning. This has brought many visions to a standstill and projects have become white

elephants. Many churches and leaders run into unnecessary debts simply for not being strategic. The course will teach students to avoid lots of such pitfalls in leadership development.

BACHELOR IN THEOLOGY Program: One-year intensive:

COURSE LIST:

- MBC1 PERSONAL MINISTRY DEVELOPMENT
- MBC2 PREACHING (HOMILETICS) AND PASTORAL THEOLOGY
- MBC3 SYSTEMATIC THEOLOGY
- MBC4 LEADERSHIP DEVELOPMENT
- MBC5 MISSIOLOGY (SCHOOL OF MISSIONS)
- MBC6 SPIRITUAL DEVELOPMENT AND IMPARTATION
- MBC7 BIBLICAL THEOLOGY
- MBC8 COMPARATIVE AND ETHICS THEOLOGY
- MBC9 HISTORICAL THEOLOGY
- 50 PAGE DISSERTATION PAPER

MASTER IN THEOLOGY Programs: One-year intensive:

COURSE LIST

- MBC10 BASIC THEOLOGY
- MBC11 ETHICS AND LOYALTY THEOLOGY
- MBC12 STRATEGIC LEADERSHP DEVELOPMENT
- MBC13 FAITH THEOLOGY (SCHOOL OF FAITH)
- MBC14 REVIVAL THEOLOGY
- MBC15 POWER HEALING AND HEARING FROM GOD
- 200 PAGE DISSERTATION and CLASS PRESENTATIONS

MATHETES BIBLE COLLEGE program schedule (1YEAR INTENSIVE):

Master In Theology: Every Monday 7AM-1PM

Bachelor In Theology: Every Tuesday 7AM-4PM

Bachelor In Theology program: Every Saturday 7AM-4PM

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Table of Contents

Strategic Leadership Development

Leadership Challenges and the Ministry

STRATEGIC LEADERSHIP DEVELOPMENT

Scope of strategic leadership

- Anything strategic deals with being tactical, planning ahead of time, and putting policies and procedures in the right context. As a church, in your vision and statement of purpose, the leadership and the members should know what is happening, and what the General Overseer intends doing at least within the next year.
- Strategic leadership should cover every spectrum of church activity including areas from the local mission fields to overseas missions. The immediate leadership should be aware before it happens.
- Strategic leadership also connects to dynamics of leadership. Leadership should be a developmental process. It should be on top of time and issues. The leadership must lead whilst the world follows. Leadership is not supposed to be static but changing and directing.
- In strategic leadership development, the leader should be in a position of knowing what he is doing and directing his followers to do. The following are vital in developmental leadership.

1. Have a vision you believe in

If you don't believe in your vision, it means nobody follows you. Vision is what drives an organization and moves it forward. Believing in your vision is the single most important step if you want to make impact. It makes you gain respect and people believe it is worthy to follow you.

2. Focus on your bigger picture

As a leader you need to focus on the bigger picture or your mission statement. This means you focus on how to get results and how to grow the church or that organization.

3. Build resilience

Building resilience enables your church or organization to handle crises and any contingencies. It means you know what to do in any of the worse case scenarios.

4. Know your team

Your team should be diverse in operations yet united towards one goal. Understand the different skills and abilities the team players possess and be able to drive them to accomplish the goals of the church.

5. Give your team autonomy

Empower your team and give them autonomy and credit. This is one of the best ways to motivate other team players to work without grudges and unnecessary complains. They will work hard and passionately if you give them the flexibility to flow.

6. Stay calm, be respected!

As a leader, if you are going through challenging and tough times, you seem more confident if you stay calm, cool and collected. It makes you more confident and you show what is best for your team. You win the confidence of team players and that is better than being feared.

7. One step ahead

Use inner character which is your identity rather than your image which beautifies your outside to be a step ahead of your team players. Image is how people see you from outside whilst identity is how they see you from inside.

8. Take responsibility

If the team fails, it's you but the team wins, it's them. If things go wrong, be bold to take responsibility. This gives your team confidence and assurance but also wins their respect.

9. Be knowledgeable

Do not be naïve. Take charge and be in control. You won't be the best in everything but by adding value to your leadership, it gives the key to let your team know that you know what you are doing. Without knowledge, you become a follower instead of leading.

10. Take risks

Risk taking is one of the models of leadership. The church remains at the same place if you lack initiative as a leader. It is important to take risk and show leadership. Risk taking allows you to grow and will make your team achieve above the rest.

What every leader should know about people

- Understanding characters and choosing the right team for the job is very important. Putting square pegs in round holes can be devastating to any organization. If you don't know your team, you will never know your organization.

- The most important part of creating team is to understand the importance of different characters and what they can each contribute to the improvement of the church or organization.

Knowing the psychology of people

- Knowing the mind, make-up, mindset, thinking, attitude and how people feel really helps to select a good team and also know how to attend to people and handle them. Understand the following:
 1. People are insecure, give them confidence.

Key principle:

- Hurting people hurt people. Secure people offer security to people.
- Most people are insecure in some areas of their life.
- Most insecure people are looking for security.
- A secure environment is provided only by secure and confident people.

“Think of ways to encourage one another, do outburst of love and good deeds” Heb. 10:25.

2. People like to feel special, honor them.

Key Principle:

To deal with yourself, use your head. To deal with others, use your heart.

- When you affirm and honor someone with your words:
- You make them secure. Be genuine about what you say.

- You make them specific. Be pointed and specific about what you say.
- You make them public. Share the honoring words in front of others.
- You make them personal. Get beyond general gratitude; speak personally to them.

“Be kindly affectionate to one another with brotherly love, in honor giving preference to one another” Rom. 12:10.

3. People look for a better tomorrow, give them hope.

- Key Principle:
- The key to today is a better tomorrow.
- Everyone lives for something better to come. Where there is no hope in the future, there is no power in the present.

- **“Yet I still dare to hope when I remember this: The unfailing love of the Lord never ends! Great is His faithfulness; His mercies begin afresh each day” Lam. 3:21-23.**

4. People need to be understood, listen to them.

Key Principle:

To connect with others, understand the keys to their heart.

Knowing the keys to someone’s heart:

- What do they talk about?
- What do they cry about?
- What do they dream about?
- What do they laugh about?
- What do they plan about?

“Rejoice with those who rejoice, and weep with those who weep” Rom. 12:15.

5. People lack direction, navigate for them.

Key Principle:

Most people can steer the ship; a leader helps chart the course.

- Leaders must know the way.
- Leaders must go the way.
- Leaders must show the way

“The elders who are among you I exhort, I who am a fellow elder and a witness of the sufferings of Christ, and also a partaker of the glory that will be revealed: Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly” 1Pet. 5:1-2.

6. People are needy, speak to their needs first.

Key Principle:

People must be ministered to before they can minister.

MOST PEOPLE THINK

Their situation is unique

Their problems are the biggest

Their faults should be overlooked

Their time is most precious

LEADERS MUST...

Put their people first

Know their people’s needs

See the total picture

Love people to help them grow

“Let each of you look out not only for his own interest, but also for the interest of others” Phil. 2:4.

7. People get emotionally low, encourage them.

Key Principle:

What gets rewarded gets done.

“Put on tender mercies, kindness, humility, meekness, long-suffering; bearing with one another” Col. 3:12-13.

8. People want to succeed, help them win.

Key Principle:

Reach out and help others achieve their goals. Victory has a thousand fathers; defeat is an orphan.

What do these words have in common?

High morale

Enthusiasm

Momentum

Optimism

Energy

Excitement

Answer: All the above words have **“Victory”** in common. Everyone wants to be on a team that experiences victories and reaches the goal they are pursuing. Leaders provide this for others.

“Two are better than one, because they have a good reward for their labor. For if the fall, one will lift up his companion” Eccl. 4:9-10a.

9. People desire relationships, provide community.

Key Principle:

Practice the 101% principle with people: Find the 1% you have in common with someone and give it 100% of your attention.

- God’s Word is all about community – from the Garden of Eden in the beginning to the City of God in the end. We were never intended to take the Christian journey alone. The New Testament teaches us, “We are members of one another.”
- The word “saint” in a singular form does not appear once, in the New Testament. The word “saints” in the plural form appears many times.

“And if one member suffers, all the members suffer with it; or if one member is honored, all the members rejoice with it” 1Cor. 12:26.

10. People seek models to follow, be an example.

Key Principle:

People do what people see.

“And you should follow my example, just as I follow the example of Christ” 1Cor. 11:1.

Understanding Characters

- This means understanding all the different skills of your team and how to delegate. Delegating means you know your team and who is best fit for the job or work. by giving the right job to the right people, you can get a workload completed twice efficiently.
- It also means that you know your team is better equipped than you in some areas and that they can perform when given the opportunity. More to it, understand the differences in personalities, which can help you to better understand the strengths and weaknesses of each team member.
- Some psychometric tests will define people in leadership as falling into one of the four main types:
 1. Dominant
 2. Expressive
 3. Introverted
 4. Relational

1. Dominant

The dominant is the type “A” personality who is loud driven and high achieving. They might make good leader but might also rub somebody up the wrong way until they get some experience under their belt.

2. Expressive

The expressive type is the great communicator who falls under the ministry of evangelist or pastor and must be given other expressive ministries.

3. **Introverted**

The introverted are self-motivated and work well on their own but may be shy (not always) and may be probably not the right people to lead programs but can be very creative and useful.

4. **Relational**

The relational type are driven by their outward relations and great peace maker and communicator. They can provide the glue in a team and help to prevent divisions.

Best positions produce best outcome

- What is the best type of personality for your team? All of them. Selecting and arranging them for best ministry positions is critical because that will bring the best out of them. With these personality types, you will have lots of different influences which will ultimately result in the best final outcome. But in all, the key is to know your team well and understand how they work well with other players of the team.

Encouraging Teamwork

- As a leader, you need to create teams and also encourage and sustain teamwork. As you put up the best teams possible and then getting them work well, you will avoid disharmony but encourage creativity and workplace satisfaction.
- Picking the team does not normally depend upon who has the best experience or qualifications. Rather it is a matter of picking the person who will most fit into your ministry culture and who clearly has goals same as that of your ministry.

- Pick people who really want to work for the ministry; people who have passion and called not those who want to work for money. If you are able to do this selection, the ministry team will have aligned goals and will naturally get on with each other and to fit into the playing team.

How to encourage Teamwork

1. Encourage Trust

One of the significant ways to build teamwork is to encourage and build trust. You don't have to have one best friend in the team and leave the rest. What you need for example in the military and it cover the back of each other. To encourage trust, we have to protect each other in ministry. The head pastor should protect the assistants and vice versa.

Put your team in a position where they are forced to depend upon each other and succeed. Encourage openness in general. Nobody should have something to hide. Give the team the chance to become acquainted.

2. The same goals

Don't offer individual incentives if you want to avoid negative competition within your team. Team players should not step on the toes of each other. To avoid this, give a common goal to the team. Let them have a common front.

Remind the team that the reason why they are there is to work towards the same goals. Give team players the autonomy to work on their own and give credit to all without discrimination.

3. Mix things up

Don't allow smaller cliques to form within your playing team. Don't create a scene where some players of the team will view themselves to be of outsiders than insiders. Encourage interaction between team players.

4. Understanding

If you have more than one team, encourage individuals to connect with those outside and to spend time with them. Encourage inter-group learning.

Dealing with Dissidents in Strategic Leadership

- Insubordination happens in any team and that of Jesus Christ was not exempted. The leadership needs to handle matters disloyalty with wisdom. Steps to handle dissidents include:

Welcome the challenge

- If a team player is not happy with your leadership or the direction you are taking the team, then you could view this as a valid concern. No matter what you do some people will be disloyal.

Strategic Planning

Failing to plan is a planning to fail

“Give me wisdom and knowledge, that I may lead this people. For who is able to govern this great people of yours?” 2Chron. 1:10.

