

*Leading Difficult
People*

DAG HEWARD-MILLS

PARCHMENT HOUSE

Scripture quotations are taken from the KING JAMES VERSION of the Bible, unless otherwise stated.

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1

**GO IN FIRST AND PEOPLE
WILL FOLLOW YOU
ANYWHERE**

Then said Jesus unto his disciples, If any man will come after me, let him deny himself, and TAKE UP HIS CROSS, AND FOLLOW ME.

Matthew 16:24

If you go yourself, people will be prepared to follow you anywhere. In 1990 I left my medical profession and followed the road of ministry. Today there are several other doctors who have followed me on the same road. Whether they would prosper or not in the ministry did not matter. They were led to take up their cross and go anywhere it would lead. Why have other doctors and professionals followed me on this road? Because I went in first and called for them to come after me! The master key to leading people anywhere is to walk the road yourself. Jesus never told His disciples to do things that He himself did not do.

When a young lady decides to follow a young man for the rest of her life, she is actually following him anywhere. Do you remember the marriage vows? “For better or for worse, in prosperity and adversity.” Marriage is convincing someone to follow you anywhere. The thing about marriage is that you go together.

Today, I want you to ask yourself whether you are really a leader? Are people prepared to follow you into prosperity or adversity? Have you wondered why your followers do not do certain things? Perhaps you haven't set the example. They fear to go where no man has tread. They think to themselves, “If you won't go, why should I go?”

Jesus was such a good leader that He got His disciples to follow Him to the cross. He actually told them “take up your cross and follow me”. In other words let's go to the morgue and lay down together. He had the authority to say this because He himself had taken up the cross. Convince people to go anywhere by going first.

Develop the art of naturally convincing people to follow you anywhere that is necessary to go.

Peter said unto him, Though I should die with thee, yet will I not deny thee. Likewise also said all the disciples.

Matthew 26:35

Jesus was a good leader. He was able to get His disciples to the point where they were able to follow Him even into death.

2

HELP THE PEOPLE AROUND YOU TO ACCOMPLISH GREAT THINGS WITH THEIR LIVES

And he goeth up into a mountain, and calleth unto him whom he would: and they came unto him.

And he ordained twelve, that they should be with him, and that he might send them forth to preach,

And to have power to heal sicknesses, and to cast out devils:

And Simon he surnamed Peter;

And James the son of Zebedee, and John the brother of James; and he surnamed them Boanerges, which is, The sons of thunder:

And Andrew, and Philip, and Bartholomew, and Matthew, and Thomas, and James the son of Alphaeus, and Thaddaeus, and Simon the Canannite,

And Judas Iscariot, which also betrayed him: and they went into an house.

Mark 3:13-19

Notice this list of men who were going nowhere until they met Jesus. Jesus led these people to accomplish a great feat. He led them until they were anointed and had become preachers.

Through the influence of Jesus, they laid the foundations of the Christian Church through their very lives. Most of them died in the process of laying the foundation of the Church. The leadership of Jesus had turned non-entities into great achievers.

If God has called you to lead, do not see it as just YOU accomplishing great things. See it as you helping others to accomplish great things for God and for themselves. That is a true leader's heart. Leadership stems from the heart. The Bible teaches us that the heart is the footing for all the things that men do.

Keep thy heart with all diligence; for out of it are the issues of life.

Proverbs 4:23

*No one can really train you to be a leader. It comes from your heart! It comes by having the right heart! When you have the right heart, you do the right things. Until you see the heart of a leader, you will not be a true leader. **If you are the head of a church or organization and you try to suppress the achievements of others, I assure you that you do not have a true leader's heart.** Jesus wanted His disciples to do greater things than He himself had done (John 14:12).*

I often pray for the junior pastors around me that they would achieve great things for God. I keep encouraging them and praying for them that they would rise up mightily in ministry. I see some people with gifts that I do not have. I want my interaction with those people to help them accomplish great things for God. Every leader should have goals for the people around him. If you do not have these goals I seriously doubt if you are a leader.

Four Goals A Leader Should Have For His Followers

1. Aim For Them To Do Well Spiritually. Your desire should be for the people you lead to prosper spiritually.

I have no greater joy than to hear that my children walk in truth.

3 John 4

2. Aim For Your Followers To Do Well Financially. I have a strong desire for the people who follow me to do well financially. It is my vision that everyone who works in my organization should have his own house, more cars than they need and enough money. This vision is steadily coming to pass. A leader is someone who thinks about others. If you just think about yourself you are not a leader. Jesus thought about the financial state of His followers. He wanted them to have houses, lands and enough money. Many people don't know that Jesus actually promised that His followers would have these things.

And Jesus answered and said, Verily I say unto you, There is no man that hath left house, or brethren, or sisters, or father, or mother, or wife, or children, or lands, for my sake, and the gospel's,

But he shall receive an hundredfold NOW IN THIS TIME, houses, and brethren, and sisters, and mothers, and children, and LANDS, with persecutions; and in the world to come eternal life.

Mark 10:29,30

3. Aim For Your Followers To Be Physically, Socially And Maritally Healthy.

Beloved, I wish above all things that thou mayest prosper and be in health, even as thy soul prospereth.

3 John 2

And in that day ye shall ask me nothing. Verily, verily, I say unto you, Whatsoever ye shall ask the Father in my name, he will give it you.

Hitherto have ye asked nothing in my name: ask, and ye shall receive, that your joy may be full.

John 16:23,24

Why did Jesus want the joy of His followers to be full? Because a good leader wants his followers to be happy in every aspect of their lives.

4. Aim For Your Followers To Fulfil Their Ministry. *My greatest passion is to see the ones I have raised up fulfilling their ministry. Every father wants his sons and daughters to fulfil their ministry. If you are a leader, your vision and passion is not for yourself but for the ones you lead.*

But watch thou in all things, endure afflictions, do the work of an evangelist, MAKE FULL PROOF OF THY MINISTRY.

2 Timothy 4:5

3

CHANGE PEOPLE'S MINDS

The art of changing people's minds is a very important skill that you must develop if you call yourself a leader. The art of persuasion is a basic art of leadership. When somebody has an opinion about something and you are able to change that opinion, then you are operating as a leader.

Thomas' opinion was that the resurrection was not real. Jesus worked on that and in the end Thomas believed in the resurrection. Do you care whether people believe in heaven or hell? If you do not care about what opinions people hold, you cannot be a leader. Perhaps, people have bad impressions about men of God. A leader work on those people's minds until they are thinking aright!

The pastor often gets people to change their minds about life. His job is to make them love God and serve Him. Perhaps they were serving money, but through the ministry of a true pastor (leader) they believe that service to God is more important than anything else.

Seven Ways To Make People Change Their Minds

1. *Teach Them The Word Of God.* "And be not conformed to this

world: but be ye transformed by the renewing of your mind, that ye may prove what is that good, and acceptable, and perfect, will of God.” (Romans 12:2). This scripture teaches that we will be changed or transformed when our minds have been renewed. The Word of God is the best tool for making people change their mind. There is power in the Word of God that is why Paul said, “I am not ashamed of the gospel of Jesus Christ for *it is the power of God...*”

2. Make Them Go To Church. *Church provides a regular mind-changing forum for anyone. Show me your church and I'll show you the way you think.*

3. Make Them Have Certain Friends. *Your company can influence you more than your church. This is because you are with your friends for several hours a week whilst you may be in church for just a couple of hours a week. Like the saying goes, “Show me your friend, and I'll show you your character”. “Be not deceived: evil communications corrupt good manners.” (1 Corinthians 15:33).*

4. Introduce Them To Successful People Who Have The Kind Of Mind You Want Them To Have. *This is the secret of the Full Gospel Businessmen Fellowship International. They introduce successful Christian businessmen to sinners and show them that it is possible to be a successful businessman. Through this method many people are saved (changed their minds).*

5. Share Your Own Testimony. *A personal testimony is always a powerful instrument to change the mind. Paul used this method on King Agrippa. The entire chapter of Acts 26 describes Paul sharing his testimony to the king. At the end of this powerful personal testimony King Agrippa said, “Paul, ALMOST THOU PERSUADEST ME to be a Christian.” (Acts 26:28).*

6. Pray For Them. *The state of the mind is a very spiritual thing. That is why Paul prayed that the Ephesians would be given a Spirit of revelation and wisdom. Without revelation, you may hear preaching and teaching but without revelation change never comes. "That the God of our Lord Jesus Christ, the Father of glory, may give unto you the spirit of wisdom and revelation in the knowledge of him:" (Ephesians 1:17).*

7. Allow Them To Have Certain Experiences. *No matter what you say or preach, some people never change their minds. For such people the school of experience (hard knocks) may be the only teacher they will listen to. Allowing people to experience certain things is sometimes the only way to make their minds work in the right way. Sometimes I allow pastors to go through certain experiences. For instance, when people have the experience of starting a church, they often appreciate many of the things I teach.*

I once had a pastor who did not appreciate the way I was handling another disloyal assistant. He thought I was not walking in love towards this rebellious fellow. No matter how much I explained the issues to this pastor, he still felt I was doing the wrong thing. In the end, I prayed that God would give him his own share of rebellious assistants. God really answered that prayer and he had one experience after another. One day he called me on the phone and told me that after having his own experience with disloyal people, he felt that I had been too lenient and kind with my rebellious pastor. I smiled to myself because I remembered his former attitude about that issue. This pastor's mind had really changed and now he felt that I was too loving to the rebel.

This is a very scriptural method to change people's minds. You will have to use it because there are many things that can only be learned by experience. The Father trained even Jesus up with this method. The Bible says Jesus learned obedience through the things he experienced. "Though he were a Son, yet learned he obedience by the things which he suffered;" (Hebrews 5:8).

A leader is someone who uses all means at his disposal to make people change their minds. Have you been able to make someone change their mind about something?

But Thomas, one of the twelve, called Didymus, was not with them when Jesus came.

The other disciples therefore said unto him, We have seen the Lord. But he said unto them, Except I shall see in his hands the print of the nails, and put my finger into the print of the nails, and thrust my hand into his side, I will not believe.

And after eight days again his disciples were within, and Thomas with them: then came Jesus, the doors being shut, and stood in the midst, and said, Peace be unto you.

Then saith he to Thomas, Reach hither thy finger, and behold my hands; and reach hither thy hand, and thrust it into my side: and be not faithless, but believing.

AND THOMAS ANSWERED AND SAID UNTO HIM, MY LORD AND MY GOD.

Jesus saith unto him, Thomas, because thou hast seen me, thou hast believed: blessed are they that have not seen, and yet have believed.

John 20:24-29

4

MAKE PEOPLE OBEY YOU GLADLY

So when they had dined, Jesus saith to Simon Peter, Simon, son of Jonas, lovest thou me more than these? He saith unto him, Yea, Lord; thou knowest that I love thee. He saith unto him, Feed my lambs.

