

**LEADERSHIP**  
**Lesson 1**  
**20 Leadership Keys**  
**From Dr. Mark T. Barclay**

1. Leadership is not teaching. It uses teaching, but it is not teaching.
  - A weak staff (help) is like heartburn: they produce sleepless nights and require quick relief.
2. Leadership is not training. It uses training, but it is not training.
  - Leaders lead. Managers manage. Leadership is never comfortable while managers are comfortable.
  - Don't expect high performance without communication.
  - Train your team.
  - Teach honor in order to grow and develop honorable people.
3. Every ministry must be run with the precision of a corporation.
4. Good leadership is in the heart and must be caught. If all you do is memorize rules, you'll wreck when the rules are tweaked.
5. Have the kind of faith men can follow. Have "can do" faith.
  - People will be bothered by what bothers you.
  - Lead by example, not dictation.
  - We are examples. We are not the standard.
6. Fervency and vision are contagious and will spread if the leader is dedicated to the cause.
7. You are a carrier of the vision, so you must rub shoulders with those you want to have catch it.
8. It is a myth that people are born leaders.
  - The Kingdom is built on want. Christians lack a "want to."
  - If you can't sacrifice the god of sleep, you can't be a leader in this Kingdom.
9. Leadership can be imparted through teaching, instruction, practice, prayer, and spending time with people.
10. Leadership is sharpened by adversity and the challenge of failure.
11. Leadership requires integrity, honesty, and ambition.
12. Develop yourself so you can develop others.
13. A real leader never escapes leadership. It is a 24/7 job.
14. Stand on principles, not practices. Do what is right, not what is popular.
  - Sheep don't slop around, pigs do.
15. A true leader cares for his troops.
16. Leaders are not the standard, but they do hold the standard up.
17. Good leaders show the way.
18. A good leader is the glue who keeps his team together.
19. Until you master following, you'll never lead successfully.
20. Wrong never breeds right.



## LEADERSHIP Lesson 2 A Basic Leadership Formula

Life is defined by accomplishments. Accomplishments require leadership. Leadership requires the same simple formula regardless of whether you are leading yourself on a diet, a company to success, a family through life, an army into battle, or an individual to Christ. Without these simple ingredients you will go nowhere—fast!

Everyone is called to lead in some capacity or another. Here is a basic formula for successful leadership:

### THE VISION

Leadership first and foremost requires vision. This kind of vision is not a dream nor is it a supernatural insight into the spirit-realm. This is *the ability to think or plan the future with imagination and wisdom*. A vision is necessary to keep your life productive and to expand God's Kingdom in the earth.

- **Where there is no vision, the people perish (*go backwards, withdraw, cast off restraint*) . . .** **Proverbs 29:18a**

Satisfied, indolent, slothful people always seem to lack vision. Hungry, fervent, motivated people are always abounding in vision.

### An effective vision includes:

- Knowing *where* you want to go—this is the destination.
- Knowing *why* you want to be there—this is the purpose or motivation.
- Knowing *when* you want to get there—this is the deadline.
- Knowing *whom* you are taking with you—who does this vision involve or require?

### Every Christian should have an annual vision for:

- Their walk with God.
- Their marriage and family.
- Their finances.
- Their personal health.
- Their career.

### Famous Bible Visions

- Noah's ark.
- Joseph's food pantry.
- Moses' Exodus.
- Joshua's military campaign.
- Salvation at Calvary.

- The New Testament Church
- The Rapture

## THE PEOPLE

Leadership doesn't just require someone to lead; it also requires someone to follow. Whether you are leading yourself (aka a disciplined life) or leading someone in prayer, leadership requires other people.

- "Seventy percent of leadership is being able to lead yourself."

-Dr. Mark T. Barclay

Before there is leadership there is followship. Everyone begins learning leadership by following the leaders in their lives. Those who are interested in leadership will keenly watch the leaders in their lives in order to learn. Those who never learn, never lead. If you learn leadership, God will promote you by placing people under you. People are needed to fulfill nearly every kind of vision.