- The key to great planning is focus. Solomon did not ask for great riches, or fame for himself, but rather wisdom so he could lead God's people. Solomon

demonstrated a key aspect of leadership: knowing where you want to go before asking others to follow you.

- Once your organizational and personal mission is defined, the methods become easier to clarify as well. All great human endeavors have included a God-factor and a leadership factor. God has given us mission, that requires planning on our part as leaders.

Accomplishing the mission

Do I have complete knowledge of my mission? No Maybe Yes

Do I have complete knowledge of my capabilities? No Maybe Yes

Do I have complete knowledge of my team's capabilities? No Maybe Yes

Do I have constant feedback and open communications? No Maybe Yes

Do I use this information to adapt and change when necessary? No Maybe Yes

Biblical examples of strategic Planning

God did it...

- God was the first person to start strategic planning. He looked backward from the eternal past into the distant future. From eternity to eternity He remains God. Eternity has neither beginning nor ending.
 - **“Have you not heard? Long ago I did it, from ancient times I planned it. Now I have brought it to pass” Isaiah 37:26.**
- God first strategically promised to bring the Messiah to atone for the sins of humanity after the fall of man. God promised to end the kingdom of darkness headed by the devil through the atonement.
 - **Gen. 3:15 and I will put enmity between thee and the woman, and between thy seed and her seed: he shall bruise thy head, and thou shalt bruise his heel.**
- God strategically called Abraham out of the land of his nativity to a place he never knew to make a great nation out of him. And also, out of his kindred, God promised to bless all the nations through the seed of Abraham called the Messiah.
 - **Gen 12:1 Now Jehovah said unto Abram, Get thee out of thy country, and from thy kindred, and from thy father's house, unto the land that I will show thee:**
 - **Gen 12:2 and I will make of thee a great nation, and I will bless thee, and make thy name great; and be thou a blessing:**
 - **Gen 12:3 and I will bless them that bless thee, and him that curseth thee will I curse: and in thee shall all the families of the earth be blessed.**

- God planned to take Israel to Egypt and planned to bring Israel out of Egypt after 400 years of captivity. God strategically sent Abraham to Canaan to initiate this process of making a nation out of him.
 - Gen. 15:13 And he said unto Abram, Know of a surety that thy seed shall be sojourners in a land that is not theirs, and shall serve them; and they shall afflict them four hundred years;
 - Gen. 15:14 and also that nation, whom they shall serve, will I judge: and afterward shall they come out with great substance.

- God brought Christ at the appointed time to become a curse for us.
 - Gal. 4:4 but when the fulness of the time came, God sent forth his Son, born of a woman, born under the law,
 - Gal. 4:5 that he might redeem them that were under the law, that we might receive the adoption of sons.

- God planned to Judah to captivity for seventy years after which He will bring them out to rebuild he temple.
 - Jer. 25:11 And this whole land shall be a desolation, and an astonishment; and these nations shall serve the king of Babylon seventy years.
 - Jer. 25:12 And it shall come to pass, when seventy years are accomplished, that I will punish the king of Babylon, and that nation, saith Jehovah, for their iniquity, and the land of the Chaldeans; and I will make it desolate forever.
 - Jer. 29:10 For thus saith Jehovah, After seventy years are accomplished for Babylon, I will visit you, and perform my good word toward you, in causing you to return to this place.
 - Dan. 9:2 in the first year of his reign I, Daniel, understood by the books the number of the years where of the word of Jehovah came to Jeremiah the

prophet, for the accomplishing of the desolations of Jerusalem, even seventy years.

Noah did it...

- Noah received explicit instructions from God to build the ark. God gave detailed measurements to Noah, and he was faithful to carry out the long-range plan. He finished the construction of the ark exactly as God told him – in 100 years. The ark was built so well that it withstood 40 days of torrential rain, and then it floated a solid year as the floods subsided.
 - Gen. 6:13 And God said unto Noah, The end of all flesh is come before me; for the earth is filled with violence through them; and, behold, I will destroy them with the earth.
 - Gen. 6:14 Make thee an ark of gopher wood; rooms shalt thou make in the ark, and shalt pitch it within and without with pitch.
 - Gen. 6:15 And this is how thou shalt make it: the length of the ark three hundred cubits, the breadth of it fifty cubits, and the height of it thirty cubits.
 - Gen. 6:16 A light shalt thou make to the ark, and to a cubit shalt thou finish it upward; and the door of the ark shalt thou set in the side thereof; with lower, second, and third stories shalt thou make it.
 - Gen 7:6 And Noah was six hundred years old when the flood of waters was upon the earth.

Nehemiah did it...

- God strategically placed Nehemiah in the palace of the King because what was ahead of the Jews. Nehemiah became very instrumental in the rebuilding of the broken walls of Jerusalem and the restoration of the city.

- The long-range plan of Nehemiah was to see the wall of Jerusalem rebuilt. He visualized the completion of the wall, and then begun plans for its construction. The wall was completed in 52 days because each family was assigned a certain portion of the wall to build. He planned and organized the project with excellence.
 - Neh. 1:11 O Lord, I beseech thee, let now thine ear be attentive to the prayer of thy servant, and to the prayer of thy servants, who delight to fear thy name; and prosper, I pray thee, thy servant this day, and grant him mercy in the sight of this man. Now I was cupbearer to the king.
 - Neh. 2:7 Moreover I said unto the king, If it please the king, let letters be given me to the governors beyond the River, that they may let me pass through till I come unto Judah;
 - Neh. 2:8 and a letter unto Asaph the keeper of the king's forest, that he may give me timber to make beams for the gates of the castle which appertaineth to the house, and for the wall of the city, and for the house that I shall enter into. And the king granted me, according to the good hand of my God upon me.

David did it...

- The long-range plan of David was to build a Temple (1Sam. 7). God did not allow David to build it because of his association with war (2Kings 5:2-23). However, when Solomon was chosen to succeed him, David handed Solomon the complete plan for the Temple and a list of materials on hand. After 7 years of construction, the Temple was completed, and the long-range plan of David was fulfilled.
 - 2Sam. 7:12 When thy days are fulfilled, and thou shalt sleep with thy fathers, I will set up thy seed after thee, that shall proceed out of thy bowels, and I will establish his kingdom.

- 2Sam. 7:13 He shall build a house for my name, and I will establish the throne of his kingdom forever.

Jesus told parables about it...

- We often fail to notice that Jesus spoke about the necessity of planning and strategy frequently. In two of His parables, He explained how foolish it is to neglect planning. Jesus spoke about the builder counting the cost. And the king planning for battle.
 - Luke 14:28 For which of you, intending to build a tower, sitteth not down first, and counteth the cost, whether he have sufficient to finish it?
 - Luke 14:29 Lest haply, after he hath laid the foundation, and is not able to finish it, all that behold it begin to mock him,
 - Luke 14:30 Saying, This man began to build, and was not able to finish.
 - Luke 14:31 Or what king, going to make war against another king, sitteth not down first, and consulteth whether he be able with ten thousand to meet him that cometh against him with twenty thousand?
 - Luke 14:32 Or else, while the other is yet a great way off, he sendeth an ambassage, and desireth conditions of peace.

Steps to effective strategic planning

Plan to plan

- A frequent mistakes churches make is the failure to follow this step. A certain amount of time and energy must be allotted in the weekly agenda for the planning process.
- Everyone feels strategic planning is important, but we often feel we are wasting time when we take long hours to do it. The opposite is usually true.

Determine your primary purpose

- This involves big picture perspective. Before you can decide on daily agenda, you must determine which goal you want to achieve. Strategic planning (long term) and operational planning (short term) both flow out of the answers to these questions: Why do we exist? What are we trying to accomplish?

Access the situation

- A plan for the future based upon unrealistic view of the present will lead to disaster. One way to verify that we are seeing the situation clearly is to look at it from different angles. Listed below are four angles to consider when assessing your situation:

Angels of assessment

- a. Inside the organization

Inside the organization, what are you doing from the perspective of those you work with?

- b. Outside the organization

Outside the organization, what are you doing from the perspective of someone who does not know your strategy?

- c. Current point of view

Current point of view, what does your situation look like from where you are now?

d. Future point of view

How does your situation look months or years from now? What trends are developing?

Propose the needs

- List team goals in the order of importance and priority. Results are left to chance when needs are not prioritized. More often than not, the easiest things will get done, but the important things will not. We tend to do the urgent things but not the important. When the ultimate mission is neglected, we become slaves to the immediate.

Ask the right questions

- Target: when are we trying to serve and what needs are we meeting?
- Leadership: Do we have the right people at the top to accomplish our goals?
- Counsel: Whose advice do we need in order to succeed?
- Direction: Exactly what are we going to do short-range, mid-range and long-range

Set specific goals

- e. Written: Write out on paper what you want to accomplish. It would serve as a daily reminder of what should be completed next.
- f. Realistic: Set goals you can reach. We need to remember that a goal is only worthwhile if it is completed.
- g. Personal: Personal goals inspire and motivate you. They need to connect at the heart level and move you to act.

- h. Specific: A general plan may be easy to formulate, but objectives are easier to define when the goal is specific.
- i. Measurable: A measurable goal is important because it allows you to evaluate how well you are doing.
- j. Convictional: You must be convinced of the worthiness of your goals. Only then would you invest in them.

Communication and clarity

- Communication is sharing the vision of the objective that is to be accomplished. Clarification is showing the steps that need to be followed. This does not mean specifically telling someone what to do, but instead giving him or her guidelines for completing the goal. Every planning should include the items below:
 - I. Written conclusion
 - II. Ministry list
 - III. Time-line
 - IV. Resources
 - V. Next steps – action steps
 - VI. Responsibility – ministry leaders

Identify possible obstacles

- The next step is to identify possible challenges. Think of obstacles that might occur so you can develop ways to overcome them. Imagine the impossible (worse-case scenario) and how you would respond. When you take your time to plan, it will take less time to execute.

- “The next steps.” Determine the immediate action you must take to accomplish your goal. This is the most important result of any meeting.

Have an open system of planning

- Leaders must have an open system approach to planning that is aware of external influences. The decision-making and planning can adapt to these realities. A closed system attempts to exist with no regard to these outside factors.

Manage and direct

- Your resources other than people, your most valuable assets are time (schedule) and money (budget). Invest in both wisely and specifically.
 - i. Schedule: Put your items on a schedule that is responsible yet productive. Without a schedule you can't keep on track.
 - ii. Budget: Determine the cost of the ministry you want to undertake, and at what point cost will be incurred. Attempt to remove any surprises you possibly can.

Monitor and correct

- A river constantly changes and is never the same as it was before. Organizations are the same way. Regardless of how plans are made, there is a constant need for monitoring and correction if the final destination is to be reached. Always have a plan, but have the understanding that the minute you

stop adjusting and making changes your course will be altered and you will get off track.

Study the results

- Keeping score is the only way to know if you are winning or losing. Develop vehicles to keep score. If you are making changes, you ought to do it off of current information.

STRATEGIC LEADERSHIP AND VISION

Let go of yesterday

- Let today be a new beginning and be the best that you can and you will get to where God wants you to take the church to. Put the past behind you just at where it belongs. Letting yesterday to be part of today increases the burden of today.
- Let go of “every would” and “every could” and begin to think about “every can” to be accomplish today. Focus your vision and energy on the future. Align your vision with God’s vision of you.
- Plan towards the purposes God has for you and your organization. Forget everything behind and press towards great plans for yourself and the people entrusted to your care.