John 21:15

Jesus was able to make people follow His instructions. He told Peter to feed the flock of God and that is exactly what he did. If you call yourself a leader, ask yourself, “Do people carry out my instructions?” Why are some people obeyed and some other ignored? Develop the art of making people obey your instructions. There are several things you can do.

Nine Ways to Make People Obey You Gladly

1. Do Not Give Unreasonable Instructions. People rebel against wicked and unreasonable men.

2. Teach Your Followers Why Certain Things Have To Be Done. Make people see that your instructions are for their own good. When people understand why they are doing something, they often do it better! That is why I preach on “Fifty Reasons Why Christians Should Be Soul Winners”. I want people to

understand the last instruction of Jesus.

3. Explain Instructions In Detail So That Everyone Understands The Instructions. *Sometimes people do not obey simply because they did not understand what you had said.*

4. Show People That You Are Not Partial Or Partisan.

5. Let The People See That You Obey Instructions Yourself. *Many rebellious people do not realize that they are teaching their followers to be rebellious by their very actions. The Centurion who sent for Jesus illustrated this principle beautifully.*

For I also am a man set under authority, having under me soldiers, and I say unto one, Go, and he goeth; and to another, Come, and he cometh; and to my servant, Do this, and he doeth it.

Luke 7:8

This man was enumerating the instructions which he gave and which were being obeyed. But he was careful to let us know that he himself was under authority. In other words, he himself was obeying instructions. The army officer often has to lead people to their deaths. How does he make young men sacrifice their lives on the frightening fields of war? By leading the charge himself when he's told to do so. If you cannot make people gladly do things, they naturally do not like doing then you are not a leader. Develop this art of making people obey you gladly and people will always wonder about the team who work with you and who love to sacrifice and to serve.

6. Get Rid Of Complaining And Murmuring Individuals. *Such people poison the atmosphere and make everyone feel that they*

are into a bad thing. It is very important to maintain a cheerful spirit in the workplace. Systematically eradicate complainers and murmurers from your system.

7. Correct Wrong Attitudes Even When They Are Not Fully Developed Into Full-blown Disobedience Or Rebellion.

8. Punish People Who Disobey. *Your organization cannot be established unless people believe that judgment will happen when the wrong thing is done. Punishment is a good thing because it establishes the land. Many disorganized offices are the way they are because no one is ever dismissed. Warnings are issued but no one ever dares to carry out the threat. Let everyone see that when you break the rules, the rules will break you! When you are fair, people will believe in the law and obey you gladly. If they feel that one rule applies to some people and another rule to other special people, they will rebel against your instructions.*

The king by judgment establisheth the land: but he that receiveth gifts overthroweth it.

Proverbs 29:4

9. Reward People Accordingly. *Even Jesus expected His reward. "For consider him that endured such contradiction of sinners against himself, lest ye be wearied and faint in your minds." (Hebrews 12:3).*

Jesus was motivated by the thought of His reward. Rewards are some of the highest motivation in existence. Why do you think an athlete runs around for hours everyday? Why do you think boxers subject themselves to severe, dangerous and life threatening knocks on the head? It is because of the

joy of a million dollars or more that will come after the knocking is over. The joy that is set before people will make them do almost anything. Rewards can make people do almost anything! People who have died for the cause of Christ, died willingly, thinking of the reward that lay ahead.

When Jesus spoke to Peter he told him about His death. He predicted that Peter would die in a way that he might not like.

Verily, verily, I say unto thee, When thou wast young, thou girdest thyself, and walkedst whither thou wouldest: but when thou shalt be old, thou shalt stretch forth thy hands, and another shall gird thee, and carry thee whither thou wouldest not.

This spake he, signifying by what death he should glorify God. And when he had spoken this, he saith unto him, Follow me.

John 21:18,19

He told Peter to follow Him even to that end. Peter was willing and obedient. Perhaps, the key that made Peter willing to die was the fact that Jesus Himself had set the example. Jesus had shown that there was a great reward in following. You see, leadership is all about setting examples. When a leader leads the way personally his words become more powerful. Do you want your words to be respected? Do you want to be such a powerful leader that people would be prepared to die for your cause? I believe you do! It's time to set the example and lead the way.

Master John Hooper, bishop of Worcester and Gloucester, was a student and graduate of Oxford University. He found

the Lord and was stirred with a strong desire and love for the scriptures. In 1555, Master Hooper was urged to return to the unity of the Catholic Church and to acknowledge the Pope's holiness to be head of the Church. He was promised that he would receive the Pope's blessing and the Queen's mercy if he would condescend to the Pope's holiness.

Mr. Hooper answered that the Pope taught doctrine contrary to the doctrine of Christ. And that he was not worthy to be the head of the Church. Wherefore he would in no wise condescend to any such jurisdiction. Mr. Hooper made it clear that he did not consider the Catholic Church of which the Pope was the head, to be the real Church.

He explained that the Church only followed the voice of Christ and runs away from strangers. However, he said if he had said anything to offend the Queen he would ask for mercy. But he added, "Mercy must be had with safety of conscience and without the displeasure of God."

An old friend, Anthony Kingston, spoke to him.

Kingston: 'But I am sorry to see you in this case; for as I understand you be come hither to die. But, alas, consider that life is sweet, and death is bitter. Therefore, seeing life may be had, desire to live; for life hereafter may do good.'

Hooper: 'Indeed it is true, Master Kingston, I am come hither to end this life, and to suffer death here, because I will not gainsay the former truth that I have heretofore taught amongst you in this diocese, and elsewhere; and I thank you for your friendly counsel, although it be not so friendly as I could have wished it. True it is, Master Kingston, that death is bitter, and life is

sweet: but, alas, consider that the death to come is more bitter, and the life to come is more sweet. Therefore, for the desire and love I have to the one, and the terror and fear of the other; I do not so much regard this death, nor esteem this life, but have settled myself, through the strength of God's holy Spirit, patiently to pass through the torments and extremities of the fire now prepared for me, rather than to deny the truth of His Word; desiring you, and others, in the meantime, to commend me to God's mercy in your prayers.'

Kingston: 'Well, my lord, then I perceive there is no remedy, and therefore I will take my leave of you: and I thank God that ever I knew you; for God did appoint you to call me, being a lost child.'

Hooper: I do highly praise God for it: and I pray God you may continually live in His fear.'¹

His final speech to the mayor was even more revealing about his willingness to obey God and to stand for the truth.

'Master mayor, I give most hearty thanks to you, and to the rest of your brethren, that you have vouchsafed to take me, a prisoner and a condemned man, by the hand; whereby to my rejoicing it is some deal apparent that your old love and friendship towards me is not altogether extinguished; and I trust also that all the things I have taught you in times past are not utterly forgotten, when I was here, by the godly King that dead is, appointed to be your bishop and pastor. For the which most true and sincere doctrine, because I will not now account it falsehood and heresy, as many other men do, I am sent hither (as I am sure you know) by the Queen's commandment to die; and am come where I taught it, to confirm it with my blood. And now, master sheriffs, I understand by these good men, and my very friends' (meaning the guard), 'at whose hands I have found so

much favour and gentleness, by the way hitherward, as a prisoner could reasonably require (for the which also I most heartily thank them), that I am committed to your custody, as unto them that must see me brought to-morrow to the place of execution. My request therefore to you shall be only, that there may be a quick fire, shortly to make an end; and in the meantime I will be as obedient unto you, as yourselves would wish. If you think I do amiss in any thing, hold up your finger, and I have done: for I am not come hither as one enforced or compelled to die (for it is well known, I might have had my life with worldly gain); but as one willing to offer and give my life for the truth, rather than consent to the wicked papistical religion of the Bishop of Rome, received and set forth by the magistrates in England, to God's high displeasure and dishonour; and I trust, by God's grace, to-morrow to die a faithful servant of God, and a true obedient subject to the Queen.'²

The description of his death in the fire, which lasted about an hour, is revealing.

When he came to the place appointed where he should die, smilingly he beheld the stake and preparation made for him, which was near unto the great elm-tree, over against the college of priests, where he was wont to preach. The place round about the houses, and the boughs of the tree, were replenished with people; and in the chamber over the college-gate stood the wolvis blood-suckers and turnelings, the priests of the college. Then kneeled he down, forasmuch as he could not be suffered to speak unto the people. After he was somewhat entered into his prayer, a box was brought and laid before him upon a stool, with his pardon (or at least-wise it was feigned to be his pardon) from the Queen, if he would turn. At the sight whereof he cried,

‘If you love my soul, away with it! if you love my soul, away with it!’

Prayer being done, he prepared himself to the stake, and put off his host’s gown, and delivered it to the sheriffs, requiring them to see it restored unto the owner, and put off the rest of his gear, unto his doublet and hose, wherein he would have burned. But the sheriffs would not permit that, such was their greediness; unto whose pleasures, good man, he very obediently submitted himself; and his doublet, hose, and petticoat were taken off. Then, being in his shirt, he took a point from his hose himself, and trussed his shirt between his legs, where had a pound of gunpowder in a bladder, and under each arm the like quantity, delivered him by the guard.

So desiring the people to say the Lord’s prayer with him, and to pray for him (who performed it with tears, during the time of his pains), he went up to the stake. The hoop of iron prepared for his middle was brought, but when they offered to have bound his neck and legs with the other two hoops of iron, he utterly refused them.

Thus being ready, he looked upon all the people, of whom he might be well seen (for he was both tall, and stood also on a high stool), and in every corner there was nothing to be seen but weeping and sorrowful people. Then, lifting up his eyes and hands unto heaven, he prayed to himself. By and by, he that was appointed to make the fire, came to him, and did ask him forgiveness. Of whom he asked why he should forgive him, saying, that he knew never any offence he had committed against him. ‘O sir!’ said the man, ‘I am appointed to make the fire.’ ‘Therein,’ said Master Hooper, ‘thou dost nothing offend me; God forgive thee thy sins, and do thine office, I pray thee.’

Then the needs were cast up, and he

received two bundles of them in his own hands, embraced them, kissed them, and put under either arm one of them, and showed with his hand how the rest should be bestowed, and pointed to the place where any did lack.

Anon commandment was given that the fire should be set to. But because there were put to no fewer green faggots than two horses could carry upon their backs, it kindled not by and by, and was a pretty while also before it took the reeds upon the faggots. At length it burned about him, but the wind having full strength in that place (it was a lowering and cold morning), it blew the flame from him, so that he was in a manner nothing but touched by the fire.

Within a space after, a few dry faggots were brought, and a new fire kindled with faggots (for there were no more reeds), and that burned at the nether parts, but had small power above, because of the wind, saving that it did burn his hair, and swell his skin a little. In the time of which fire even as at the first flame, he prayed, saying mildly and not very loud (but as one without pains), 'O Jesus, the Son of David, have mercy upon me, and receive my soul!' After the second was spent, he did wipe both his eyes with his hands, and beholding the people, he said with an indifferent loud voice, 'For God's love, good people, let me have more fire!' And all this while his nether parts did burn: for the faggots were so few, that the flame did not burn strongly at his upper parts.