- **Two people are better off than one, for they can help each other succeed. <sup>10</sup>If one person falls, the other can reach out and help. But someone who falls alone is in real trouble.** **Ecclesiastes 4:9-10 NLT**

## Famous Bible Followings

- Shem, Ham, and Japheth followed Noah.
- Sarah followed Abraham to Canaan.
- Egypt followed Joseph's plan for provision in time of famine.
- Israel followed Moses out of Egypt.
- The mighty men of valor followed David.
- Elisha followed Elijah.
- The disciples followed Jesus.
- Paul's body followed Paul's commands (**1 Corinthians 9:27**).

## THE PLAN

Leadership requires a plan. A vision alone isn't enough. Fulfilling the vision requires a plan. An effective plan answers each point of the vision:

- How will I get to my destination? Car, prayer, dig, build, save, etc.
- How will I make the time deadline? What must I do every day to make this vision come to pass? Deadlines, checkpoints, sacrifice, discipline, etc.
- How will I motivate those I am leading? Employees, spouse, children, soldiers, etc.
- Is the vision still important to me? Have I lost heart? How will I maintain heart in the midst of the journey?



### **Famous Bible Plans**

- Noah's Ark—for saving man and animal kind.
- Moses' construction team—for building the Tabernacle.
- David's many battle plans—for defeating the Philistines.
- Zerubbabel, Ezra, and Nehemiah's teams—for reestablishing Israel.
- Jesus' discipleship—for building Apostles to start the Church.

### **THE DRIVE AND AMBITION**

The final necessary ingredient to the leadership equation is drive and ambition. It is possible to have a vision, have the people, and have the plan, but lack the ambition. Without the ambition or drive, a vision is really nothing but a pipedream.

- **The soul of the sluggard desireth, and hath nothing: but the soul of the diligent shall be made fat.**  
**Proverbs 13:4**

The sluggard can have a vision and even a plan, but without diligence fed by ambition, they will never see it come to pass.

- **In all labour there is profit: but the talk of the lips tendeth only to penury (poverty).**  
**Proverbs 14:23**

Talk is cheap and it bankrupts. At some point you have to stop talking and start doing.

### **THE BALANCED EQUATION**

Leadership requires all four components in order to be successful. If any one component is missing, the equation will fail.

- Vision + People + Plan - **Ambition** = Failure due to laziness.
- Vision + Plan + Ambition - **People** = Failure due to exhaustion.
- Vision + Ambition + People - **Plan** = Failure due to wasted time, money, and energy.
- Ambition + People + Plan - **Vision** = Failure due to no purpose.
- **Vision + People + Plan + Ambition** = Hard-earned success and victory!!

May we submit to the LORD's will and find our place as great leaders!

## LEADERSHIP Lesson 3 Leadership Wisdom From Proverbs

The Book of Proverbs contains many insights into leadership. Proverbs provides guidance to several different types of leaders. Whether we are kings, bosses, fathers, or mothers, the Book of Proverbs offers us much wisdom on how to be better leaders.

- **Counsel is mine, and sound wisdom: I am understanding; I have strength. <sup>15</sup>By me kings reign, and princes decree justice. <sup>16</sup>By me princes rule, and nobles, even all the judges of the earth. Proverbs 8:14-16**

This Proverb provides four critical ingredients to leadership:

1. **Counsel**—advice, consultation, plan
2. **Sound wisdom**—sound or efficient wisdom, abiding success
3. **Understanding**—discernment
4. **Strength**—might, bravery, valor, mighty deeds

God is very clear here—these are what it takes for kings, princes, nobles, and judges to be successful!

### THE FRUIT OF GODLY LEADERSHIP

- **Every wise woman buildeth her house: but the foolish plucketh it down with her hands. Proverbs 14:1**

Wise leadership is always building something. Chaos and poor leadership will always fail to build. A lack of leadership will result in a lack of accomplishment.

- **A large population is a king's glory, but without subjects a prince is ruined. Proverbs 14:28 NIV**

Leadership will always produce a following. The greater your leading ability, the more people you will lead.

- **Take away the wicked from before the king, and his throne shall be established in righteousness. Proverbs 25:5**

A leader must work to keep sin and perversion out of their domain. This will establish the work God has entrusted you with.