Go beyond average

- God did not create you to just get on with average, unrewarding and unfulfilling life. God created you to leave a mark and a legacy for this generation. Too many people and churches settle for the average.
- God created you to bless and help others. he did not create you to be just good enough but to be different. God has plans to use you in a very wonderful and awesome ways. Make that your life dream.
- God doesn’t want you to sit at the touch lines and watch players play. He created you to get out there and let the creativity in you come out. God wants you to be the “star player” He designed you to be.
 - **Php 4:12 I know both how to be abased, and I know how to abound: everywhere and in all things I am instructed both to be full and to be hungry, both to abound and to suffer need.**
 - **Php 4:13 I can do all things through Christ which strengtheneth me.**

Set the tone

- If you don't set the tone for the day, month and year and the rest of your life, the devil will set it for you. You have a choice for each new day. you can begin your day praising the Lord or groaning for what happened to you last night. It's your choice.
- In strategic leadership, teach your people not to drag themselves from bed complaining and griping, but to realize that God has given them a new day to shine for Him and jump out of bed to meet the new day full of prospects.

You are a child of God

- In strategic leadership, it is good to let your followers know that they are not better than anybody else, neither are they less than anybody else. Let them know that once they are Christians, they are children of God.
- Do not focus on what you are and can do, focus on what God can do through you and the reason He created you with those giftings. It is not what you can do or not do that matters. It is what God can do and still doing that makes us special in His eyes.

Don't criticize yourself

- Don't ever criticize yourself. Don't go around thinking "I am unattractive, good for nothing, I am slow, I am not smart as my classmate" among others. god wasn't having a bad day when He made you.
- If you can't love yourself, you can't love your neighbour. If you can't accept yourself, you can't accept your neighbour. God did not make you to doubt yourself. Accept yourself and move on with the team as a player.

- 1Co 15:10 But by the grace of God I am what I am: and his grace which *was bestowed* upon me was not in vain; but I labored more abundantly than they all: yet not I, but the grace of God which was with me.
- How can you lead others if you hold a low opinion of yourself. As a leader, don't speak negative into life, but proclaim the positive. God made you to be a blessing to others.
- When all Israel went into oblivion, David stood and declared what the LORD can do when confronted by Goliath. As a leader, do not run into caves and hiding places when there is a problem to solve. Be a problem solver and a a blessing.
 - 1Sam. 17:10 And the Philistine said, I defy the armies of Israel this day; give me a man, that we may fight together.
 - 1Sam. 17:11 When Saul and all Israel heard those words of the Philistine, they were dismayed, and greatly afraid.
 - 1Sam. 17:24 And all the men of Israel, when they saw the man, fled from him, and were sore afraid.
 - 1Sam. 17:32 And David said to Saul, Let no man's heart fail because of him; thy servant will go and fight with this Philistine.

Leaders have grace from God

- As a leader, God has given you grace to do what you need to do. Sometimes you feel that it is not within your ability to do what must be done. Stop telling it to yourself that you don't have what it takes to do it.
- Whatever you say to yourself becomes a reality and you simply find you can't just do what it is needed to be done. If you feel defeat, remember that it is God's grace that can do everything and can overcome every task, great or small. Have faith in God to help you what you need to do.

- **Mark 9:23** Jesus said unto him, If thou canst believe, all things *are* possible to him that believeth.
- **Mark 9:24** And straightway the father of the child cried out, and said with tears, Lord, I believe; help thou mine unbelief.

Go by God's way

- As a leader, a lot of times you see choices in front of you. Don't limit yourself by what you see. God wants you to see His way of doing things, and His way is always greater than your way.
- As a leader, you may sometimes be limited by one or two choices and don't know which choice to make. Don't feel that no matter what choice you make you will suffer defeat.
- The problem is many leaders go by the choices they see in front of them and do think about what the unseen holds. God who holds the unseen has better choices to unveil if you clinch to Him in prayer. If you follow the way chosen for you by God, then your choices are already made.
 - **Prov. 3:5** Trust in the LORD with all thine heart; and lean not unto thine own understanding.
 - **Prov. 3:6** In all thy ways acknowledge him, and he shall direct thy paths.
 - **Prov. 3:7** Be not wise in thine own eyes: fear the LORD, and depart from evil.

Leading with devotion

- As a leader, your utmost aim is love as you are loved by God, bless as you are blessed by God, and give as God gives to you. If you do that, you honor God. God has given you many gifts to bless others. He has given you many

opportunities to make way for others. Devote what you have to God as a leader. Be unselfish!

- As a leader, serving God on Sundays only is not devotion. You should go by the disciplined way of praying without ceasing. If you have God in thoughts throughout the day, and are linked to Him 24/7, you are honoring Him. That is devotion.
- Learn to wake up with prayer in your mouth and go to bed with it. Let prayer run through your system without ceasing. That is the heart life which is a life of constant communication and connection with God.
- In strategic planning and leadership, let the Bible be your guide and everything. Believe what the Bible says you are; believe what the Bible says you can do; receive what the Bible says you have. If the Bible says you can move mountains, why give it a second thought?
 - **Mark 11:23** For verily I say unto you, That whosoever shall say unto this mountain, Be thou removed, and be thou cast into the sea; and shall not doubt in his heart, but shall believe that those things which he saith shall come to pass; he shall have whatsoever he saith.
 - **Mark 11:24** Therefore I say unto you, What things soever ye desire, when ye pray, believe that ye receive *them*, and ye shall have *them*.

God is involved

- Many do not want to accept the truth that God is love and He is a good God. Many think God is still far from them and He is not on their side. To be a good leader, know that whatever happens, God has a great plan for you and the people that you lead.

- Some people might believe in God but will still think He is not really involved in what is going on in day to day activities their lives. Some actually see God as impersonal God who is unreachable and incommunicado (out of contact).
- As a leader, what you should know and believe is that God is real and if you reach out to Him, you find Him reaching out for you. No matter who you are or what you do, He is there for you. He is waiting for you to invite Him into your situation so He can start revealing to you His awesome plans.
- As a leader and a Christian, God speaks to you every time through your conscience or heart. God is right in there. Stop going round waiting to hear from God in some kind of dynamic and awesome way.
- Some are thinking if God loves them so much, why is he not speaking to them? Some will wait their entire lives and never hear God speaking. That is because they are trying to hear the voice of God with their ears. They want a booming voice that shakes the heavens and the earth.
- Listen, God does not speak to our ears. His Spirit communicates through our inner man (spirit man, recreated spirit) to our mind or soul, and we listen and apply it to the physical realm. That's how god communicates.
- God leads us through the still small voice. You use your will to make choices either right or wrong. Open up your spirit man to God because that is how He leads. Else, you'll spend a lifetime on earth without hearing from God.
- By faith begin to live like a king, speak like a king, dress like a king, walk like a king, think like a king and smile like a king. Do not go by what you see, go by what you know from the Word of God.
- You were created to win and to reign in life. You are a child of god and let the royalty in you come out. You need to start acting what you believe. Others

might judge you per what is outside but don't follow their judgments. You are different; you are a leader, act as such. You honor God if you do this!!

- Leaders don't quit in the middle of ministry. As a leader, make your mind that no matter what comes your way, no matter how difficult, no matter how unfair, you will do more than simply survive. You will thrive in spite of it.
- As a leader you learn how to see the positives in negative events. Learn how to fail forward. Failure should not become an obstacle, rather it should propel you into higher heights.
- Leaders go through tough times as part of life. Whatever happens does not happen to you, it happens for you. As you get older in ministry, try to look back and examine why such and such happened to you. Everything comes with a purpose.
- Old experiences do help you and shaped you to the person you are today. Often, the worse times in your life turn to be the catalyst of change you need in order to succeed later on in life.
- As a leader, sometimes God will deliver you from the fire, and other times He makes you fireproof. He makes you resistant or immune to hardships. You may have your darkest moments in your life where you feel forsaken and wonder why god is not responding to your predicament. That makes you a strong leader.
 - **Matt. 14:30** But when he saw the wind boisterous, he was afraid; and beginning to sink, he cried, saying, Lord, save me.
 - **Matt. 14:31** And immediately Jesus stretched forth *his* hand, and caught him, and said unto him, O thou of little faith, wherefore didst thou doubt?
- As a leader, if you want to step into the fullness of what God has for you, don't fight change, embrace it. Many leaders fear change. They fear what they

cannot see or know. Fear is based on lack of faith and it's the reason why many leaders are afraid to step outside the comfort zones.

- As a leader, open your eyes to see the good in today and make the most of it because every day is a gift from God. Each day is a gift from God to begin again. God will give you obstacle to overcome and challenges to strengthen you and make you strong.
- As a leader, don't let little things stress you. It is so easy to let trivial things anger you and blame your circumstances on others for the way you feel. Nothing outside you that makes you react. You choose what you react to from your inside.
- As a leader, when no one celebrates you, learn to celebrate yourself. When no one compliments you, compliment yourself. It is not up to other people to keep you encouraged. It's up to you. Encouragement should come from inside. Stop thinking of what others think or say about you.
 - **1Sam. 30:6 And David was greatly distressed; for the people spake of stoning him, because the soul of all the people was grieved, every man for his sons and for his daughters: but David encouraged himself in the LORD his God.**
- As a leader, don't use your energy to worry, use your energy to believe and move forward. Why does it seem easier for many to worry than to believe? Instead of focusing all your energy on what the future holds, focus your energy on believing God has a plan for you and rely on that.
- As a leader, if you are going to prosper and have good success, it is not enough to meditate and believe the Word but declare it as if your whole life depends upon it.
- As a leader don't use your words to describe your situation and the problems. Use your words to describe God and what He can do. If you use your words

to describe your situation, you are simply reinforcing only what you consider to be a bad situation. Consider the message by the ten spies. They gave a negative report concerning what they saw and reinforced fear in the community. They lost the promised land.

LEADERSHIP CHALLENGES AND THE MINISTRY

Credit: John Haggai – Lead On

God is calling leaders not power holders and crowd manipulators.

The Leadership Crisis

- Leadership crisis permeates from the presidency to the pulpit.
- Leadership crisis ripping families apart.
- Divorce and its growing threat.
- Self-centeredness prevents parents from taking time and efforts to lead their children.
- At all levels, our world's societies plead for leadership especially in politics and the church.
- The church is looking for leadership committed to God.
- Both the church and the world are looking for true leaders with care and compassion.
- God still seeks for a man to stand in the gap (Ezekiel 22:30).

Leadership Defined

- Leading is a discipline of deliberately exerting special influence within a group to move it toward goals of beneficial permanence that fulfills the group's real needs.
- Deliberately in the definition indicates a commitment on the part of the leader to his calling as a leader.
- Special influence means influence is not forced on others.
- Many leaders are power holders exerting force on people. People follow them out of fear.

- True leaders are followed out of respect and love because they display humility and self-control.
- Jesus Christ is our role model in this regard. He said “If you love me, keep My commandments” (John 14:15).
- Goals refer to the leader’s vision and his dream of what he sees the group being or doing.
- It is the leader’s vision that sets him apart and makes him a leader.
- The commitment to the leader’s vision becomes his mission.
- The term “Beneficial Permanence” in the definition means the vision of the leader outlives him. The vision aimed at changes that are continuing, enduring, and lasting for time and eternity.
- On the contrary, there are those who have sought goals detrimental to the group rather than for the group’s benefit – malevolent permanence.
- Nero, Amin and Hitler all demonstrated powerful leadership characteristics, but their leadership corrupted, destroyed and damned.
- A pastor who adopts the autocratic style of leadership destroys, stagnates and kills the church.
- Such a pastor does not take decisions with anybody. He takes all the major decisions and controls the finances.
- Pastors who are malevolent leaders pose a huge challenge to the ministry and insensitive to the needs of the people.
- A Christ-like leadership leads to goals of beneficial permanence which understands the real needs of others.

Are Leaders Born or Made?