The third fire was kindled within a while after, which was more extreme than the other two: and then the bladders of gunpowder brake, which did him small good, they were so placed, and the wind had such power. In the which fire he prayed with somewhat a loud voice, 'Lord Jesus, have mercy upon me: Lord Jesus receive my spirit.' And these were the last words he was heard to utter. But when

he was black in the mouth, and his tongue swollen, that he could not speak, yet his lips went till they were shrunk to the gums: and he knocked his breast with his hands, until one of his arms fell off and then knocked still with the other; what time the fat, water, and blood, dropped out at his fingers' ends, until by renewing of the fire his strength was gone, and his hand did cleave fast, in knocking, to the iron upon his breast. So immediately, bowing forwards, he yielded up his spirit.

Thus was he three quarters of an hour or more in the fire. Even as a lamb, patiently he abode the extremity thereof, neither moving forwards, backwards, nor to any side: but he died as quietly as a child in his bed. And he now reigneth, I doubt not, as a blessed martyr in the joys of heaven, prepared for the faithful in Christ before the foundations of the world; for whose constancy all Christians are bound to praise God.³

5

MAKE YOUR FOLLOWERS LOVE YOU. MAKE SURE THEY DON'T RESENT YOU

A good leader is surrounded by willing servants. A good leader is surrounded by people who are glad to carry out his wishes. If you are a leader, look into the eyes of those who follow you. Are those eyes gleaming with eagerness or do they radiate resentment and bitterness? King David was surrounded by many mighty men. Many of them would have laid down their lives for him if he had asked.

And they came and besieged him in Abel of Bethmaachah, and they cast up a bank against the city, and it stood in the trench: and all the people that were with Joab battered the wall, to throw it down.

Then cried a wise woman out of the city, Hear, hear; say, I pray you, unto Joab, Come near hither, that I may speak with thee.

2 Samuel 20:15,16

What made David's men so ready to give up their lives so that he could have a drink of water? Look into the eyes of the people you want to lead, do they love you? Are they genuinely happy to be with you and to follow you? What can you do to make the people who are following you genuinely willing to

obey and to flow? All human beings have the unspoken desire to feel important, loved and respected.

How To Make Your Followers Love You And Not Resent You

1. Make People Feel That They Are Generally Respected By You. Once a feeling of self-worth and genuine respect is there, you have gone a long way in making your followers love you. People naturally love those who respect them.

2. Make The People Who Follow You Into Eminent, Distinguished, Celebrated And Impressive Men. Jesus made His followers into the great apostles that we know them to be. He promised them mansions in heaven as well as many other rewards. That's how Jesus treated His followers. No wonder they died for Him.

A true leader wants the people he's leading to become great. When people whom you lead feel that in following you they will become great in this life, they will be very willing to stay close. Ask yourself this question, Are the people who are following you going to amount to anything? Will they become great? Can they prosper in the system you have created? Can they become mighty men in the ministry you are leading? Is it the case that you are the only one who will ever experience a certain level of significance in ministry?

3. Sacrifice For Your Followers. A true leader has willing followers. Decide from today to make the people around you enthusiastic about their jobs and their association with you. In order to do this you will have to sacrifice to make them happy.

You must give them a future and a hope. When a congregation sees a pastor constructing a church building for them they become far more enthusiastic about the church. But if they only see the pastor acquiring nice things for himself, their readiness to flow will be severely compromised. Pay good salaries and make sure that everyone who works for you has a home, cars and enough money.

6

TAKE EVERYONE TO THE TOP WITH YOU

As God blesses your leadership you will find yourself rising to the top. It is important not to go to the top alone. If you go up there alone you will become isolated. You will be the only one who has prospered and who has tasted the fruits of success.

Three Reasons Why You Must Take Everyone to the Top With You

1. To Avoid Isolation. When you are isolated you are lonely and have no one to share your joys with. Joy shared is double joy, sorrow shared is half-sorrow. I am glad I have people to share my nice things with. I can speak freely about God's blessings on my life because I am not the only one who is blessed. The

people around me can relate to those blessings because they experience them as well. When I began playing golf I tried to get all my pastors to play as well. I'm glad that today I have people to play with and to have fun with. I would have been very lonely out there on my own.

2. To Avoid Becoming An Easy Target. When you are isolated at the top you become an easy target. You are easy to spot because you are the only one who has certain benefits. When you are the only one with a nice car or house you are easy to pick out. Many of my staff have just as nice a house or car as I have. I am not the only one in my church who travels around the world. Many of my pastors travel around the world whilst I stay home. They ring me from different parts of the world whilst I hold the fort in Africa.

3. To Avoid Being Pulled Down. When you are the only one at the top you are surrounded by desperate people. Desperate people are dangerous and could harm you at any time. They will try to pull you down to their level of frustration. However, if you are all at the top, they can only pull you sideways and not downward.

Five Attempts By Jesus To Take Everyone With Him To The Top

1. Jesus Took His Disciples To Nice Places, Like Weddings. He didn't just take them to the synagogues, prayer meetings in the garden of Gethsemane or Great Commission staff meetings.

And both Jesus was called, and his disciples, to the marriage.

John 2:2

2. *Jesus Always Took His Disciples To High Society Engagements.*

And both Jesus was called, and his disciples, to the marriage.

John 2:2

3. *Jesus always ate with His disciples.* Like dinners and luncheons that were held in His honour.

And as they were eating, Jesus took bread, and blessed it, and brake it, and gave it to the disciples, and said, Take, eat; this is my body.

Matthew 26:26

4. Jesus asked His Father if His staff could come to heaven with Him.

Father, I will that they also, whom thou hast given me, be with me where I am...

John 17:24

4. Jesus invited all sorts of people to the famous banquet of Luke 14. *He tried to get cripples, beggars, prostitutes and anyone who was interested to come with Him to the banquet.*

Then said he unto him, A certain man made a great supper, and bade many:

Luke 14:16

5. *Jesus invited the thief on the cross to come to paradise with Him.* Truly, Jesus wanted to take everyone to the top with him.

And Jesus said unto him, Verily I say unto thee, To day shalt thou be with me in paradise.

Luke 23:43

7

GROW IN YOUR INFLUENCE

...behold, the world is gone after him.

John 12:19

Jesus had influence over a large number of people. A leader increases his scope of influence as he grows in the art of leadership. The Bible tells us that the whole world went after Jesus. The Pharisees were very disturbed over this. The devil will be afraid of the influence of a true leader. This is why governments become afraid of pastors who are true leaders. They know that a true leader influences a large number of people.

The key to growing in your influence is to grow in your influence over smaller sub-groups of people. *The cumulative effect of your influence and control over these sub-groups will give you a larger sphere of influence.*

When a person is a leader at heart, people who are even senior to the leader will follow him. The Apostle Paul taught Timothy to establish his influence over sub-groups in his church. In our church we call these Timothy Groups.

Eight Groups Of People You Must Influence

1. Older Men. *“Rebuke not an ELDER, but entreat him as a FATHER; and the younger men as brethren;” (1 Timothy 5:1).*

2. Younger Men. *“Rebuke not an elder, but entreat him as a father; and the YOUNGER MEN as brethren;” (1 Timothy 5:1).*

3. Younger Women. *“The ELDER WOMEN as mothers; the younger as sisters, with all purity.” (1 Timothy 5:2).*

4. Older Women. *“The elder women as mothers; THE YOUNGER as sisters, with all purity.” (1 Timothy 5:2).*

5. Servants. *“Let as many servants as are under the yoke count their own masters worthy of all honour; that the name of God and his doctrine be not blasphemed.” (1 Timothy 6:1).*

6. Poor People. *“Honour widows that are widows indeed.” (1 Timothy 5:3).*

7. Rich People. *“Charge them that are rich in this world, that they be not highminded, nor trust in uncertain riches, but in the living God, who giveth us richly all things to enjoy;” (1 Timothy 6:17).*

8. Leaders. *“Let the elders that rule well be counted worthy of*

double honour, especially they who labour in the word and doctrine.” (1 Timothy 5:17).

Timothy grew in his ministry until all sorts of people were a part of his church. Apostle Paul had to show him how to handle all the different types of people who were responding to his gift of leadership.

Rebuke not an elder, but intreat him as a father; and the younger men as brethren; The elder women as mothers; the younger as sisters with all purity.

1 Timothy 5:1,2

I see you developing in the art of leadership until all sorts of people respond to your influence.

Keys To Influencing Different Groups Of People

1. *Show Respect To Those That Particularly Deserve It.* For instance, elderly people deserve more respect due to their age and experience. Do not expect the same output of energy that you would receive from the younger ones. Regard the honourable citizens that God brings into your midst. The fact that Nicodemus and Joseph of Arimathea were mentioned in the Bible tells us that their support for Jesus was unusual and therefore given special recognition. This does not mean you must be prejudiced and biased towards the rich and powerful. What it means is that you must give honour to whom honour is due.

Render therefore to all their dues: tribute to whom tribute is due; custom to whom custom; fear to whom fear; honour to whom honour.

Romans 13:7

2. Study The Peculiarities Of Different Groups. *There are vast differences between men and women. These must be appreciated by anyone who wants to minister to them. There are also vast differences between older and younger women. The vision of younger women is marriage, husbands and children. The disillusionment of older women is often marriage, husbands and sometimes children. I have found that older women have fewer delusions about what marriage and husbands can offer. They are more inclined to the service of God than younger women. That is why the Bible says that older women should teach younger women.*

3. Respect The Differences That Exist Between Different Groups Of People. *Do not despise the peculiarities or weaknesses of the group. Very generally speaking, women are more interested in things like chatting, shopping and clothes whilst men are more interested in their jobs, money, cars, sex, etc. You cannot have a successful women's ministry if you despise women's God given traits. You must respect them and celebrate womanhood.*

4. Develop Teachings That Are Specific To That Group. *For instance, T.D. Jakes has shown a lot of understanding for women's needs. That is why he is a successful women's minister. He has developed teachings and written books specifically for women.*

5. Develop A Strong Influence Over Leaders. *Every pastor must develop a strong teaching ministry towards leaders. There are pastors who do not know what to tell their leaders. I enjoy teaching my leaders. The more I teach leaders, the more influence I have because each leader has a sphere of authority.*

8

WATCH OUT FOR DISCONTENTMENT AND DEAL WITH IT DECISIVELY

Discontentment will scatter your followers. Everyone who loses an election loses it because people are no longer content with your leadership. To be content means to be satisfied, gratified, appeased and delighted with something. Monitor the level of contentment of your followers at all times. To be content also means to be thrilled, tickled, bewitched, captivated, charmed and enraptured with what you have. I want to work with people who are thrilled, captivated, charmed and enraptured by their job with me in the ministry.