## LEADERSHIP DO'S AND DON'TS

- **The king's favour is toward a wise servant: but his wrath is against him that causeth shame.**  
**Proverbs 14:35**

Leaders must execute wise justice. Leadership should give favor to those who are deserving and wrath to those who are deserving. Godly leadership shows no partiality.

- **Kings detest wrongdoing, for a throne is established through righteousness.**  
**Proverbs 16:12 NIV**

Godly leaders must have a prejudice against wrongdoing. There is zero room for corruption if you want your leadership to be established by God.

- **Kings take pleasure in honest lips; they value the one who speaks what is right.**  
**Proverbs 16:13 NIV**

Leaders must favor truth and honesty rather than flattery. Leaders don't need to be surrounded with "yes men," they need to be surrounded with "truth men."

- **Withhold not correction from the child: for if thou beatest him with the rod, he shall not die.**  
**Proverbs 23:13**

Leaders cannot withhold correction from those they lead. Correction can save lives.

- **It is the glory of God to conceal a thing: but the honour of kings is to search out a matter.**  
**Proverbs 25:2**

A leader will always have to seek God for direction, instruction, wisdom, and counsel. Leaders must work to stay one step ahead of the flock.

- **Confidence in an unfaithful man in time of trouble is like a broken tooth, and a foot out of joint.**  
**Proverbs 25:19**
- **He that sendeth a message by the hand of a fool cutteth off the feet, and drinketh damage.**  
**Proverbs 26:6**

Leaders know who to use and who to put their confidence in.

- **Be thou diligent to know the state of thy flocks, and look well to thy herds.**  
**Proverbs 27:23**

Leadership involves constant inspection. A leader is constantly walking among their stewardship.

## **THE LEADER'S AUTHORITY TO EXECUTE JUDGMENT**

There comes a time when every leader must use their authority to judge a situation and administer punishment. This is not the only thing a leader does, but this is part of what a leader must do.

- **A king that sitteth in the throne of judgment scattereth away all evil with his eyes.**  
**Proverbs 20:8**

A leader should be respected and feared enough to stop evil with a look.

- **The wrath of a king is as messengers of death: but a wise man will pacify it.**  
**Proverbs 16:14**

Leaders are authorized to get angry and to execute judgment. A pushover will never successfully lead. If a leader has been angered, it is the provocateur's responsibility to pacify it. Don't provoke the king.

- **The king's wrath is as the roaring of a lion; but his favour is as dew upon the grass.**  
**Proverbs 19:12**

Leaders are permitted to have both wrath and favor. Both are earned. If you lead, make sure you can distribute both.

- **The king's fury is like a lion's roar; to rouse his anger is to risk your life (*sinneth against his own soul—KJV*).**  
**Proverbs 20:2 NLT**

Again, leaders should have the ability to execute judgment when needed. Here, the king is not guilty of sin for roaring in anger; rather, it is the fool who provoked the king that has committed the sin.

- **A wise king winnows the wicked, And drives the threshing wheel over them.**  
**Proverbs 20:26 NASB**

It is a wise leader's job to constantly keep the wickedness out of their domain. The threshing wheel crushes the sin and separates it from what is still good.

- **Mercy and truth preserve the king; and his throne is upholden by mercy.**  
**Proverbs 20:28**

This verse shows the two extremes of being a leader—wrath and mercy. A leader must be able to demonstrate both. Too much wrath becomes a crushing dictator. Too much mercy becomes a pushover that accomplishes nothing.

May God help us to become the leaders He has called us to be.

## LEADERSHIP

### Lesson 4

### Great Leaders Are Not Born

God has called every one of us to some form of leadership. We will not all be presidents or CEOs, but we must certainly lead to fulfill God's will for our life. Do not believe the lie that leaders are born. They are not. Leadership must be learned and developed.

#### OLD TESTAMENT LEADERS

##### **Noah:** *Inexperienced but humble*

Noah was mankind's first preacher of righteousness (**2 Peter 2:25**). God did not select Noah because he was a natural-born leader, nor was he selected for his boat building skills. Noah was selected by God because he was humble and found grace in the eyes of God (**Genesis 6:8**). Every skill necessary to obeying God's command was learned as he went along: from preaching, to boat building, to animal husbandry.