1. Another challenge confronting ministry is whether leaders are born or made.

2. Actually, “LEADERS ARE MADE NOT BORN” according to the Harvard Business Review.
3. Like a surgeon, an astronaut, or a pulpit orator, a leader is made, not born.
4. God may give special talents, but these gifts will never surface if no effort is made to develop and exercise them.
5. God designed leadership roles for Moses, Jeremiah, Paul etc., but they had to learn leadership skills just as a man called to the gospel ministry must learn how to preach.
6. Without talent (aptitude), one can still be trained to become a leader.
7. Mary Martin was told by her vocal teacher to abandon her goal to become a singer because she had an inferior voice and would never make it.
8. By determination Mary overcame her aptitude deficiency and became one of the best singers in USA for 50 years.
9. Demosthenes suffered serious speech impediment and could not speak to a group. He invested agonizing hours to overcome his speech problems. Demosthenes became the most famous orator of all time.
10. Ted Haggai decided to become an electrical engineer, but mathematics put him at the bottom of the class. His lecturers told him to forget his chosen field and select another. He refused. Day after day he worked on developing his math skill and lost 30 pounds. By his third year, Ted was tutoring in math and graduated with honors. Later, he was given the L.A. Hyland award for scientific achievement.
11. Attitude can overcome lack of talent (aptitude) in leadership.
12. Ivan Fitzwater says leadership is neither inborn trait nor an inherited tendency. He says the real difference between leaders and non-leaders is attitude.

Vision and Challenges in Ministry

1. Where there is no vision, the people perish (Prov. 29:18)
2. Both leader and the followers must grasp and understand the vision.
3. Leadership starts with a vision on the part of the leader.
4. A major task of the pastor, therefore, is to communicate the vision to the church.
5. The leader must see clearly the vision he has for his group.
6. Then the followers must catch the vision God has given the leader.
7. Nehemiah didn't rebuild the wall of Jerusalem by himself. Others grasped the vision too.
8. The Apostle Peter learned that the gospel is for the Gentiles as well as for the Jews through a vision by God.
9. D.L. Moody, a business man turned evangelist had a vision of building a Bible Institute that will train lay people in effective evangelism.
10. It was a new concept God gave Moody.
11. Moody had to light the flame, so others could see the vision and commit to the mission.
12. God gave Dr. Han K. Chik a vision of a church in Seoul, Korea at the end of the 2nd World War.
13. 27 refugees shared his vision initially.
14. Today, the church stands 60,000 strong, built not by one person, but by many followers who caught the vision of Dr. Han.
15. Vision generates direction, order and devotion.
16. Vision overcomes aimlessness, chaos and lawlessness.
17. A leader dishonors God when he declares his vision, but complains when enemies assault and difficulties arise.

Leaders used by God respond to the vision He gave them

1. God gave Noah a vision of an ark, and he built it.
2. God gave Abraham a vision of a city, and he looked for it.
3. God gave Nehemiah a vision of a wall, and he repaired it.
4. God gave Paul a vision of evangelizing the whole world, and he did.
5. God gave David Livingstone a vision of Africa, and he opened the way for thousands of missionaries to preach the gospel.
6. God gave John Sung the vision of evangelism in East Asia, and he changed the spiritual complexion of every nation he visited.
7. If God has put a desire in your heart, accept the challenge as His oath that it can be realized and commit yourself to its fulfilment.
8. Dr. Mensah Otabil had a desire to start a private Christian University in Ghana. The rest is history. He is now a pace setter in the field of private university education.
9. God gave John Sung the vision of evangelism in East Asia, and he changed the spiritual complexion (colour) of every nation he visited.
10. God gave David Livingstone a vision of Africa, and he opened the way for thousands of missionaries to preach the gospel.
11. If God has put a desire in your heart, accept the presence of the desire as His oath that it can be realized and commit yourself to the fulfilment of the vision. Failure to act on your vision can lead to personal stagnation, a troubled spirit and a critical attitude.
12. A God-given vision is an awesome responsibility. Fulfilment can lead you to the heights of tremendous service to God and your fellow-man. Failure to follow the vision will deprive others of the leadership they need.

Goal setting as a challenge in Ministry

1. Vision is the foundation of ministry.

2. Several Pastors don't set goals, either in the long term or short term.
3. Leaders have to set SMART Goals.
4. Setting goals involves writing out the steps it will take to accomplish your vision: would it take 5yrs, 10yrs?
5. A good goal-setting program will be S-M-A-R-T: Specific, Measurable, Attainable, Realistic and Tangible

Specific

- Each goal must be specific step rather than a vague (unclear) desire.
- If Noah were to survive the flood, there were certain steps he got to take. He observed God's specific order: he should make the ark out of gopher wood; he was to observe specific measurements of the ark – length, breadth, height and the number of animals to board the ark among others.

Measurable

- If you can't measure it, you can't monitor it" – Paul Meyer, Success Motivation Institute. Measure your goals in terms of when it is accomplished.
- The purpose of goal-setting is to establish a set of steps for the accomplishment of your vision, it is important to know whether each step has been accomplished or not.
- You should have a goal of increasing the average attendance in your church to 300. You should state when it should be accomplished. Each goal is part of an entire goal system designed to fulfil your vision.
- The accomplishment of your goal is frequently necessary before other goals can be started.

Attainable

1. **THERE IS NO QUESTION THAT** Napoleon had a vision. He saw himself as emperor of Europe. He failed because of his ego and could never fulfil his vision for European conquest. Don't waste your time try to teach a fish to climb a tree or a horse to fly.
2. Set high goals, but not unattainable ones.
3. Don't permit emotions to overrule common sense in setting attainable goals. Example, I want to build 20,000-member church in village with a population of 100 within the next three months.
4. Set high goals but not unattainable goals. The Holy Spirit will give you wisdom in setting goals. We are to have faith in God. and we are told that with God's power, all things are possible.

Realistic:

- State what results you can realistically achieve given your available resources. For a pastor in Bible College training to build a church of 1000 member congregation 5 years after graduation from the college is realistic.
- "My goal is to be the president of the university within twelve months is unattainable. To set a goal to be millionaire with twenty years is attainable.
- If you want to evangelize the whole Ghana within five years is unattainable. You are becoming unrealistic, because the population keeps exploding.
- To set a goal to train one evangelist for every 1500 people in every country over the next twenty years may be realistic.

Tangible

- If you are impatient, set goal like "I won't complain for the next 10 days when my wife is late.

- A goal such as “I want to be spiritually minded’ doesn’t tell you much because it is not tangible. But devoting 10% of your monthly income as tithe to the LORD is tangible.
- I will devote first 30 minutes of each day to quiet time of Bible reading and prayer is tangible.
- I will tell someone what the Lord has done for me at least five minutes a week is tangible.
- At least once a week, I will visit the children’s ward and pray for a sick child in need for the purpose of encouraging a nursing mum is tangible.
- Never set a goal which cannot be materialized. It amounts to frustration and breaks down confidence.
- Ideally, your goals should be based on things that are under your control – things you and the people who work with you can do.
- Let your mind soar! Don’t limit God or the wonderful things he has for you. Don’t permit your own previous experience or the observation of other people’s performance to stifle your vision.
- State your goals positively and write them in detail.
- Make sure your goal includes behavioural changes. Set goals to become or develop whatever characteristics you lack. Working toward internal changes is an essential factor in goal setting.
- Your behaviour patterns must be compatible with your goals. You can’t expect to lose weight (if that is your goal) when your habit impels you to eat fats and sugars throughout the day. You must change your behaviour.
- You can’t launch a new program or enterprise if you permit fear of risk to paralyze you. You must have a behavioural change by developing courage before you can proceed.

- Make your goals personal. To set your own personal goals requires a robust character, especially when the goals are different from the norm in your society. It's still impossible for David to fight in Saul's armor. And it's equally impossible for you to lead with goals handed to you by someone else.
- Each pastor in charge should set his own goals according to the vision of the General Overseer. If each person sets his own goals, he will be more likely to achieve his goals and less likely to blame others if his goals are not met.

Character Challenges and the Leader

Just as vision sets a leader apart from manager, character sets a true leader apart from power holder.

Principles which enhance character are:

- Fruit of the Spirit including: Love, joy, peace, long-suffering, goodness, kindness, faithfulness, humility, self-control, communication, energy, investment, opportunity, staying power, authority and awareness.

LOVE

- Love is A basic ingredient of leadership.
- Christ makes leaders both fearless and strong as well as self-giving (2 Tim. 1:7).
- Napoleon said, "Alexander, Caesar, Charlemagne and myself founded great empires; but upon what did the creation of our genius depend? Upon

force. Jesus alone founded His empire upon love, and to this day millions will die for Him”.

- Most so called pastors today are not true leaders but power holders.
- “The leader leads his people; but the manager or commander tells his people, I want this done by this date, and if it is not done, then heads will roll!” – Harold Geneen.

Peace:

1. The leader is to bring peace to others in this world of turmoil.
2. It is often the ploy of the loveless, self-centered power-holder to create factions, provoke ceaseless conflict so he can control the group.
3. Dr. Haggai asked Dr. Han Chik who heads the 3rd largest church in the world whether he ever encounter opposition in session meetings. Usually Dr. Han will say, “You are good and godly men. I know you desire the will of God. Perhaps I was premature in bringing this matter up. Or maybe it is an error to consider it. Let’s pray some more about it”.
4. **Joy** is not in getting fame and riches the world offers.
5. Joy does not come when you get what you want. Joy is not found in building new house, buying new car or in education.
6. Joy comes not from getting but from giving.
7. Go gives and forgives while we get and forgets.
8. Jesus gave us His joy, that our joy may be full (John 15:11).

Long-suffering

1. Dr. Han says, “When you lose your temper, you lose everything”.
2. The long-suffering person is long tempered.
3. The effective leader, in reliance upon God, controls his temper.

4. The effective leader will not stoop to respond, no matter what the provocation either with worldly courtesy or brutal vindictiveness. Rather, he responds with love's endurance: long-temperedness

Kindness

1. It is doing the little things that help, reinforce and support.
2. Kindness is helpfulness in small things.
3. Kindness is the pastor's love service for the church which overcomes challenges.

Goodness

1. It is manifestation of Godlike virtues in a person.
2. Goodness is Jesus showing compassion to the woman caught in adultery without condoning her sin. Pastors need to show goodness in ministry in order to overcome challenges.
3. Goodness is George Washington praying on his knees in the Valley Forge and Abraham Lincoln on his knees in the White House – each asking God for guidance and strength to do what is right.

Faithfulness

1. has to do with a leader's staying true to his trust, to his commitment to others, to himself, and, above all, to God. It's honoring your appointments.
2. Faithfulness is a characteristic of a reliable leader.
3. Do you keep your promises? Do you pay your bills?

Humility

1. It gives strength to leadership. It is strength under control. Meekness gives added thrust to your work, and above all, it honors God.
2. The meek person does not take offence or fights back. He turns the other cheek to the one who hits him. And yet, humility is not cowardice, for humility requires high courage.
3. Jesus came in lowliness of mind. And we learn humility through his character.
4. **Self-control:** it's being temperate in all things. It's not allowing the desires to master you.
5. It is a life characterized by discipline.
6. The Christ-like leader rules his spirit. "He who is slow to anger is better than the mighty, and he who rules his spirit than he who takes a city" (Prov. 16:32).
7. Self-control is spirit control.
8. Self-control is thought control.

Communication and Leadership

Leadership begins with vision. Goals are set to accomplish the vision. And commitment to the goals is mission.

1. The leader's task is to communicate the vision, the mission and the goals to the followers in love and humility.
2. Communication is what people hear, not what you say.
3. Effective communication overcomes isolation, and it's a factor of reproduction. The leader multiplies himself by what he communicates to people.

Investment and Leadership

1. This principle states that if you invest something, you will receive it back many times over. The Scriptures express this principle again and again.
2. Whatever a man sows, that he will also reap (Gal 6:7).
3. If you sow love, humility, self-control and wealth, you will receive it back many times over.
4. Remember that God is the provider and be patient with your investment.
5. Put your money where you want your heart to be and expect results. And give God the glory.