Discontentment is an evil spirit that needs to be dealt with. You cannot lead people who are not thrilled, satisfied and delighted to be with you. No circumstance is perfect. Contentment is a product of the heart and not a product of one's circumstances. I know people who do not have much but are very happy.

The Single Greatest Manifestation Of Discontentment

The single greatest manifestation of discontentment is comparison. "...but they measuring themselves by themselves, and comparing themselves among themselves, are not wise." (2 Corinthians 10:12).

Whenever people focus on what others have, they become discontent. In the story below, the master had promised good wages to his workers. Initially, they did not complain about the salary because they thought it was fair. At the end of the day, however, new workers were employed who were given the same wages.

For the kingdom of heaven is like unto a man that is an householder, which went out early in the morning to hire labourers into his vineyard.

And when he had agreed with the labourers for a penny a day, he sent them into his vineyard.

And he went out about the third hour, and saw others standing idle in the marketplace,

And said unto them; Go ye also into the vineyard, and whatsoever is right I will give you. And they went their way.

Again he went out about the sixth and ninth hour, and did likewise.

And about the eleventh hour he went out, and found others standing idle, and saith unto them, Why stand ye here all the day idle?

They say unto him, Because no man hath hired us. He saith unto them, Go ye also into the vineyard; and whatso-

ever is right, that shall ye receive.

So when even was come, the lord of the vineyard saith unto his steward, Call the labourers, and give them their hire, beginning from the last unto the first.

And when they came that were hired about the eleventh hour, they received every man a penny.

But when the first came, they supposed that they should have received more; and they likewise received every man a penny.

And when they had received it, they murmured against the goodman of the house,

Saying, These last have wrought but one hour, and thou hast made them equal unto us, which have borne the burden and heat of the day.

But he answered one of them, and said, Friend, I do thee no wrong: didst not thou agree with me for a penny?

Take that thine is, and go thy way: I will give unto this last, even as unto thee.

Is it not lawful for me to do what I will with mine own? Is thine eye evil, because I am good?

Matthew 20:1-15

Suddenly, discontentment reared its ugly head. The original team of workers were no longer happy with their wages. Many people are content with what they have until they look next door to see what someone else has. I am happy with what God has given me. I do not have what Benny Hinn, Oral Roberts or T.D. Jakes have but I am content with what God has given me. If I start to compare myself with some of these people I may begin to think that I am inadequate. If you start to compare yourself with someone else you will degenerate into discontentment. You become a complainer, a doubter and an ungrateful person.

Be a wise leader and detect this canker as soon as it shows up. Your followers are not equal and it is not possible to reward everyone with the same package. As soon as your followers begin to grumble and complain, like Moses, you may lose control and your mission may fail.

Three Ways To Deal With Discontentment

1. Give good salaries and wages and be confident that people are getting something good. If people are generally not receiving enough remuneration, they have a genuine cause to be discontent. Within the limits of your context, give people a good remuneration. Those who follow you must not only be hopeful for the future, they must be satisfied now. If you are the manager of a company, ask yourself whether your workers are happy in the now. It is nice to have flowery promises for the future but what about now? Jesus not only promised blessings for the future He offered contentment and satisfaction now!

Then Peter began to say unto him, Lo, we have left all, and followed thee. And Jesus answered and said, Verily I say unto you, there is no man that have left house, or brethren, or sisters, or father, or mother, or wife, or children, or lands, for my sake, and the gospels, BUT HE SHALL RECEIVE AN HUNDREDFOLD NOW IN THIS TIME, houses, brethren, and sisters, and mothers, and children, and lands, with persecutions; AND IN THE WORLD TO COME ETERNAL LIFE.

Mark 10:28

There were houses and prosperity for the now and there

was eternal life for the future. If you want to be a successful manager, offer something now and have a promise for the future. That was the strategy of Jesus. Thank God for the promises of the future. But people want something now as well!

2. Teach about contentment. *Teaching the Word of God fights the deception that comes from satan. Teaching will always heal the curable traces of discontentment in your organization.*

And having food and raiment let us be therewith content.

1 Timothy 6:8

Let your conversation be without covetousness; and be content with such things as ye have: for he hath said, I will never leave thee, nor forsake thee.

Hebrews 13:5

3. Recognize incurable discontentment and dismiss those affected..

Blessed is the man that walketh not in the counsel of the ungodly, nor standeth in the way of sinners, nor sitteth in the seat of the scornful.

Psalm 1:1

There are some people who love money so much that nothing you do for them will ever be satisfactory. “He that loveth silver shall not be satisfied with silver; nor he that loveth abundance with increase...” (Ecclesiastes 5:10). Such people receive high salaries and more benefits but do not show any gratitude.

When they receive an extra bonus or gift, they just make some unintelligible remark and say, “I’ll take it like that!” In other words, it’s not good enough but I’ll manage!

I once had some employees who were constantly grumbling about their salaries. I discerned that they were suffering from incurable discontentment. One day I called them up and said to them, "I think you people are not happy with your salaries."

I asked my administrator to sort out a nice settlement package for them and sent them off. After some months of being in the secular labour market, one of them came back to me and said, "I now realize that when I was with you, I had one of the best jobs in the country." I was glad that this revelation had finally come. Some people are cured of their discontentment only after experiencing the realities of life.

9

WASTE NO TIME ON CRITICAL PEOPLE AND CRITICISM

Twenty Things Every Leader Should Know About Criticism and Critical People

1. A critical person is someone who sees nothing good in what you do. *How can those who criticized Jesus not see His powerful teaching and miracles? A critical person sees nothing good in whatever you do. That is how opposition political parties behave. No matter what, they see nothing good in the ruling party.*

2. *Critical people are often frustrated people who have failed in life.* Frustration creates bitterness. Bitterness is then manifest by criticism.

3. Critical people are often disappointed and disillusioned in their personal lives. *Do not forget to ask a few questions about the one who is criticizing you most. You will be amazed to find that he or she is an immoral, lying and stealing individual.*

4. Critical people are often people who build their lives by destroying others. *These people have not succeeded at anything. All they try to do is to pull down everyone to their level of non-*

achievement.

5. *Critical people do not often live long.* The Bible is very clear on this principle. If you love life, keep your mouth from saying the wrong things. “For he that will love life, and see good days, let him refrain his tongue from evil, and his lips that they speak no guile:” (1 Peter 3:10).

6. *Critical people often have psycho-social problems.* Such people are often rejected, unloved people who have not had the love of a father or mother. Their criticism is often a cry for attention.

7. *Jesus did not answer His critics.* Jesus responded to the hunger and thirst of the multitudes and not to the hatred of His enemies. “And as soon as he knew that he belonged unto Herod’s jurisdiction, he sent him to Herod, who himself also was at Jerusalem at that time. And when Herod saw Jesus, he was exceeding glad: for he was desirous to see him of a long season, because he had heard many things of him; and he hoped to have seen some miracle done by him. Then he questioned with him in many words; but he answered him nothing. And the chief priests and scribes stood and vehemently accused him.” (Luke 23:7-10).

8. *Criticism is part of the ministry.* There is nothing like ministry without criticism. Jesus was perfect. If he was criticized, accused and murdered what do you think will happen to someone like you who is not perfect?

9. *It is not possible to minister without accusation.* It is part of the package. Jesus promised rewards with persecution. “But he shall receive an hundredfold now in this time, houses, and brethren, and sisters, and mothers, and children, and lands, with persecutions;

and in the world to come eternal life.” (Mark 10:30).

10. *Someone said, “Criticism is the death gargle of a non-achiever.”* Think about that!

11. *I am yet to meet a critical individual who is a good person.* Criticism seems to be a symptom of many other evils stored within an individual. It is people who are defiled and unbelieving who see impurities in everything. “Unto the pure all things are pure: but unto them that are defiled and unbelieving is nothing pure; but even their mind and conscience is defiled.” (Titus 1:15).

12. *Critical people are often trying to lure you into an argument or a debate.* Do not be deceived. Satan wants your emotions to be worked up because of unbelievable accusations and criticisms.

13. *Critical people are often trying to trap you through your words.* Critics are full of suspicion. They suspect you of all sorts of evils. They want further evidence to justify their suspicions.

14. *You can learn something from your critics.* Your friends are not likely to point out your mistakes. Your enemies are more likely to magnify your shortcomings in an attempt to bring you down. It is worth taking note of what they say, so that you can make the necessary adjustments.

15. *Enemies do not give “constructive” criticism.* Your enemy is not trying to build up (construct) your life. How can he give you anything “constructive”? It is not wrong to label everything that comes from your enemy as destructive. Decide to pick wisdom and direction from this dangerous criticism without being contaminated.

16. *Refuse to listen to certain criticisms because they are arrows of accusation intended to injure your heart. Keep your heart with all diligence for out of it are the issues of life.*

17. *Critical people are often ignorant. Much criticism is based on incomplete information. Many critical people are ignoramuses.*

18. *Critical people are often inexperienced. Much criticism comes from the mouths of men of straw. These are men of no substance. They have neither knowledge nor experience.*

19. *Critical people minister poison which spreads to those who hear it. The people who criticize you, often hate you deeply. They want others to hate you as well*

20. *Your response to every criticism should be, "Full stop and back to you!" This is my children's advice to you.*

10

TREAT PEOPLE AS EQUALS BUT MAKE THE DIFFERENCES CLEAR

A good leader must strive to let people feel important. The reality is that you are the leader, so you are different.

Five Ways To Make Everyone Around You Feel Important

1. Mingle with all kinds of people. *Jesus mingled with thieves (Two thieves at the cross), tax collectors (Matthew), fisherman (Peter), foreigners (The Syro-Phoenician woman), demonised people (Mary Magdalene), madmen (The madman of Gadara), priests (Nicodemus) and noblemen (Joseph of Arimathea). There was no strata of society where Jesus did not interact freely. Do not restrict yourself to one group of the society.*

2. Do not call or describe your staff and subordinates as servants. *“Henceforth I call you not servants; for the servant knoweth not what his lord doeth: but I have called you friends; for all things that I have heard of my Father I have made known unto you.” (John 15:15). Nobody likes to be called a servant even if that is the case. Jesus specifically said that He did not call his disciples servants.*

3. Describe your staff, subordinates and junior pastors as your friends. *“Ye are my friends, if ye do whatsoever I command you.”*

(John 15:14). I enjoy the friendship of the people who work for me. If I did not have them I would be very lonely.