##### **Abraham:** *Old and wealthy*

Abraham wasn't called by God until he was 75 years old (**Genesis 12**). He may have led people in a city previously, but he was about to lead people as a nomad indefinitely. He would have to learn a new style of leadership if he was going to obey God. He successfully obeyed God and it brought him greater wealth and an everlasting covenant.

##### **Moses:** *Reluctant and fearful*

Moses was groomed in Egypt's style of leadership, but it totally backfired (**Exodus 2:11-15**). He had to be retrained by God at the age of 40. Moses spent the next 40 years herding sheep. Even after his appointment to leader of the nation of Israel, he continues to learn how to more accurately lead. This willingness to eagerly and humbly overcome ignorance caused God to call him the meekest man upon the face of the earth (**Numbers 12:3**).

##### **Deborah:** *Second Best*

Deborah was not equipped to fully lead Israel as a male judge would have been. The full responsibilities would have included military service, but when no one would step up to lead Israel, Deborah was able to arise as a mother (**Judges 5:7**) and as a wise leader, and judge Israel locally until Barak could be talked into leading Israel militarily.

##### **Barak:** *Cowardly and reluctant*

Barak was called to leadership but terrified of the responsibilities. He fled to the refuge city of Kadesh-Naphtali hoping to avoid obeying the call of God (**Judges 4:6**). Barak finally submitted to God and became a leader as long as Deborah went with him (**Judges 4:8**), but his reluctance to lead cost him the honor of killing Israel's enemy, Sisera (**Judges 4:9**).

**Gideon:** *Inexperienced, reluctant with low self-esteem*

Gideon was terrified when he was drafted into God's leadership program. His reluctance stemmed from a self-esteem issue (**Judges 6:15**). Gideon was raised to farm Israel's soil, not lead its men into battle. His reluctant obedience built a sure-footed confidence that made him a great military leader. Gideon was able to go from farmer to judge of Israel by simply obeying God.

**Jephthah:** *Inexperienced, rejected but forgiving*

Jephthah was rejected by his family for being the son of a harlot and was cast out. He fled to the land of Tob and dwelt there (**Judges 11**). Though he was a mighty warrior, he had to overcome unforgiveness and betrayal to lead a people that had once rejected him.

**King Saul:** *Inexperienced but humble*

Saul was chosen to be Israel's first king, not because he graduated top of his class at King's College, but because he was humble in his own eyes and obeyed God (**1 Samuel 15:17**). Israel had never had a king before. Saul would be pioneering a new position for the nation of Israel.

**King David:** *Determined and passionate*

King David was not born into leadership. He was born into shepherding, but one act of faithfulness after another prepared him to lead. Life itself trained him. Shepherding taught him how to kill the enemies of the flock. Killing Goliath gained him access to King Saul. Serving King Saul gained him favor and opportunity—and enemies. David began to lead men in the cave Adullam (**1 Samuel 22:1-2**), but these were broken men. They were drawn to the King's anointing, but they would all learn how to be great together.

**Esther:** *Reluctant and fearful*

Esther offers us the most humbling of all passages concerning reluctant leaders. She had no say in marrying King Ahasuerus—he selected her. When Haman's plan to exterminate the Jews was proclaimed, Mordecai commanded his niece to rise up and do something about it. Esther's reluctance to approach the king fell on deaf ears:

- **Then Mordecai commanded to answer Esther, Think not with thyself that thou shalt escape in the king's house, more than all the Jews. <sup>14</sup>For if thou altogether holdest thy peace at this time, then shall there enlargement and deliverance arise to the Jews from another place; but thou and thy father's house shall be destroyed: and who knoweth whether thou art come to the kingdom for such a time as this?**  
**Esther 4:13-14**

If we don't rise up and do, God will find someone else, and we may end getting passed over.

**Nehemiah:** *Inexperienced but passionate*

Nehemiah began his ministry as a cupbearer, tasting the Persian King's food and acting as a sounding board. His desire to see his beloved city's walls rebuilt catapulted him into the



governor's seat. As the Persian governor over Judea he led the tribe of Judah through its greatest renaissance and revival since King David.

May we be inspired to take our place among God's great leaders!! Amen!