Opportunity and Leadership

1. Lee Iacocca was president of Ford Motors and two years in a row led Ford to make a profit of \$1.8b. He received an income of \$970,000 annually. He was fired in 13 July 1978.
2. Less than 4 months, Iacocca became president of Chrysler that has announced a third-quarter loss of \$160m.
3. But Iacocca was turning obstacles into opportunities.
4. Chrysler made a modest profit in 1983. Its stock soared from \$2 to \$36. It was in these obstacles that he found his greatest opportunities.
5. Every setback has within it the seed of an equivalent advance. You only have to look for it.

Energy and Leadership

John Wesley travelled on horseback the equivalent of 10 times around the world's equator. He preached as often 15 times a week for 50 years.

1. When he was past 80, he complained that he could not read and work more than 15 hours a day.

2. Napoleon said that he owed his success to youth, health and the ability to stand physical strain without limit. He had the power to sleep at any moment, and a stomach that could digest anything.
3. Florence Nightingale, according to her biographer, E.T. Cook, stood twenty hours at a stretch, distributing stores, apportioning quarters, directing work or assisting operations.
4. As pastor, your energy is what drives you on.
5. Mary Beynon in her book, *How Never to Be Tired*, says the answer to fatigue is not rest but work.
6. *Staying Power*: Sickness can be one of the most discouraging obstacles to face in carrying out your goals program. Sickness saps physical and mental strength.
7. *Staying power* overcomes illness
8. *Staying power* overcomes personal desires.
9. *Staying power* overcomes financial limitations.
10. *Staying power* overcomes ministry opposition.
11. *Staying power* overcomes betrayal and persecution.
12. *Staying power* overcomes impossibilities.
13. To stay in power, remember your vision.
14. To stay in power, focus on your goals.
15. To stay in power, visualize your goals as accomplished.
16. To stay in power, read biographies of great people
17. To stay in power, live in constant communion with God.

Wise sayings for leaders

1. As a leader, know that it is nice to be important, but it is more important to be nice – Author unknown

2. We must learn to live together as brothers, or perish together as fools – Martin Luther King Jnr.
3. Other people can help you do the better job than you can do it alone – Andrew Carnegie
4. Alone we can do little, together we can do much – Hellen Keller
5. No one can whistle a symphony. It takes an orchestra to play it – Halford Luccock
6. Teamwork gives you the best opportunity to turn your vision into reality – John Maxwell
7. Teamwork makes the dream work – John Maxwell
8. With teamwork and determination, a person can overcome anything – B. Dodge
9. Coming together is the beginning; keeping together is a progress; working together is a success – John Maxwell
10. One person seeking glory doesn't accomplish much. Success is the result of people pulling together to meet common goals – John Maxwell
11. Together everyone achieves more – John Maxwell

As a Leader, learn to smile: A smile is a language even babies understand. It costs nothing but creates much love and affection. It happens in a flash and the memory lasts forever. Keep on smiling and have a nice day – Author unknown

LEADERS EVERYWHERE

- God Himself is the leader of the universe and He has ordained leaders in every spectrum of society. Go to the government, there are leaders; go to the schools and colleges there are leaders; go to all the corporations and institutions you find there are leaders; go to our homes and society there are leaders all around.
- God knows the principle very well that no leader, no progress; no leader no vision; no leader no sense of direction; no leader no development; no leader no blessing; and no leader no effective church.
- God in his sense of right judgment sometimes punishes His beloved country Israel by allowing the enemy nations to take the nation into captivity including almost all her leaders and the prominence in society.

Incompetent leadership

- God uses incompetent leadership as a means of punishment to any nation which rebels and disobeys Him. It happened to Israel and that led them into captivity forever by Assyria. God uses children as princes of such nations and allows babes to lead them. It's a clear sign of incompetent and incapable leadership.
 - **Isaiah 3:12** As for my people, children are their oppressors, and women rule over them. O my people, they which lead thee cause thee to err, and destroy the way of thy paths.
 - **Eccl. 10:16** Woe to thee, O land, when thy king *is* a child, and thy princes eat in the morning!
- A baby cannot control its own affairs how much more a whole nation. Babies depend upon their parents for survival, direction and wisdom and can do no good if they lead a nation.

- Babies taking over the affairs of a nation is a type of punishment from God.
- Look at the level of intimidation, injustice and proliferation of all sorts of evil and rebels in Africa; it's a type of punishment from God. A thousand of young people are enslaved to the drugs culture in Europe and America, what is the cause? It's poor and selfish leadership.

Strong leadership

- Every organization including churches rise and fall on leadership. The progress of that organization depends on leadership as well as the fall of that same organization.
- With a good strong leader, a church may start from the scratch and grow into a strong mega church. With bad and weak leadership, churches don't go anywhere even if the pastor is every anointed. The same applies to nations, with weak and corrupt leadership, the nation wallows in poverty. But there is progress under strong leadership.
- David instructed Solomon his son to be strong and show himself a man.
 - 1Kings 2:1 Now the days of David drew nigh that he should die; and he charged Solomon his son, saying,
 - 1Kings 2:2 I go the way of all the earth: be thou strong therefore, and shew thyself a man.

Learning to lead

- Leadership is an art. You need to learn it just as subjects are studied in schools. Even when born with leadership traits, you still learn and add value to your leadership gift.
- The ability to write and read is not a spiritual thing. You need time to learn that and develop that skill. Without the ability to read, write and speak, you

are going nowhere in this world. The same applies to leadership. Without the knowledge and skills of leadership, your ministry is at standstill.

No leadership impact

- Many organizations exist with leaders occupying leadership positions, yet they don't make any impact. It is like nobody is in control. Their leadership is without any effect.
- Examples of such leadership without impact exists in abundance in Africa. In some countries in Africa, even toilets and roads are built by foreign companies. They import furniture from China while they sit in the midst of the tropics.
- This is not a curse on the Black man or on the African continent, it is a sign of poor leadership. As a result, poverty and illiteracy abound. Some even think it is lack of democracy. Now democracy abound and the problem keeps recurring. It is the result of poor and weak leadership.
- In the spiritual sense, in churches where there is no development, new churches are not built, no missions sending work, offerings are collected every day for projects and peculiar purposes yet you see no change, that church is suffering from poor leadership.

LEADERSHIP SPIRIT

Credit: Myles Munroe

- Trapped within every follower is a hidden leader. Leadership spirit is one of the most important traits of true leadership. All humans truly possess the leadership spirit but only those who really capture the leadership spirit really step into true leadership.
- The thinking of a leader is what separates him from the followers. True leaders are distinguished by a unique mental attitude that emanates from an internalized discovery of self, which creates a strong, positive, confident self-concept and self-worth. This unique mental attitude is called “The spirit of leadership.”
- The spirit of leadership affects the entire life of the leader and controls his response to life, dangers, crises, disappointments, failures, challenges and stress. Spirit of leadership gives the leader a sense of confidence, hope, faith, and belief in possibilities.
- The spirit of leadership in the leader equally inspires others to have hope in the face of great odds and causes the leader to cultivate a spirit of purpose, hope, daring, passion, and conviction.

Leadership by position or disposition

- Until the spirit of man is changed, he cannot be changed. Man is essentially a spirit being, and salvation begins with the spirit being recreated. It is this recreated spirit that controls man. Until man’s spirit is uncreated, he is not changed.

- Leadership therefore begins in the spirit of a person. That is the spirit of leadership. It is your spirit that dictates the nature you have to manifest. Until your spirit is changed, your personality is not changed.
- When the spirit of leadership comes alive, it produces an attitude that separates the leader from the follower. Anybody who is born again and has the recreated spirit can begin to operate as a leader from that angle.
- It is important to understand that leadership is not an exclusive club for the elite few who were “born with it.” As a human being, you have an instinct and capacity for leadership.
- The “spirit” called man was created to lead, but man lost this spirit of leadership. All humans possess the potential to lead, but most have lost the instinct and passion for leadership. Many even think they are not leaders and that leadership is for those born with it. Many even don’t know leadership is an act and skill which can be cultivated.
- There are many who confuse the position of leadership with the disposition of true leadership. No matter what position a person may be given, status in the church does not automatically create leadership. You can be a pastor, bishop, apostle or elder by position and not be a true leader.
- Genuine leadership is not by position but by disposition. It is one’s internal disposition or identity, which relates to a sense of purpose, self-worth and self-concept.
- Leadership by position control others through manipulations and playing on their fears, needs and emotions. But true leadership is a product of inspiration not manipulation.
- Leadership by position are leaders who think that title makes the leader. We see people put in prominent positions with impressive titles yet have failed

miserably because they haven't understood that real leadership is manifested in performance and results and not in labels. They use their titles, labels and positions to intimidate and deceive the naïve.

- True leadership goes beyond the mechanics of most of the approaches that pervade our leadership programs today. True leadership has more to do with a sense of meaning and significance in life.
- The above distinctions separate leadership quality of passion (dispositional) from the hunger and lust for power (positional). True leaders don't seek for power but are driven by passion and wisdom to achieve a noble cause.
- You were never created to be oppressed, subjugated, subordinated, or depressed. The Creator designed each human being to fulfil a certain mandate, a specific purpose or assignment. It is your assignment which determines your area of leadership.
- Deep inside each one of us is a spirit with a big dream struggling to free from the limitations of our past experiences, present circumstances and self-imposed doubts.
- We all have become victims of unfulfilled passions due to ignorance and poor leadership in positions of authority. Man's greatest ignorance is of himself. What you believe about yourself creates your world.
- No human can be beyond the limits of his beliefs. In essence, you are what you believe. Your beliefs are a product of your thoughts, your beliefs create your convictions, your convictions create your attitude, your attitude controls your perceptions, and your perceptions dictate your behavior. It takes good leadership to unlock all these potentials.

- The result is your life is what you think it should be. The leadership spirit in you is what brings out what your life should be. When you think according to the spirit of leadership, you begin the process of becoming a leader.

What the world needs

- Some of the unique attitudes of spirit leadership include passion, initiative, teamwork, innovation, persistence, discipline, focus, time management, confidence, positive disposition, patience, peace and compassion.
- All the monies in the world can make you rich, and all the power in the world can make you strong, and all the qualifications in the world can make you educated, but these things can never make you a leader.
- You can inherit a fortune but not leadership. Yet there is no greater need in the 21st world century than effective, competent leadership. The number one need all over the world today is not money, social program or even new governments. It is quality, moral, disciplined, principle-centered leadership.
- What we need in our governments, business, schools, youth communities, religious organizations, homes, every arena of life including the field of medicine, sciences, sports among others is true leadership.
- The world thinks leadership is a role one plays. No, rather, leadership is a life one leads. You cannot never divorce your personal life from your public responsibilities or your personal standards from your public life. Leadership is not only an art, it is a calling.
- Leadership is not a style, a technique or the acquisition of skills, but a manifestation of a spirit. The spirit of leadership is where the quality and standards of leadership are increased rather than decreasing.

- What we see in this world is many governments, civic organizations, corporations and non-profit organizations spend billions of Dollars training thousands of would-be-leaders in management techniques, human manipulation skills, methods of control among others with the hope of producing better leaders. Yet such seminars cannot produce true leadership.

What makes a leader?

- The shelves of many bookshops are stacked with books on the subject of leadership. Some leaderships books promise magic transformation from follower to leader. Other books contain some worn-out principles that frustrate those who buy them.
- Research on how to be a good leader continues by leadership gurus; colleges and universities add special courses designed to produce or improve the cadre of leaders. Yet all these programs cannot make a leader.
- Many of whom we trust as leaders have brought huge disappointments due to their hidden inconsistencies and human weaknesses. Many Catholic priests, celebrities and world leaders involved sexual scandals tells more of a culture of defective leadership.
- Moral defects, abuses of power, privilege, and trust; misuse of resources; corruption; and hypocrisy have become associated with leadership today perhaps more than at any other time in history. These challenges can be controlled by the leadership spirit from the inside of a person and not by colleges and universities.
- Morality, ethics, principles, conviction, standards, faithfulness, transparency, trustworthiness, and honesty are rare commodities in the field of contemporary leadership. Why is true leadership so difficult to find?