4. Describe the people who work for you as your family. *“But he answered and said unto him that told him, Who is my mother? and who are my brethren? And he stretched forth his hand toward his disciples, and said, Behold my mother and my brethren! For whosoever shall do the will of my Father which is in heaven, the same is my brother, and sister, and mother.” (Matthew 12:48-50). This is one thing I have done all my life. I have never seen my pastors or workers as employees but as family. I actually hate being called “boss”. Let their family and personal problems be your personal problems! Create a family spirit in your organization. It is a hundred times better than a formal, stiff organization.*

5. Tell your pastors or juniors about yourself and your plans. *“...but I have called you friends; for all things that I have heard of my Father I have made known unto you.” (John 15:15b). This is one thing that draws people close.*

Six Ways To Make The Differences Clear

1. Teach them. *Jesus taught His disciples all the time. When you teach someone you establish the authority to lead them. The authority to lead is found in the ability to feed.*

2. Send them. *Jesus sent His disciples to buy food. “(For his disciples were gone away unto the city to buy meat.)” (John 4:8). Every time you send someone you establish the chain of command. You emphasize the chain of command that exists within the structure.*

3. Bless them. *Pray for your followers and bless them. There is a faithful saying that the lesser is blessed of the greater. "And without all contradiction the less is blessed of the better." (Hebrews 7:7).*

4. Say who you are. *Jesus spoke of Himself confidently. He said that he was the way, the truth and the life. He said that he was the door. He said he was the good shepherd. There are times I have had to declare that I am the leader and founder of my little church. It is important for people to know that you know who you are.*

5. Don't be afraid of being different. *Jesus rode on a donkey whilst all His disciples walked. Garments were strewn on the floor for Him to walk on. "And brought the ass, and the colt, and put on them their clothes, and they set him thereon. And a very great multitude spread their garments in the way; others cut down branches from the trees, and strowed them in the way." (Matthew 21:7,8). Accept privileges that are exclusively yours. When you refuse to accept your privileges, you create anomalies and disorder. The Bible calls this an evil and an error (mistake) that emanates from the ruler. "There is an evil which I have seen under the sun, as an error which proceedeth from the ruler: Folly is set in great dignity, and the rich sit in low place. I have seen servants upon horses, and princes walking as servants upon the earth." (Ecclesiastes 10:5-7).*

6. Allow yourself to be honoured. *Jesus allowed himself to be honoured by Mary. He permitted the expensive gift that was poured on His feet. "Then took Mary a pound of ointment of spikenard, very costly, and anointed the feet of Jesus, and wiped his feet with her hair: and the house was filled with the odour of the ointment." (John 12:3).*

11

FAMILIARITY IS A LEADERSHIP EMERGENCY. DEAL WITH IT URGENTLY.

Twenty Things Every Leader Should Know About Familiarity

1. Familiarity is the disease that kills the ministry of a prophet. *“But Jesus said unto them, A prophet is not without honour, but in his own country, and among his own kin, and in his own house.”* (Mark 6:4).

2. *It was the most powerful antagonist to the anointing on Jesus’ ministry.* “And he could there do no mighty work, save that he laid his hands upon a few sick folk, and healed them.” (Mark 6:5).

3. Familiarity is a product of frequent interaction with a leader. *“...From whence hath this man these things? and what wisdom*

is this which is given unto him, that even such mighty works are wrought by his hands? Is not this the carpenter, the son of Mary, the brother of James, and Joses, and of Juda, and Simon? and are not his sisters here with us? And they were offended at him.” (Mark 6:2,3).

4. Familiarity is a product of much knowledge of a leader. *This is why every leader should maintain some degree of privacy and mystique. “And he could there do no mighty work, save that he laid his hands upon a few sick folk, and healed them.” (Mark 6:5).*

5. *Familiarity incubates contempt and disrespect. Jesus’ hometown were angered at His preaching. They were not neutral. They were outraged and thought that Jesus should be silenced. “And all they in the synagogue, when they heard these things, were filled with wrath, And rose up, and thrust him out of the city, and led him unto the brow of the hill whereon their city was built, that they might cast him down headlong.” (Luke 4:28,29).*

6. *Friendship incubates familiarity. Jesus’ friendship with Peter created a problem of familiarity. Jesus asked Peter his opinion about His ministry. “He saith unto them, But whom say ye that I am? And Simon Peter answered and said, Thou art the Christ, the Son of the living God. And Jesus answered and said unto him, Blessed art thou, Simon Barjona: for flesh and blood hath not revealed it unto thee, but my Father which is in heaven.” (Matthew 16:15-17). Peter thought he had the right to say things he did not even understand.*

7. *Promotion incubates familiarity. Jesus promoted Peter to be the head of the church. “And I say also unto thee, That thou*

art Peter, and upon this rock I will build my church; and the gates of hell shall not prevail against it.” (Matthew 16:18). Sometimes when people are elevated a little they feel that they are equal to their seniors and teachers. This is unfortunate.

8. Familiarity is detected when subordinates make comments about certain things. *This is presumptuous. The fact that your leader has discussed personal things does not mean that you should step out of order.*

9. Familiarity is detected when a subordinate attempts to correct his leader. *Peter began to feel extra free. He thought that he could now correct Jesus. “Then Peter took him, and BEGAN TO REBUKE him, saying, Be it far from thee, Lord: this shall not be unto thee.” (Matthew 16:22). Although a leader needs his fair share of correction, the subordinate is not qualified to do this.*

10. Familiarity is detected when a follower attempts to direct his leader. *Peter began to make pronouncements about the ministry of Jesus. Peter thought that his friendship with Christ gave him the authority to direct and to correct Jesus. He thought that his conversation about people’s opinions of Christ made him an opinion holder. Perhaps he thought that Jesus needed his input.*

11. Be quick to detect subtle indications of familiarity. *Jesus was very quick to notice that Peter was out of order.*

I once came into my office and there was a junior pastor holding a meeting with some other pastors. He was sitting in my chair behind my desk and everyone else was sitting around him. He was teaching them something just as if I was conducting

the meeting. As soon as I saw him, I knew that something was wrong. I immediately said to him, "Never sit on that chair again. Never sit behind that desk again!" Then I told everyone, "If I am not here, no one should ever sit behind my desk or on my chair."

12. In unambiguous terms, bring down to size every follower who is too familiar. Suddenly, Jesus was transformed from a kind and gentle Jesus into a Jesus of steel. He rebuked His close friend and associate in the harshest possible way. He called Peter "satan"! Think about that! Peter was brought down to size instantaneously.

13. Address and confront familiarity anywhere you find it. There are times I feel familiarity when I am preaching. I address it and make everyone aware of that evil spirit.

14. Yawning is a distinctive sign of familiarity. Preachers and teachers must watch out for yawning, especially when the yawns come at the beginning of the message. Watch out for "early yawners", they are usually suffering from familiarity.

15. Like Jesus, every leader should avoid the places where familiarity has taken root. After Jesus detected a spirit of familiarity in Nazareth, He moved His headquarters to Capernaum. "And came down to Capernaum, a city of Galilee, and taught them on the sabbath days." (Luke 4:31).

16. Every leader should spend more time where he is celebrated and welcomed with joy and excitement. Like Jesus, every leader should avoid the places where familiarity has taken root.

17. Make clear distinctions between the leaders and the followers

to prevent familiarity. *Jesus slept in the boat whilst His disciples rowed and worked hard. “Now it came to pass on a certain day, that he went into a ship with his disciples: and he said unto them, Let us go over unto the other side of the lake. And they launched forth. But as they sailed he fell asleep: and there came down a storm of wind on the lake; and they were filled with water, and were in jeopardy.” (Luke 8:22,23). Jesus rode on a donkey whilst His disciples walked. Jesus did not hire twelve donkeys so that they could all ride.*

18. Draw boundaries so that you will ensure some level of privacy. *Privacy drives away familiarity. If everyone knows everything about you, do not be surprised that they will be so familiar.*

19. Break the monotony. Introduce new ideas. Monotony incubates familiarity. *Repetitiveness, dullness and uniformity are the perfect context for familiarity. The same sermons in the same way from the same person at the same time have a way of incubating familiarity. When the people wanted Jesus to come and preach in the same way, He refused to enter their monotonous pattern and decided to go to the next city. He knew that they would soon be yawning at him so He decided to travel. It is good to have annual programs but at times it is necessary to break the monotony.*

And when they had found him, they said unto him, All men seek for thee.

And he said unto them, Let us go into the next towns, that I may preach there also: for therefore came I forth.

And he preached in their synagogues throughout all Galilee, and cast out devils.

Mark 1:37-39

20. Don't always do what people are expecting you to do. *The same people who impress upon you to do what you have been doing all the time. It is because people know what you are going to do that they become familiar. Remember: too much knowledge incubates familiarity. Sometimes a prayer meeting or worship session instead of the expected sermon will help to break the familiarity. Those who pressurize you to conduct expected programs, are the same ones who will start yawning when you preach.*

12

IDENTIFY THE DIFFERENT TYPES OF EMPLOYEES IN YOUR ORGANIZATION

There are different types of people who will work under a leader. It is important to identify the real differences that exist.

Five Types Of Employees Every Leader Has To Deal With

1. Employees who prefer resting to working. *God worked for six days and rested for one day. That means that it is better to work than to rest. Any employee who prefers resting to working, has not found his God given task.*

2. Employees who are not prepared to do anything extra or new. *Such employees are not valuable, they want to do what they have always done. They don't want change.*

3. Workers who are prepared to do any job. *Such people are valuable. They are prepared to learn. They want to advance. They want to please you.*

4. Results producing employee. *One of the most valuable things in an employee is his ability to produce results.*

5. Workers who are consumed and obsessed with their work. *This is the highest kind of worker. Value them and pay them highly.*

Seven Things Every Leader Should Teach His Employee

1. Teach every employee to write instructions down as you speak.

2. Teach your employees to repeat their instructions and ask questions about the instructions you have given them.

3. Teach them to call you, talk to you and consult you frequently.

4. Teach them to be ready to change jobs and accept their new responsibilities.

5. Teach them to dress formally whilst at work. *Have you not noticed that the wealthiest organizations, such as banks, instruct their employees to dress very formally?*

6. Teach them to solve problems they encounter in the course of their duties. *Instead of reporting problems, they should report how they solved those problems!*

7. Teach them to think about their work whilst at home. *Someone who thinks about his work whilst at home is both consumed and obsessed by his job. Such people read books about their career. They spend their money and time in an effort to be better prepared for their task.*

How To Be Consumed With Your Work

1. Know that you will only succeed with things that consume your whole being.
2. Find the job for which you are not conscious of time. *That is your God given task.*
3. Continue you working in your mind, even whilst at home.
4. Buy and read books about your work.
5. Have only friends who are into your kind of work. *This will mean that even your leisure times relate to your work.*
6. Spend money to be better trained and prepared for your work.

13

LIVE BY THE LOGICAL LAWS OF TEAMWORK

Fourteen Laws Of Teamwork

1. Everybody in the ministry team should know what you are trying to do. *When people understand what you are trying to do, it helps them to flow in the vision.*
2. Everyone in the ministry team must know what he is expected to do. *This allows you to know who to blame when things go wrong and who to praise when things work out.*
3. Everyone in the ministry team must know what every other member of the ministry team is supposed to be doing. *That is why you must have meetings with individuals and then meet them in a group so that others would know what is going on.*
4. Everyone must have a complete section in which he has full control. *Delegate people to do things. Give them control over the section you have delegated to them.*
5. Give a lot of praise and recognition to your ministry team members in public. *If you want somebody to repeat something good, praise him for that thing.*

6. Give criticism and rebuke to your people in private. *If you want to correct somebody, do not do so in front of their subordinates. It will weaken their position of authority in the sight of their subordinates.*

7. As a ministry team member my criticism must be constructive.

8. As a ministry team leader accept responsibility for everything and anything that goes wrong. *Take the blame and share the glory.*

9. Do not complain about or condemn your team members.

10. Decide always to give advice on how to do things better.

11. Treat everybody as very important. *When you see someone who doesn't look important, be nice to them. They may not look important but treat them important.*

12. Reposition and relocate people until they are in the place they function best.

13. Give people jobs according to their personalities. *Some people are light-hearted and merry, others are moody and strict. There is a job that suits everyone.*

14. Forgive and overlook the mistakes of team members.

14

DEVELOP THE ART OF KEEPING PEOPLE TOGETHER

Five Keys To Keeping People Together

1. Have a strong desire to have everyone together. Fight to prevent the loss of even one person. Jesus' aim was to lose none of the people God had given Him.

Pastoring a church is the art of keeping people together. At many points in the life of a church, there are situations that have the potential of dividing people. You must develop the art of keeping people together. What is the key to uniting people? You must believe that the people must be kept together. If you have a "you can go to hell if you want to" attitude, many people are going to drop out of your team.

Moses Kept People Together

Now the children of Reuben and the children of Gad had a very great multitude of cattle: and when they saw the

land of Jazer, and the land of Gilead, that, behold, was a place for cattle;

Wherefore, said they, If we have found grace in thy sight, let this land be given unto thy servants for a possession, and bring us not over Jordan.

And Moses said unto them, If ye will do this thing, If ye will go armed before the Lord to war,

And will go all of you armed over Jordan before the Lord, until he hath driven out his enemies from before him, ...this land shall be your possession before the Lord.

Numbers 32:1,5,20-22

Moses came across a delicate situation. Some of the tribes of Israel didn't want to cross the River Jordan. They wanted to stay where the grass was good for their cattle, meanwhile, there was a war to fight. They had been together up until this time and the nation Israel was about to split up into two parts. God gave Moses the wisdom to keep Israel united.

Moses could have cursed those tribes and could have told them to go to hell. He could have told them that they were damned. But he made it possible for them to have their dreamland and at the same time remain a part of Israel.

2. Love all the people God gives you.

Another key is to cherish and love people genuinely. When you love somebody genuinely, you do not easily want to part with the person. A leader must have real love for people. People will stay where they feel they are genuinely loved. Even if there is a reason for your followers to separate, your love for all the groups will make them stay together.

3. Use the wisdom of God to handle delicate situations.

Then came there two women, that were harlots, unto the king, and stood before him.

And the one woman said, O my lord, I and this woman dwell in one house; and I was delivered of a child with her in the house.

And it came to pass the third day after that I was delivered, that this woman was delivered also: and we were together; there was no stranger with us in the house, save we two in the house.

And this woman's child died in the night; because she overlaid it.

And she arose at midnight, and took my son from beside me, while thine handmaid slept, and laid it in her bosom, and laid her dead child in my bosom.

And when I rose in the morning to give my child suck, behold, it was dead: but when I had considered it in the morning, behold, it was not my son, which I did bear.

And the other woman said, Nay; but the living is my son, and the dead is thy son. And this said, No; but the dead is thy son, and the living is my son. Thus they spake before the king.

Then said the king, The one saith, This is my son that liveth, and thy son is the dead: and the other saith, Nay; but thy son is the dead, and my son is the living.

And the king said, Bring me a sword. And they brought a sword before the king.

And the king said, Divide the living child in two, and give half to the one, and half to the other.

Then spake the woman whose the living child was unto the king, for her bowels yearned upon her son, and she said,

O my lord, give her the living child, and in no wise slay it. But the other said, Let it be neither mine nor thine, but divide it.

Then the king answered and said, Give her the living child, and in no wise slay it: she is the mother thereof.

And all Israel heard of the judgment which the king had judged; and they feared the king: for they saw that the wisdom of God was in him, to do judgment.

1 Kings 3:16-28

King Solomon faced a delicate situation. Whose side was he on? Many times, people want to say that the leader supports this person or the other. In marriage counselling sessions, I have often been accused of being on either the side of the wives or the husbands. People want to say that you are on this side or the other. It takes the wisdom of God to handle delicate situations. Marriage is a delicate thing. Handle marital crises carefully and the couples in your church will stay together. A true leader is going to have his ability to handle delicate situations tested. If you fail, your people will not stay together.

4. Bring Peace Between People.

Most of the leaders of this world are engaged in settling conflicts. The reality is that human beings have so many conflicts and wars between each other that there is constantly no peace. Anyone who is a leader will need to learn the art of peacemaking.

Follow peace will all men...

Hebrews 12:14

Have you not noticed that many presidents wish to be the ones who brought peace between warring factions? Successive American presidents have longed to be the ones to bring peace to the Middle East. They take famous photographs standing between sworn enemies. These pictures are important to them as they testify about their ability to lead. Anyone who is able to bring peace to this world has leadership abilities. Are you a leader? Do you help to bring peace between enemies? Do you fuel hatred and strife? A leader does not bring more confusion he brings peace.

5. Be at peace with others.

Some people are constantly at war. They pick quarrels with almost anyone they interact with. I know some pastor's wives who have driven away many people from their husband's churches. You cannot lead people with whom you constantly fight. You may be wondering why nobody is following you. How can people follow someone who keeps stabbing them in the back? Would you follow someone who turns around every few minutes and throws a stone at you? Certainly not!

Do you desire to be a leader? Then develop the art of being at peace with those around you. Do not constantly threaten them. Do not frighten them with curses.

I was once invited to visit with a man of God. I did not want to go. I had seen that man curse people many times. I thought to myself, "Perhaps he will curse me today." I did not want to be around a man who effortlessly threw curses around.

The art of leadership is the art of being at peace with those around you. Do not be disturbed with other people's

success. Do not fight them because they have something you do not have. Be content with such things as you have. Accept other people's success and do not fight them.

What is the key to being at peace with others? Accept them as they are. Do not try to change everyone around you. We are only human and we have our mistakes.

15

FIGHT ONLY BATTLES YOU CAN WIN

Have I need of mad men, that ye have brought this fellow to play the mad man in my presence? shall this fellow come into my house? And David arose, and fled that day for fear of Saul, and went to Achish the king of Gath.

And the servants of Achish said unto him, Is not this David the king of the land? did they not sing one to another of him in dances, saying, Saul hath slain his thousands, and David his ten thousands?

And David laid up these words in his heart, and was sore afraid of Achish the king of Gath.

And he changed his behaviour before them, and feigned himself mad in their hands, and scrabbled on the doors of the gate, and let his spittle fall down upon his beard.

Then said Achish unto his servants, Lo, ye see the man is mad: wherefore then have ye brought him to me?

Have I need of mad men, that ye have brought this fellow to play the mad man in my presence? shall this fellow come into my house?

1 Samuel 21:10-15

In this story, David realized that he was not in the position to fight the king. He changed his behaviour and pretended to be mad. He even pretended to join the side of the Philistines. A real leader does not engage in battles he cannot win. Jesus

Himself taught that you must count the cost before you go to war. I have observed pastors engage in building projects that they can never finish. All they are doing is to fight a battle they cannot win.

Failure breeds failure. Success breeds success. Each failure you chalk, demoralizes your followers. You must avoid getting into a “failure” situation as much as you would avoid a snake.

A real leader needs to know which case should go to court. You should not bother fighting certain things in court. I personally know people who have committed crimes against my church and me. I even have evidence to that effect, but I have decided not to fight them legally. Why is this? I know when I will not win a fight!

Why waste your time playing a match in which the referee is a player against you? Every wise leader should avoid a match in which the referee and the linesmen are openly for the other team! Whenever you are about to score, they will whistle, “off-side”. Whenever they are about to score, the whistle will be blown for a penalty against you. The fact is that you lost the match before it even started. You may even be scored a record 100-0 and enter the Guinness Book of Records for your efforts.

When the seed of disloyalty enters the heart of a betrayer, it is often a waste of time trying to change his mind. Have you ever wondered why Jesus never counselled Judas Iscariot? It was not worth the time!

Whenever somebody hands in a resignation, I often ask no questions. Why waste your time trying to change someone who has made up his mind? I do not want the person to stay on longer anyway. Sometimes they want to leave in a month’s time, but I help them to leave immediately.

Are you a leader? Pick your battles carefully and win every time!

16

WORK HARDER THAN ALL THOSE AROUND YOU

To succeed as a leader you will have to work harder than all those around you. If you think that being a leader means enjoying more and more nice things you are in for a rude shock. If you think being a leader means to is to relax as a potbellied ruler you will discover that it is not so!

A true leader is someone who works harder than everyone around him. All though I am the head of a large church, and I have many people under me, I often work much harder than all those I lead. Leadership is hard work. Prepare your mind for hard work! A pastor must pray more than his followers. He must be more diligent than anyone else. He often puts in more hours than his followers. Notice how Jesus worked harder than His followers. He prayed whilst they slept!

And he went a little farther, and fell on his face, and prayed, saying, O my Father, if it be possible, let this cup pass from me: nevertheless not as I will, but as thou wilt.

And HE COMETH UNTO THE DISCIPLES, AND FINDETH THEM ASLEEP, and saith unto Peter, What, could ye not watch with me one hour?

Watch and pray, that ye enter not into temptation: the

spirit indeed is willing, but the flesh is weak.

And he came and found them asleep again: for their eyes were heavy.

And he left them, and went away again, and prayed the third time, saying the same words.

Then cometh he to his disciples, and saith unto them, Sleep on now, and take your rest: behold, the hour is at hand, and the Son of man is betrayed into the hands of sinners.

Matthew 26:39-41,43,45

Notice how Jesus prayed whilst His disciples slept. He was working harder than His followers. Being the leader, He understood what was at stake. That night He put in more than everyone else.

True leaders are often left alone by their followers and workers as they plod on through the night, putting in more and more effort.

There are many people who do not understand why top leaders are paid far more than their subordinates. Many unlearned people rebel against this reality. They do not know that successful leaders are actually working harder than everyone else. There are even certain diseases like ulcers, heart attacks, heart illness, high blood pressure that are associated with top executives. Their work schedules actually give rise to many stress related illnesses. Often, the privileges of top leaders just cushion the effect of their stressful work lives. Dear leader, welcome to the world of hard work.