Ethics and Morality in Leadership

- An article in the American Way Magazine by Joseph Guinto entitled: “Lie, Cheat, and Steal your way to the Top.” The subtitle reads, “Everyone of doing it, right?” but what’s our cheating culture really costing, and where and when does it end?
- The article exposed the detailed corrupting web of cheating as a culture at all levels of Western society including the highest offices of leadership. Employee theft is one of the fastest growing crimes in the world. In the United States alone, the cost of occupational fraud, mainly accounting schemes was 600 billion in 2002, twice what it was in 1997.
- An ethics professor at a top business school once remarked, “[My] students defend their view that some cheating is okay by saying, ‘Everybody does it.’”

In need of True Leader

- This is the culture and state of leadership that pervades our world today, whether in public, religion, business, education or sports. We are in desperate need of true, competent, principled, sensitive, compassionate, and spiritually conscious leaders.
- What makes a true leader? How are genuine leaders produced? When does one truly become a leader? Is there a predictor of leadership? What are the qualities that distinguish a leader from followers?
- Yes, as aspiring leaders, we need to know missing ingredient in leadership development. We need to the elusive link between talent, titles and leadership.
- We need to know that genuine leadership is not the result of memorizing formulas, imitating methods, learning skills or training in techniques. Genuine leadership is an attitude of the heart.

The hidden leader in you

- Every follower has a hidden leader inside his personality. “An army of sheep led by a lion will always defeat an army of lions led by a sheep,” remarked Myles Munroe.
- Remember the story of a lion who by association with the flock became and behaved like a sheep. The lion cub found by the shepherd grew up with the flock, grazed together with them, drank water with them and bleated like a sheep.
- When flock come under attack by other wild animals and the flock scrambled for safety, the young lion also follows them. The lion was a lion inside but a sheep outside, so he behaved like a sheep.
- The leader inside you must come out. There is a hidden leader trapped in everybody. One day this young lion went to the river alone to drink and met a big lion on the same mission.
- The big lion roared at the young lion who felt a stinging he had never known before. When the young lion attempted to roar, the sound that came from the gaping jaw was that of a sheep. It was after several attempts that the young lion heard himself make the same sound as the big lion.
- That day, the young lion decided to leave the ‘sheep life’ and followed the big lion into the jungle to follow his inner self he has just discovered. He gave up the safe, simple and secured environment and enter the frightening, robust, untamed and unpredictable jungle life.
- The young lion took control over his life and became the lion king God created him to become. He stopped being a follower of sheep to become a follower of the lion inside. Just like the lion, many leaders are still leaders inside but followers outside. The lion was a lion outside but a sheep inside.

- A lion leading an army of sheep is stronger than a sheep leading an army of lions. As a leader, let the hidden lion inside you come out. Lead your people through creative wisdom, love, humility and create opportunities for them until you all get to the promised land.

Make destiny decision

- The young lion was born to live like a lion not like a sheep. But it took decision for the young lion to walk into his destiny. He had to decide to turn his back to the sheep life in the farm and walk into the forest to become king of the jungle. He was king of the jungle yet lived like a beggar.
- Genuinely, the young lion roared like a lion by the inherent strength in him. You too can decide to release the inherent leadership capabilities in you when you come to understand your true self.
- The young lion's encounter with the big lion caused him to make a decision which affected his future. You too have a choice to make about your future. You can turn from becoming a daily follower to a leader.
- Just as the young lion knew that to become his true self, he would have to give up his safe, secure and simple environment and enter into an unpredictable and robust future, you would have to leave your safe confines of being a follower if you are going to become a leader.
- Just like the young lion who had to cross the river to enter into the life God created him to be, you too must make destiny decision today by crossing your river of fear, intimidation and poverty mentality into the destiny God created for you to walk into.

The hidden leader in you

- The hidden leader in you is expressed through the power of attitude. There is nothing as powerful as attitude. Your attitude is your stance, assertiveness manner and approach to life.
- Your response to the present is dictated and determined by your attitude. You are your attitude and your attitude is you. If you do not control your attitude, your attitude will control you.
- Attitude brings the hidden leader in you. Attitude creates your world and is a designer of your destiny. your attitude determines your success or failure in any venture in life. As a pastor, failing or succeeding in ministry depends upon your attitude.
- With attitude, you either gain or lose opportunities and other related blessings. More ministry opportunities and connections have been lost or forfeited due to attitude.
- Attitude is powerful and important than beauty, image, power, titles, labels, or social status. Attitude is your identity, the hidden man inside. Attitude is more important than wealth and can keep one poor or rich.
- Attitude is the tool that can open or close the doors of life and possibilities. It can make beauty ugly and homeliness attractive. Attitude is the distinguishing factor between a winner and loser.
- The difference between a leader and follower is attitude. Because of attitude, winners become followers and followers become leaders. Resist from letting your attitude stop you from becoming the person God created you to be.

Attitude creates your world

- Attitude is your mental condition or mindset that responds to your situation and the world you live in. Attitude designs your destiny, shapes your future and creates your world you want to live in. attitude is your way of thinking. Attitude is your self-worth, self-concept, self-esteem, sense of value or significance. Attitude is the manifestation of who you think you are.
- Leaders have different attitude, that means they think differently about themselves and that distinguishes them from followers. We live our lives according to who we think we are.
- According to the illustration between the young lion and the sheep in previous pages, if you believe in your heart that you are a sheep, then you stay in the confines others have placed you in or you stay within the confines that have made for yourself. You can never go beyond what you think.
- If you think you are a lion, then you will venture beyond man-made limitations and embark upon that life of leadership that you were born to live. You will develop into somebody who inspires and influences others within the confines of your inherent domain.
- Understand that no amount of leadership skills, courses in management methods, power titles, promotions or associations can take the place of right attitude.
- All the monies in the world may make you rich but it can never make you a leader. Your leadership development is determined by your perceptions of who you are and why you exist.
- If you have all the titles and libels on earth and yet does not know your significance, of does not know the reason why you live, or does not know why you were created, you will live your lifetime a follower. You will be like the

young lion who lived among the sheep and did everything like a sheep. He ate sheep's food, drank and cried like a sheep.

Designed to Lead

1. You have been designed by your Maker to lead your environment. Everything about you was designed to go forward. Your eyes see forward; your legs move forward; your nose points forward; your hand stretches forward; your head surges forward and your mouth points forward.
2. Most things designed by men have been designed to move forward. Front view of buildings faces forward; ships move forward; vehicles move forward; trans move forward; nuclear weapons strike forward among others.
3. Designed to lead points to understanding your leadership potential and capacity as human being. Designed to lead means you have been created to rule, dominate, manage, govern, control and lead your environments. No matter who you think you are, in essence, you are a leader.

1Kings 2:1 Now the days of David drew nigh that he should die; and he charged Solomon his son, saying,

1Kings 2:2 I go the way of all the earth: be thou strong therefore, and shew thyself a man.

4. Leadership is being strong and showing yourself a man. It doesn't matter whether you are rich or poor, young or old, White or Black, from Third World country or from the West, educated or uneducated, male or female – you have the nature and capacity to lead.

5. You can fulfil your inherent leadership capabilities only when you discover, understand, develop, and begin to exercise who you are designed to be and you allow the lion in you come out and take control.
6. As a leader, you go out there to perform, whether you are a homemaker, nurse, teacher, architect, engineer, pastor, manager, businessman, artisan, mechanic, coach among others. you take initiative, you seek to solve problems, you improve the systems, you explore new areas and push boundaries. These attitudes will produce certain behaviors and stretch you as a leader.
7. Therefore, being in a position of a follower does not negate your leadership capabilities. Knowing and cultivating certain attitudes in yourself will give you the mindset you need to develop your leadership potential to the fullest.
8. Rains have natural instincts to fall from above. Rivers have natural instincts to flow. Fishes have natural instincts to swim without struggle. And birds have natural instincts to fly. Humans also have natural instincts to lead and to be in control.
9. It is the reason why become frustrated, depressed, discomfort and feel uneasy when debts overwhelm you and under the control of your creditors or some kind of sickness. You were not created to live under such conditions, rather, you were created to dominate.
10. Leadership is not reserved for exclusive group of elites in society who are handpicked by destiny to control, rule, and subordinate the masses. Contrary to popular opinion, leadership is not an elite club for certain few. Leadership is the true essence of all human beings.
11. Another factor preventing people from taking up leadership responsibilities is the concept of their origin. Origin often influence the way some people think about themselves.

12. The notion that the universe was the result of the big bang theory which is the theory of evolution. That all creation originated from species and the stronger ones kept dominating and ruling over the weaker ones until we got to this stage.
13. According to the theory of evolution, there is no specific purpose life. Life exists merely as a result of forces of nature. It teaches the idea that those who are stronger, intellectually, physically, and creatively are destined to lead and control others, while the rest are destined to be followers.
14. The other theory of creation is the idea that an intelligent Being formed the universe and created the earth and everything that fills it including human beings. With this we believe that the Architect of the world is in control and has a destiny for every human being He created.
15. This concept supports the idea that everybody has a role and contribution to make, no matter what their station in life and current level of ability. Whether rich or poor, uneducated or uneducated. Locations don't matter.

Your Origin

- You are a product of highly intelligent and creative Supreme Being. You are not by accident; you are a man and woman with a mission. You were created to fulfil destiny.
- Be informed that evolution is still theory. It has not been proven. There is no hard evidence to verify its claims. Yes, the makeup, experience and inventions of human being defies this theory of evolution. The intricate design of human being and the orderly nature of the universe don't support evolution.
- The origin of our leadership is from God. God poured out His own nature into us by creating human beings after His own image and likeness. He breathed into His nature the breath of life. In this sense, we are portion of God's poured

out nature. As the creator is purposeful, well organized and creative, we are designed to be the same.

- You have to decide which concept of origin you will accept as basis of your life. Either you go by evolution or by accepting God as the Supreme Intelligent behind creation.
- Only you can choose what you believe about yourself and human nature, as well as the nature of leadership. Is leadership only for the strong and the rich who are able to win over the weak or for those who accept it as inherent part of their design by the Supreme Intelligent?
- I believe that you and I were created to lead. Leadership is inherent in our nature and is fundamental to our origin, our makeup and our human destiny.

Leadership Philosophies

- Our philosophies determine the way we think. This has deceived many into thinking that they are not leaders due to certain wrong perceptions and assumptions they have built around themselves.
- **Leaders are born not made:** This is the belief that leadership is the result of certain birth traits inherent in the personality and nature of the individual. It implies some are born with certain unique qualities which easily enabled them to lead whilst others are born to follow.
- This concept makes us deify our leaders and think they are essentially unlike us. This concept leads us to block and undermine our own leadership potentials and makes us surround the leadership in us to the control and limitations of others.
- **Leadership by providence:** There is the belief that certain people are chosen by the “the gods” and appointed to elite position of leadership over the

unfortunate masses. In essence, leadership is reserved to the few chosen by power to control, manage and direct life, future, fortunes, and aspirations of the unchosen.

- This concept is wrong belief because evidence abounds that people are more productive and cooperative when they are inspired rather than manipulated by leadership.
- **Leadership is the result of special training:** This is the belief that leaders are produced through special educated courses and programs. Many people feel that they have to have MBA or attend leadership conferences in order to be able to lead others.
- There is nothing wrong with such training in itself. But don't forget that leadership is the manifestation of your attitude based on the knowledge of who you are and were born to be. Your attitude about yourself has a tremendous impact on your daily life and whether you fulfill your central life purpose.
- Don't let anybody get the idea that you don't have 'wills' of your own. We have allowed circumstances, other people and our own unsubstantiated beliefs to block our natural leadership tendencies. We should never allow anybody to have the idea that we don't have a will or some sense of direction for our own.
- Others may have position of authority over us which we should respect, but that doesn't mean they should stifle your inherent potential as leader. Don't let other leaderships intimidate you.
- **Leadership as a result of charismatic personality:** This principle assumes that only those with special or unique measure of charisma, those who are extrovert, those who are magnetic leaders among others are leaders.