17

CONTEMPLATE, REFLECT, BE THOUGHTFUL AND CONSIDER THE THINGS YOU SEE AROUND YOU

SO I RETURNED, AND CONSIDERED all the oppressions that are done under the sun: and behold the tears of such as were oppressed, and they had no comforter; and on the side of their oppressors there was power; but they had no comforter.

Wherefore I praised the dead which are already dead more than the living which are yet alive.

Yea, better is he than both they, which hath not yet been, who hath not seen the evil work that is done under the sun.

AGAIN, I CONSIDERED ALL travail, and every right work, that for this a man is envied of his neighbour. This is also vanity and vexation of spirit.

The fool foldeth his hands together, and eateth his own flesh.

Better is an handful with quietness, than both the hands full with travail and vexation of spirit.

THEN I RETURNED, AND I SAW VANITY under the sun.

There is one alone, and there is not a second; yea, he hath neither child nor brother: yet is there no end of all his

labour; neither is his eye satisfied with riches; neither saith he, For whom do I labour, and bereave my soul of good? This is also vanity, yea, it is a sore travail.

Ecclesiastes 4:1-8

WHEN I APPLIED MINE HEART TO KNOW WISDOM, and to see the business that is done upon the earth: (for also there is that neither day nor night seeth sleep with his eyes:)

THEN I BEHELD ALL THE WORK OF GOD, that a man cannot find out the work that is done under the sun: because though a man labour to seek it out, yet he shall not find it; yea farther; though a wise man think to know it, yet shall he not be able to find it.

Ecclesiastes 8:16,17

FOR ALL THIS I CONSIDERED IN MY HEART even to declare all this, that the righteous, and the wise, and their works, are in the hand of God: no man knoweth either love or hatred by all that is before them.

Ecclesiastes 9:1

King Solomon, a political leader of his day, wrote these scriptures. You will notice the phrase “and I considered”. You will also notice the phrase “I applied my heart to wisdom”. Do you consider yourself to be a real leader? It is time to start turning things over in your mind. Be a deep thinker.

Consider the happenings around you. As you consider, you will receive wisdom. That wisdom will help you to be a better leader. Consider why some people are successful. Analyse why some people fail.

Think about makes others victorious. A true leader is a deep thinker. I reflected on why certain people became disloyal. That is what gave rise to my book on Loyalty and Disloyalty. As I ponder over many issues, I receive revelation that becomes the basis for my teachings.

The Brain Seller

I remember the story of a man who went into a store to buy some brains. There were four different brains on sale. The salesperson was on hand to help the customer.

The customer asked, "I would like to buy the best brains you have."

The salesperson showed the customer what he had in store.

He said, "These are the brains from a nation that invented airplanes, rockets, and satellites."

He continued, "These next ones are from a nation that invented televisions, videos, telephones, radios and stereo systems."

He went on, "This third set of brains comes from a nation that has developed beautiful cities, roads, bridges, trains, airports, tunnels, etc."

He then showed the fourth set of brains. He continued, "This last set of brains are from a nation which has invented nothing and built nothing for itself. This nation even has foreigners coming from outside to build roads and toilets.

"I see," he said, "How much are they anyway?"

The salesman replied, "The first three brains are affordable, but the fourth set of brains is very expensive."

"Why is that? Why should they be so expensive when they have not been used to accomplish anything?"

"Oh, that is simple," the salesman replied, "Those brains

are fresh, unused and full of potential. Because they have not been used for anything, all the potential is still within.”

This unfortunate story tells us how important it is to use the brains God has given us. No matter how spiritual you are, God still expects us to use our brains. A great leader is someone who contemplates, reflects, ponders and deliberates over issues. Thinking is not a non-spiritual activity. It is a God given privilege to have the large brains we have. Did you know that human beings have the largest and most developed brains of all creation? Think about the size of a bird's head. How small their brains must be. Are you not glad that God has given you something bigger? Every great leader uses this gift – his brains!

18

USE SYMPTOMS AND SIGNS TO GUIDE YOU

Behold that which I have seen: it is good and comely for one to eat and to drink, and to enjoy the good of all his labour that he taketh under the sun all the days of his life, which God giveth him: for it is his portion.

Every man also to whom God hath given riches and wealth, and hath given him power to eat thereof, and to take his portion, and to rejoice in his labour; this is the gift of God.

Ecclesiastes 5:18,19

You will notice the phrase “behold that which I have seen”. King Solomon often spoke about things that he noticed.

Perhaps my medical background has made me sensitive to the concept of symptoms and signs. Symptoms and signs reveal hidden things. They tell you about what is not obvious.

Seven Things You Can Use Symptoms And Signs To Detect

1. *Use symptoms and signs to detect disloyalty.* In my book, *Loyalty and Disloyalty*, I share about several signs of disloyalty. Betrayal is something that does not announce itself. You must look

for the signs. If you fail to see the signs that leaders are supposed to notice, you will be at the mercy of traitors.

2. Use symptoms and signs to detect familiarity. You can detect familiarity by noticing little changes in people's attitude. Their comments, disinterest and yawns at meetings are all important indicators.

3. Use symptoms and signs to detect backsliding. In my book, Backsliding, I share about twenty-five symptoms of backsliding. If you use these symptoms, you will be able to detect backsliding in its early stages.

4. Use symptoms and signs to detect unforgiveness. Many people claim to have forgiven others. In reality, they are full of bitterness. In my book, Forgiveness Made Easy, I outline the signs of lingering unforgiveness.

5. Use symptoms and signs to supervise employees. You will not always be present to see if people are working well or not. I use certain indicators to supervise the people who work for me. Accomplishing targets within a deadline is the most important indicator for me.

6. Use symptoms and signs to uncover future leaders. Paul did this. In 1 Timothy 3, he outlined the signs that Timothy was to look for in potential leaders.

7. Use symptoms and signs to detect the call of God on people's lives. I think that the greatest sign of the call of God is the desire for ministry. I always look out for people who have a desire to work for God.

Dear leader, keep your eyes open and see the things that others do not. Often when I see my church members, I know when something is wrong. Why is that? Because I am a leader. I use symptoms and signs.

19

CONTROL THE PEOPLE YOU LEAD BY THE POWER OF TEACHING

Do you consider yourself to be a leader? I advise you to study the art of communicating, teaching and preaching. Even a businessman needs to make his subordinates understand what he is trying to achieve. You see, people relate with you on the basis of your words.

Solomon was a king but he taught the people. He knew that his control of the people would be through his teaching.

And moreover, because the preacher [King Solomon] was wise, he still taught the people knowledge; yea, he gave good heed, and sought out, and set in order many problems.

Ecclesiastes 12:9

Teaching is the art of shaping people into what you want. People are not easy to lead. Everyone comes around with his own opinion and his own set of ideas. Teaching moulds the people into what you want. Through the power of teaching you can get people to do almost anything. Without the power of teaching, you would hardly be able to lead anyone anywhere.

A bishop then MUST be... apt to teach;

1 Timothy 3:2

The authority to lead people is found in your ability to teach them. A leader must be able to impart information in a simple and easy to understand style. Even if your office is not that of a teacher, you must learn how to teach.

How I Led My People Into the Miracle Ministry

When I began operating in the miracle ministry, I realized that many of the pastors were not flowing with me. It was something new. Without even knowing what I was doing, I launched into a series of teachings on the power of the Holy Spirit. I taught about the anointing! I taught about healing! I taught about why miracles were necessary! These teachings helped tremendously. Today, the whole church is ever ready for a miracle session.

If you want to lead people along a certain road, you often have to teach them first. King Solomon was wise, that is why he taught them knowledge. Are you a wise leader? Teach your people knowledge.

20

BE A LOYAL LEADER

Five People You Must Be Loyal To

Moreover it is required in stewards, that a man be found faithful.

1 Corinthians 4:2

One of the cardinal qualifications for a leader is loyalty. You must be loyal to your God, your church, your spouse and your friends. A leader must also learn to be loyal to the people who follow him. When it is time for your followers to be rewarded, be faithful and let the rewards happen.

1. Be loyal to the people who have laboured for you. *Do not withhold the blessings of those who have laboured with you. When one of your followers is in trouble, show your loyalty. Your followers are watching you closely. They will do what they see. If you do not betray them in time of their difficulty, they will not betray you.*
2. Be loyal to your superiors. *A leader must be loyal to his superiors. When David had the opportunity to kill Saul, he did not! He was loyal to the king. He did not execute his own father.*

Then said Abishai to David, God hath delivered thine enemy into thine hand this day: now therefore let me smite

him, I pray thee, with the spear even to the earth at once, and I will not smite him the second time.

And David said to Abishai, Destroy him not: for who can stretch forth his hand against the Lord's anointed, and be guiltless?

David said furthermore, As the Lord liveth, the Lord shall smite him; or his day shall come to die; or he shall descend into battle, and perish.

The Lord forbid that I should stretch forth mine hand against the Lord's anointed: but, I pray thee, take thou now the spear that is at his bolster, and the cruse of water, and let us go.

1 Samuel 26:8-11

Many years later, David himself made a mistake. He murdered one of his soldiers called Uriah. David could have lost his life through that mistake. Many of his leaders could have revolted. However, this did not happen. His men were loyal to the king's authority. They refused to kill the Lord's anointed because they had learnt it by example.

3. Be loyal to your friends. *A leader must be loyal to his friends. When David became the king, he realized that his position was a privileged one. When he was established, he asked for a way to show kindness to an old friend.*

Now there was a man of Benjamin, whose name was Kish, the son of Abiel, the son of Zeror, the son of Bechorath, the son of Aphiah, a Benjamite, a mighty man of power.

1 Samuel 9:1

These acts of loyalty to friends teach others about the true character of their leader. A good character is attractive.

People are more inclined to follow someone with a good heart.

4. *Be loyal to your spouse. A leader must be loyal to his spouse. Because marriage is such a difficult thing for many people, anyone whose marriage works is hailed as a natural leader. You become a natural leader in society because your domestic affairs are under control. Loyalty to your spouse involves self-control and Christian love. Everyone would like to have a leader with self-control and love.*

A bishop then must be blameless, the HUSBAND OF ONE WIFE...

1 Timothy 3:2

5. *Be loyal to your vision. A leader must be loyal to his vision. Nobody wants to follow someone who is unpredictable. Many years ago, I declared my interest in soul winning and establishing people in Christ. I am still moving with the same vision. Much water has passed under the bridge but the vision is still the same – a soul is a soul and is precious to God. He may be a beggar, a lawyer or a doctor – a soul is a soul and is precious to God. She may be a groundnut seller, a prostitute or a nurse – a soul is a soul and is precious to God.*

Keep the same vision. The Bible teaches that you should not associate with people who are prone to sudden mutations and sharp turns. It is dangerous to sit in a car when the driver constantly makes sudden turns.

My son, fear thou the Lord and the king: and meddle not with them that are given to change:

Proverbs 24:21

Are you a leader? Be a faithful, stable, constant and loyal person. You will have a large following.