- The problem with this principle is that in every generation, there arise significant leaders who do not display the charismatic traits celebrated by this principle.

LEADERSHIP AND ATTITUDE

Credit: Dr. Myles Munroe

- The essence of leadership is still about attitude. Leadership is not in management techniques for manipulating and controlling people. All the leadership methods you may learn in colleges and seminars can give you information, but they cannot develop you into a real leader.

Leadership is not in techniques but in attitude

- True leadership is in attitude that naturally inspires and connects people to follow. It comes by internalized discovery of yourself. Nobody can learn attitude. Attitude is a motivation or inspiration that comes from within.
- Attitude is something deeply personal and internal that influences and transforms your thinking about yourself and your ability, self-worth, value, self-esteem, outlook of life and perceptions about others.

Leadership and knowing

- Learning about leadership and know what leadership entails are not the same. Learning comes from education but knowing comes from revelation. Learning is reasoning whilst knowing is spiritual. You do not really change until you know.
- Knowing changes your mind, and your mind transforms your attitude, and attitude informs, directs, and regulates your behavior. “Human beings can alter their lives by altering their attitudes,” says William James.

- According to the book of Proverbs, “As a man thinks in his heart, so is he,” Prov. 4:24. What a person thinks in his heart is what ultimately comes out in his actions.
- The challenge lies in the difficulty of changing attitudes. The reason many are still stuck in their old ways of thinking and finds it difficult to change is that attitudinal change is not easy.
- Leadership originates from the heart. Most people are not leaders because in their hearts, they don’t believe that they are leaders. What is missing in many people is the sense of leadership hidden deep inside. What and how we think about our purpose in this world is the basis of our attitudes and actions toward others and ourselves.
- Your future and ability to succeed are not tied to what others think of you. They are tied to what you think of yourself. The source of your success is your mindset and it’s what the spirit of leadership is all about.

The leadership spirit and the spirit of leadership

- We were given the leadership spirit when we were created. Our leadership potential was still intact, but we have lost the spirit of leadership. The spirit of leadership has to be discovered. The spirit of leadership is our consciousness of being made in the image of the Creator, as well as the attitude that accompanies that awareness, which are the foundation of our true leadership.
- The leadership spirit is the raw material of leadership potential, and the spirit of leadership is the courage, ability, desire or will to use the leadership spirit as you are supposed to use it.

- The leadership spirit is like a fertile land without rains. Again, it's like owning a Rolls-Royce without gasoline to run it. The spirit of leadership comes to empower or activate the leadership spirit.
- You possess the gift which is leadership spirit, the untapped resources within you, but you lack the knowhow, ability, wisdom to make it work. Lacking the spirit of leadership means we lack have been emptied of the spirit that is meant to empower us for living and to become what were intended to be. But some people have been able to tap into their leadership spirit or ability.

Attitudes create environment

- Attitude is more of a being than doing. It is a state one is created with which has to be discovered by self and translates into meaningful activities such as creating, building and maturing.
- Attitude is that inherent human desire which takes control over your world or circumstances. Because true leaders discover and understand who they are and what their purpose on earth is. They influence their environments more than how their environments influence them.
- Giving you an example, true leadership is found when device ways and solutions to come out of your debt crises. Others with the same debt challenge lose hope, panic, and eventually surrender to their circumstances and become immobilized by the debt.
- True leaders can turn their one room apartment into a comfortable and safe haven that is more appealing while followers without true leadership insight will stay in the one room apartment forever.

- With those few examples given above shows how few people tap into their environment and influence it rather than their environment influencing them. That is the spirit of leadership you have to unearth.
- There innumerable applications derived from the above principle in everyday life on both large and small scale bases depending upon your leadership gifts and calling. True leaders strive to overcome crises and they become creative in difficulty.

The spirit of Leadership

- Relatively few people capture this spirit of leadership in their entire life. All can capture and cultivate this spirit of leadership. But unfortunately, most don't have the courage to cultivate it.
- Don't allow failure, discouragement or oppression of others intimidate you and imprison your mind from following your natural inclinations. Stop making excuses such as "I am too shy, I am not educated, I have never been good, I came from a poor family background among others.
- Your vision must be to rise up from your fears and from being a follower to being leader in your area of dominance. Don't allow what you are going through cripple you from becoming what you were created to be.

Become a Leader

- You were born to lead, but you must become a leader. You were born with leadership spirit and God inside you. But you have to grow into what God wanted you to become.
- You need to make a change through decision. You have to decide to add to what God has given you. You have to leave the sheep pen to the forest.

- Your rulership and what you will become is in the forest. Stop doing the same thing every day because that is convenient. As a young lion, stop staying with the sheep and decide to go to the jungles. Where you were created to live.
- You will face uncertainties and challenges in the jungles but that is where you were created to live and to lead. Step out to become what you were created to be. You only learn, grow and become a leader by discovering the potential inside you.

Discover the Leader within You

- You can become all that you were designed to be. Again, true leadership is self-discovery. It has very little to do with what you do, for it is just a matter of becoming who you are. Be entirely devoted to your self-manifestation. Aim at that and you will be.
- You have been created by God with leadership potential in the area of your gifting. The human spirit in you is designed to control and lead its world or environment.
- There is a hidden leader in you regardless of your present status or feelings about your leadership abilities. Discover this truth and live by it, and you will not be content with just being a follower any longer.

LEADING WITHOUT LEADERSHIP

Credit: Dr. Myles Munroe

- Your attitude is that which grants access to be connected to the God inside you so you can become the exact leader God created you to become. What is inside you is your life giving source.
- What is inside you is your leadership spirit. This exists in everybody God created. It is the image of God which we were made of. It is an inherent dominion spirit.
- The resources to access this image of God or the inherent spirit in us is our attitude. We lost the Spirit of the Creator at the fall and this led to the lost of the leadership spirit as well.
- Humanity's lack of connection with the Spirit of the Creator has resulted in loss of true leadership in the world. Many therefore are leading in society and elsewhere but without leadership.
- If you want access to hydro-electric power, you need to build a dam; or if you want your computer harder to work, you need to connect it to a source of electricity. The same applies to your potential as leader.
- Leadership potential needs to be connected to the source of power and purpose. It is connected to God when the person becomes born-again. The same applies to the leadership spirit and the spirit of leadership.
- As said previously, we were given the leadership spirit when we were created. Our leadership potential was still intact, but we have lost the spirit of leadership. The spirit of leadership has to be discovered. The spirit of leadership is our consciousness of being made in the image of the Creator, as

well as the attitude that accompany that awareness, which are the foundation of our true leadership.

- The leadership spirit is the raw material of leadership potential, and the spirit of leadership is the courage, ability, desire or will to use the leadership spirit as you are supposed to use it.
- Your computers, LCD large screens, refrigerators, and all your other electrical appliances could become high-tech toys without connection to electricity, or when they are cut off from their source of power supply.
- Similarly, man is a powerful creature full of divine potential (leadership spirit) who has been cut off from the source of his power supply (spirit of leadership).
- Man is full of divine potential such as talents, talents, creativity, gifts, untapped resources, ingenuity, and productivity who himself has been cut off from his source of power.
- As a result, man walks on earth living far below his intended capacity, being destroyed both by his ignorance of whom he is and his source. This loss of who man is has led to myriads of negative outcomes.
- Adam was created a potential force full of wisdom of leadership spirit and spirit of leadership. He led the animal kingdom and the human kingdom. Adam was in control and a force to reckon with.
- They day Adam declared independence for himself, he lost all his leadership ingenuity and the spirit of leadership. He lost control of who he was and what he could ever do.
- Questions such as the following have been asked by countless generations since the Adamic revolt:
 - Who am I?
 - Where am I from?

- Why am I here?
- What am I capable of doing?
- Where am I going from here?
- The above five questions address the five most important discoveries of the experience of man engaged on earth:
 - Identity
 - Heritage
 - Purpose
 - Potential
 - Destiny
- True leadership can be arrived when all above five unaddressed factors are engaged at. When man get connected to what Adam lost, man's access to the above will be restored.

What did Adam lose?

- If all your electrical appliances were cut off from the source of power, they will be sitting there in your house but will not be able to fulfill the purposes the manufacturer intended for them.
- Everything the manufacturer had promised that the electrical appliance could do was not able to be fulfilled because there was no power. The same way man could function to the fullest capacity when attached to God, the source of his life and power.
- The key to successful living is the indwelling Spirit of God called the Holy Spirit. The Holy Spirit, therefore, is the key to true leadership. The Holy Spirit is the only hope for man to rediscover his true identity, self-worth, self-image, significance, self-esteem and destiny.

- Again, with the loss of the Spirit of God from our spirits, we obviously lost our leadership awareness. Every generation wandered farther from its leadership power.
- There is no true leadership without reconnection to our source, which is the Holy Spirit. The Holy Spirit makes us conscious of our leadership spirit and also the source of the spirit of leadership.
- The story of man on earth is similar to the prince who was born into a great royal family. At the age of five, he had a shipwreck with his father when both were travelling to a far country. The little prince was saved by a native from a nearby Island.
- The father was unaware of the rescue and the little prince was now separated from his royal family. He became a member of the village and grew up unaware of his royal heritage. He learned to think and live like the natives. In effect he became slave to the culture and standards of the people.
- He was a royal prince living under impoverished conditions. He did not know who he was, where he was from, why he was born. He lived his life vastly below his inherent privileges.
- He lost his identity, self-worth, self-esteem, heritage, potential and destiny. knowing the answers to these challenges gives a human being meaning and purpose. Without the answers, life is nothing but an experiment.
- Just as the royal prince was disconnected from his source and the royal family and inherited a different culture, in the same way man's disconnection from his true source had manifested itself in the loss of his true identity, self-worth, self-esteem and sense of significance.

- The search of man for his true identity will never be realized, neither can man be able to find answers to his true identity by rejecting his source. It is a passionate search for where man fits in the universe.
- What is happening is a manifestation of deep human search for significance and yet still there is no head way. We cannot know who we are by relating to creation instead of the Creator.
- Man can never discover his true value by using creation as his standard. The initial mandate given by God to man was to dominate and replenish the earth. Man has to control not to be under the control of the earth.
- In the field of drugs, marijuana, which are produced from weeds controls man; alcohol made from vines and grapes controls man. Money which are made from plants controls man.
- Creation doesn't have to be stronger than man. Man is not dominating creation per the initial mandate declared by God because man seems not to be aware of his fundamental leadership nature.
- Man was strategically positioned by God to control creation. It is being aware of the spirit of leadership. Peoples' lives are being destroyed by what they should essentially be controlling.
- Strategic leadership exposes man to his ability and creativity to dominate what God gave to him at creation. Strategic leadership brings man closer to the initial assignment of having dominion over the earth.
- God is the expert who knows everything about our true selves. It is only by connecting to Him that our true leadership spirit is restored. Humans who claim to be experts actually know very little about ourselves.

- Strategic leadership will make you aware that you are not created to be enslaved to other people's opinions. Man has now become like an animal who lives by instinct instead of by faith and discernment.
- The actual spirit of leadership, which is God's nature, God's vision, and that which will bring the "God" inside you is still left undiscovered and still not a reality in most people's lives.
- Another result of the disconnect is that while we were designed to rule, we have become ignorant kings. We don't know who we are, where we came from, and what we are capable of doing. We also don't know how to use the resources that the Creator has given to us. We are like the royal prince who had shipwreck and became a native of another island.
- The extent to which human behavior has degenerated into by engaging in several inhuman activities has disconnected us from the Creator. For example, in our legal system, the criminal gets off while the innocent is punished.

CHURCH AS BUSINESS ENTITY

Church doesn't die

- Church is a going on concern program just like any secular business is. The going on concern concept in business means business does not have to die. The church has thrived for over 2000 years ever since her inception by the Lord Jesus Christ.
- The is both view as an organism and organization. The church as organism connects to life aspect. It means the church is a seed, which germinates into becoming a plant or crop, grows to produce harvest.
- Seeds generated from the harvest are sowed again, germinates with life, and grows to bear fruits for harvest. The cycle continues to infinity. Jesus is the life giver of the church.
- The organizational aspect of the church is the human part which is regarded as human institution. It is led and controlled by human ideas under the leading of the Holy Spirit.

Doing church is doing business

1. Doing church is more than doing business. Because Church doing demands investment in human, emotional financial and spiritual resources.
2. Lazy pastors fail in doing church just as lazy businessmen fail in business.
3. In doing church, you need to make your vision statement, mission statement sand statement of faith clear.
4. If your church members and the inner circle of leadership don't know where you are going, you have failed.
5. The king who gave 10 talents to his servants told them clearly what they should do.
6. The king came and was after profits.

7. Luke 19:13 So he called ten of his servants together. He gave a bag of money to each servant. He said, 'Do business with this money until I come back.'
8. Luke 19:23 If that is true, you should have put my money in the bank. Then, when I came back, my money would have earned some interest.'
9. Luke 19:24 Then the king said to the men who were watching, 'Take the bag of money away from this servant and give it to the servant who earned ten bags of money.'
10. Luke 19:25 "The men said to the king, 'But sir, that servant already has ten bags of money.'
11. Luke 19:26 "The king said, 'People who use what they have will get more. But those who do not use what they have will have everything taken away from them.'

Church and strategic leadership

- Every pastor doing church needs to strategize. Such pastor should choose current and modern methods to grow the church.
- He should a target audience and know the interest of the target audience.
- The way he does his church should be different from the rest.

What strategic leadership should do

- Strategic financing and investment
- Strategic growth through information technology
- Forming strategic professional groups
- Strategic leadership courses or programs

Strategic financing and investment

- Cultivate better ways and methods of investing church money.
- Pray and be led by the Spirit of God.
- Peter gave his boat to Jesus and never regretted.
- This investment opened ministry doors for Peter to enter into the apostolic ministry.
- Investments by the church should have the capacity to open internal and external doors for the church to expand.

- **Zech. 1:17** Cry yet, saying, Thus saith the LORD of hosts; My cities through prosperity shall yet be spread abroad; and the LORD shall yet comfort Zion, and shall yet choose Jerusalem.

- The prosperity of King Solomon won the heart of the Queen of Sheba and her entire entourage.

- **1Kings 10:7** Howbeit I believed not the words, until I came, and mine eyes had seen *it*: and, behold, the half was not told me: thy wisdom and prosperity exceeds the fame which I heard.

How to become a better thinker

- Change your thinking, change your life
- Cultivate big picture thinking
- Expose yourself to good input
- Choose to think good thoughts
- Act on your good thoughts
- Allow your emotions to create an environment of good thoughts for you

- Repeat the process of good thoughts
- Put yourself in the right place to think
- Becoming a good thinker is a discipline

To become a strategist:

- Find a place to think your thoughts
- Find a place to shape your thoughts
- Ideas don't work out immediately, they need to be shaped until they have substance.
- In shaping thoughts, you learn what you have.

Find a place to stretch your thoughts

- After shaping your thoughts, you are not yet done and can stop there.
- If you stop, you will miss some of the most valuable aspect of the thinking process.
- Don't forget that the right thoughts plus the right people under the right environment at the right time for the right reason = Right results.

Find a place to land your thoughts

- If you want your thoughts to make impact, you need to land them with others so they can someday be implemented if you are not there.
- Land them with key players. No idea will fly if you don't land them with key players. They are the influencers of your vision.
- Land your thoughts with those who are most affected. Those who are close to the changers you want to make.

- Land the idea with yourself. People will buy into your idea if only they buy into your leadership. If your leadership is not accepted, your thoughts are insignificant.
- Find a place to fly your thoughts or share your ideas.
- Get your ideas connected. They build churches for the next generation.

Strategic leaders build to last

- Strategic leadership involves good thinking
- They don't build on today's thinking alone. They have plans for the next 100 years.

Strategic thinking involves (source: John Maxwell)

1. Seeing the wisdom of big picture thinking
2. Unleashing the potential of focused thinking
3. Discovering the joy of creative thinking
4. Releasing the power of strategic thinking
5. Recognizing the importance of realistic thinking
6. Feeling the energy of possibility thinking
7. Questioning the acceptance of popular thinking
8. Encouraging the participation of shared thinking
9. Embracing the lessons of reflective thinking
10. Experiencing the satisfaction of unselfish thinking
11. Employing the results of bottom-line thinking

Be a strategic investor

- Solomon was a strategic investor

- What will happen if Solomon were to become a 21st century pastor?
- Don't forget Solomon was a pastor and CEO who was visited by the Queen of Sheba and her entourage as well as other foreign dignitaries who were not mentioned.
- Solomons' church was an international ministry

Solomon was a strategic investor

- 1Kings 10:14 Now the weight of gold that came to Solomon in one year was six hundred threescore and six talents of gold,
- 1Kings 10:15 Beside *that he had* of the merchantmen, and of the traffic of the spice merchants, and of all the kings of Arabia, and of the governors of the country.
- 1Kings 10:16 And king Solomon made two hundred targets *of* beaten gold: six hundred *shekels* of gold went to one target.
- 1Kings 10:17 And *he made* three hundred shields *of* beaten gold; three pound of gold went to one shield: and the king put them in the house of the forest of Lebanon.
- 1Kings 10:18 Moreover the king made a great throne of ivory and overlaid it with the best gold.
- 1Ki 10:19 The throne had six steps, and the top of the throne *was* round behind: and *there were* stays on either side on the place of the seat, and two lions stood beside the stays.
- 1Kings 10:20 And twelve lions stood there on the one side and on the other upon the six steps: there was not the like made in any kingdom.
- 1Kings 10:21 And all king Solomon's drinking vessels *were of* gold, and all the vessels of the house of the forest of Lebanon *were of* pure gold; none *were of* silver: it was nothing accounted of in the days of Solomon.

- 1Kings 10:22 For the king had at sea a navy of Tarshish with the navy of Hiram: once in three years came the navy of Tarshish, bringing gold, and silver, ivory, and apes, and peacocks.
- 1Kings 10:23 So king Solomon exceeded all the kings of the earth for riches and for wisdom.
- 1Kings 10:24 And all the earth sought to Solomon, to hear his wisdom, which God had put in his heart.
- 1Kings 10:25 And they brought every man his present, vessels of silver, and vessels of gold, and garments, and armour, and spices, horses, and mules, a rate year by year.
- 1Kings 10:26 And Solomon gathered together chariots and horsemen: and he had a thousand and four hundred chariots, and twelve thousand horsemen, whom he bestowed in the cities for chariots, and with the king at Jerusalem.
- 1Kings 10:27 And the king made silver *to be* in Jerusalem as stones, and cedars made he *to be* as the sycomore trees that *are* in the vale, for abundance.
- 1Kings 10:28 And Solomon had horses brought out of Egypt, and linen yarn: the king's merchants received the linen yarn at a price.
- 1Kings 10:29 And a chariot came up and went out of Egypt for six hundred *shekels* of silver, and an horse for an hundred and fifty: and so for all the kings of the Hittites, and for the kings of Syria, did they bring *them* out by their means.

Why some harvest delay

1. Not every seed germinates, why?
 - I. If you don't pray over the seed
 - II. If you don't pray over the soil

III. If you sow carelessly

IV. If the seed has no eye (sow without vision)

2. Some plant seeds and forget
3. If you forget your seeds, you are like a person who never planted
4. Some sowers don't know the difference between short and long term harvest
5. Some sowers give wrong predictions to their harvest
6. Some seeds cannot stand the test of time
7. Some soil may be unproductive (kills the seed)

Strategic church planting

- Jesus used strategic thinking to give the formula for church planting (Acts 1:8).
- Start church planting from the cities then to the countryside.
- Jesus gave the formula: from Jerusalem - big city and capital of Israel now and then. To Judea, then Samaria (all big cities) to the uttermost parts of the world. Jesus was doing strategic church planting and missions.
- Antioch was the capital city of Syria where the disciples planted the Gentile church (Acts 13:1-2).
- Philip the evangelist went to Samaria and planted churches there (Acts 8:1+).
- Apostle Paul preached in big harbor cities such Athens, Thessalonica, Galatia, Corinth among others.

STRATEGIC THINKING

“Most people spend more time planning their summer vacation than planning their lives” source unknown.

- Strategic thinking helps you to plan, to become more efficient, to maximize your strength, and to find the most direct path towards achieving your objectives.

Benefits of strategic thinking

1. Strategic thinking helps you simplify the management of everyday life. Do this by using systems that motivate you.
2. Strategic thinking simplifies the difficult
3. Strategic thinking prompts you to ask the right questions (Bobb Biehl)
 - a. Direction: what should we do next? Why?
 - b. Organization: who is responsible for what? Who is responsible for whom? Do we have the right people in the right places?
 - c. What is our projected income or expenditure as a church or organization? Can we afford it?
 - d. Tracking: are we on target?
 - e. Are we archiving the quality that we expect or are we winning the souls that we expect?
 - f. How can we be more effective and more efficient more toward the goal?
4. Strategic thinking prompts customization – try to match the strategy with the problem. Successful generals make plans to fit the circumstances but do not try to create circumstances to fit the problem.
5. Strategic thinking prepares you today for an uncertain tomorrow. It is the bridge that links where you are to where you want to be. It gives direction today and increases your potential for success tomorrow.
6. Strategic thinking reduces the margin of error.
7. Strategic thinking gives you influence with others.

How to release the power of strategic thinking

1. Break down the issue into smaller, more manageable parts so that you can focus on them more effectively.
2. Ask why before how
3. Don't make the mistake of jumping into how you can finish it. Start with why you want to do what you want to do.
4. Identify the real issues and objectives
5. Review your resources
6. Develop your plan
7. Put the right people in the right place
8. Wrong person – problems instead of potential
9. Wrong place – frustration instead of fulfilment
10. Wrong plan – grief instead of growth
11. Keep repeating the process
12. Plan your life, live your plan!!

Use strategic thinking to win the internet

1. Somewhere in the world today, your name or that of your business, church or NGO will come up. The Queen of Sheba had a great customer experience visiting king Solomon, but it all started with awareness.
2. There is a great value in creating brand awareness within the society. The point is, whether you create it or not, there is a sense of awareness about you. If you have any sort of customers using your products, you are already, you are ahead of the game.
3. Promoting your services should be one of the most important that your organization must seek to do. The first thing people do when they hear about you is to go to the internet. They expect to find information there that will help them make an informed judgment about the organization and its services.

4. If you watch TV at an average time of 4hours a day, that is equivalent of 2 months non-stop. At 65, the person might have spent 9years glued to TV watching. Branding your ministry through TV watching is very effective.
5. Also 294 billion emails are sent and received; 172 million people visit Facebook; 2 million blog posts are written; 40 million visit Twitter; while 22 million visit LinkedIn. In all, 4.7 billion minutes are spent on Facebook every day; 532 million statuses are updated; 250 million photos are uploaded while 864,000 hours of video are uploaded onto YouTube.
6. Anyone who chooses to ignore online platforms and social media must additionally note that 66% (2out of 3) of online adults are on one of more social media platforms. 50% of social media users check their favorite network every morning. These are all really compelling reasons to fully integrate various communication channels especially social media into your planning especially as you project into the future of your organization.