21

OVERCOME HATRED AND OPPOSITION

Six Things Every Christian Should Know About Opposition

1. If you cannot handle opposition, you cannot be a leader. *Every time I have embarked on the road of leadership, it has been met with stiff opposition. If you cannot handle the enemies who are destined to oppose you, you cannot be a great leader. Every great leader has many enemies!*
2. The greater the leader, the greater the hatred and opposition. *Consider the life of Elijah. He was hated by the king and by the king's wife. There was a death warrant out for his life. Elijah was hated and hunted because of his ministry.*

And he said, What have I sinned, that thou wouldest deliver thy servant into the hand of Ahab, to slay me?

As the Lord thy God liveth, THERE IS NO NATION OR KINGDOM, WHITHER MY LORD HATH NOT SENT TO SEEK THEE: and when they said, He is not there; he took an oath of the kingdom and nation, that they found thee not.

And now thou sayest, Go, tell thy lord, Behold, Elijah is here.

1 Kings 18:9-11

We all know that Elijah was one of the greatest prophets. The greater you are in leadership, the more you will be hated and hunted. Human nature cannot stand the success of another colleague. If you are not prepared for hatred and opposition, please resign from your leadership position immediately. If everybody speaks well of you, you are probably a hypocrite.

Woe unto you, when all men shall speak well of you! for so did their fathers to the false prophets.

Luke 6:26

3. Every new step of leadership results in fresh arrows of hatred and opposition. *Every step of strong leadership encounters real antagonism. When I began my church, I was called every name you can think of. Since Jesus Himself was accused of using the power of Beelzebub, I consider it a privilege to be called anything derogatory for His sake. If you do not want to be criticized, then you cannot be a leader. When Nehemiah ventured out to rebuild the walls of Jerusalem, you would have thought that everyone would have been happy. But Sanballat and Tobiah rose up to oppose him.*

But when Sanballat the Horonite, and Tobiah the servant, the Ammonite, and Geshem the Arabian, heard it, they laughed us to scorn, and despised us, and said, What is this thing that ye do? will ye rebel against the king?

Nehemiah 2:19

4. Opposition often comes in the form of plausible accusations. *When David spoke of killing Goliath, his brothers reacted angrily and accused him of pride and naughtiness. Isn't it amazing that good people are often given the most wicked labels?*

And Eliab his eldest brother heard when he spake unto the men; and Eliab's anger was kindled against David, and he said, Why camest thou down hither? and with whom has thou left those few sheep in the wilderness? I KNOW THY PRIDE, AND THE NAUGHTINESS OF THINE HEART; for thou art come down that thou mightest see the battle.

1 Samuel 17:28

David had to handle the hatred of his own brothers and then the hatred of his father Saul. Hatred and opposition are part of leadership.

5. Develop a hard forehead for opposition. *“Be not afraid of their faces: for I am with thee to deliver thee, saith the LORD.” (Jeremiah 1:8). Do not be distracted or deterred by opposition. If the least opposition is able to stop you then you have very poor leadership school. “Behold, I have made thy face strong against their faces, and thy forehead strong against their foreheads. As an adamant harder than*

flint have I made thy forehead: fear them not, neither be dismayed at their looks, though they be a rebellious house.”
(Ezekiel 3:8,9).

6. Opposition is often a sign that you are in the will of God. *Rejoice, there is good news. Satan would not attack a dead piece of wood. You are now a threat to satan, that is why he is attacking you. “Yea, and all that will live godly in Christ Jesus shall suffer persecution.”* (2 Timothy 3:12).

22

BE FLEXIBLE, RIGIDITY IS COSTLY!

To the weak became I as weak, that I might gain the weak: I am made all things to all men, that I might by all means save some.

1 Corinthians 9:22

A true leader exhibits flexibility. Being flexible does not mean that you compromise in things you believe in. A leader must not be rigid. An old rigid tree will be broken, but a young supple tree can be bent over. Paul said that he became all things to all men so that he may save them all. Are you prepared to do anything to achieve good results? There are times that you may have to vary your dressing to flow with the people around. You are not always right, you know!

In certain cultures, people are not punctual. When you say the program starts at six o'clock, they will leave their homes at six and be there for seven. If you are very rigid with your timing, you may end up preaching to empty chairs and closing your service as the majority of people walk in.

A pastor must be flexible with ignorant baby sheep. Sometimes sheep will ask you to counsel them about things you have just preached about. The message is very clear but they still want you to talk. There are times you have to be flexible and accommodate these sheep. Without being flexible you will

not be able to flow in a miracle service where the Holy Spirit has the liberty. If you really want to keep your service to two hours, you may miss certain moves of the Spirit.

A leader tries new things. *Try new ways of evangelism. Be open to methods that you did not invent. Listen to young people who have fresh ideas. Do not rigidly think that God only speaks through a grey-haired sixty-year-old prophet. Flexibility will allow you to receive from a twenty-year-old anointed youth.*

Are you a leader? Then you must be flexible and open to new ideas.

23

RELATE WITH ALL KINDS OF PEOPLE INCLUDING PEOPLE WHO ARE NOT YOUR “TYPE”

A leader is someone who is trying to get people to follow him. It seems to me that leaders sometimes forget that they are supposed to have followers. If you are a leader, you must make sure that you have people following you. Otherwise, you are not a leader. You must realize that your “type” of person is a limited species upon this earth. You are not likely to find many people in your age group, with your background, colour, accent, etc. If you want to succeed as a leader you must realize very early that you need to be able to relate with all kinds of people, especially people who are not like you.

And he said unto them, Ye know how that it is an unlawful thing for a man that is a Jew to keep company, or come unto one of another nation; but God hath showed me that I should not call any man common or unclean.

Acts 10:28

Peter was so rigid in his understanding of leadership that he restricted his ministry to a small group of Jews. But God had a bigger plan for him. God wanted him to reach many other people. As you read this book, I sense that God wants to

give you a wider scope of ministry. Do not be myopic. There are more people who are not like you than are people like you.

My father is from Ghana and my mother is from Switzerland. I was born in England but I have lived in Ghana all my life. My colour is neither Black nor White. When I was growing up, most of my friends had European parents or a mixture of White and Black. This was because my mother was Swiss and therefore had many European friends.

My father was an unusual man. He loved classical music and played bridge and owned racehorses. Because of this, many of his friends were not Ghanaian. Many of his friends were British, Indians, Lebanese, etc. As I grew up my hobbies were table tennis, squash, horse riding and swimming. I can assure you that there are very few people in the world who have the same background that I do. Not because I am special, but because this is an unusual combination of culture and circumstances.

If I have been raised up to be a leader, you tell me how many people will have a similar background to what I have just shared with you? Not many! To become a leader of many people I must relate with people who do not have my background. Many of my friends have had a very different background. But I relate with them naturally and easily.

If you are a pastor and you have a poor educational background, rise up and relate with all kinds of people, including rich people. You will definitely need some rich people in your church. Do not drive away all the educated people because of your lack of education. You can educate yourself!

Do you consider yourself to be a leader? Ask yourself, "What type of person am I? What type of person am I not? Make a decision to relate with every type of person.

To the weak became I as weak, that I might gain the weak: I am made all things to all men, that I might by all means save some.

And this I do for the gospel's sake, that I might be partaker thereof with you.

1 Corinthians 9:22,23

24

RELATE WITH INDIVIDUALS AND RELATE WITH THE CROWD

There cometh a woman of Samaria to draw water: Jesus saith unto her, Give me to drink.

Then saith the woman of Samaria unto him, How is it that thou, being a Jew, askest drink of me, which am a woman of Samaria? for the Jews have no dealings with the Samaritans.

Jesus answered and said unto her, Whosoever drinketh of this water shall thirst again:

But whosoever drinketh of the water that I shall give him shall never thirst; but the water that I shall give him shall be in him a well of water springing up into everlasting life.

The woman saith unto him, Sir, give me this water, that I thirst not, neither come hither to draw.

John 4:7,9,13-15

Jesus was somebody who handled great crowds. He had a team of pastors He was training. Jesus also had a busy schedule. But when He met the woman of Samaria, he took a little time and spoke to her as an individual. A leader is someone who knows how to relate with individuals. Jesus did not know whether this woman was rich or poor. He just treated her as a

human being who needed His help.

Every human being is a complex composition of spirit, soul and body. Every human being has his fears, mistakes and successes in the background. Jesus spoke to a woman with a whole lot of problems. He was able to help her. If God has called you to be a leader, you must help individuals with needs. Do not treat a human being as a mere number. Anyone who treats his members as “just one of the masses” will soon discover that he loses their support.

Jesus started His ministry fully aware that He was going to relate with poor people. He was going to minister to the broken hearted and to people that were bound. Dear leader, remember that each individual needs special attention.

And Jesus said, Make the men sit down. Now there was much grass in the place. So the men sat down, in number about five thousand.

John 6:10

Jesus knew how to handle large groups of people as well as individuals. When you are handling a crowd, you must know how to behave. You must dress properly and speak wisely. Many people in the crowd want to know what the truth is. A good leader transmits appropriate information to the crowd.

Keys to Relating with the Crowd

1. Give them accurate and timely information. *Do not tell them that you will raise their salaries when you will not.*

2. Do not make useless promises. *People get tired of vain promises.*
3. Announce as much good news as you can. *If a new branch has started, announce it. If a miracle has taken place, tell the people. The people will not know until you tell them. Good news creates a good feeling in the crowd. Every wise government spends a lot of money informing the general population about what they want them to know. That is how they are able to keep the masses in check. Good news encourages everyone. That is how to control the crowds. Bad news discourages the followers.*
4. Do not speak down at the people. *People like to feel respected. Even the tone of your voice can indicate whether you respect the people or not! As you sow love and respect you will reap admiration and many “following” hearts.*

25

DON'T BE SURPRISED BY INGRATITUDE

Every leader comes face to face with ingratitude. People are not grateful for the services you render to them. It will not take you long to discover this. Many years ago, I found out that people whom I loved could turn around and hurt me. Men that I had trained did not remember that they had been helped. However, I have continued to believe in people and to trust people. I have no choice. If I begin to retaliate because of ingratitude, I will lose my position.

Jesus answered them, Many good works have I showed you from my Father; for which of those works do ye stone me?

John 10:32

Jesus experienced ingratitude. He was killed by an ungrateful mob of Jews. After ministering for twenty years, I have seen pastors being run out of town. That is why the constitution of my church does not give anyone the right to throw me out under any circumstances. I have seen it before and I know that if human nature is allowed to run its course, my end will be no better than my Lord's. Jesus was murdered for His good deeds. He was exchanged for an armed robber. But he never responded to the evil spirit of ingratitude.

Do not look to people for gratitude. A leader looks to

God for rewards.

Knowing that whatsoever good thing any man doeth, the same shall he receive OF THE LORD, whether he be bond or free.

Ephesians 6:8

The scripture teaches that your rewards depend on God and not the people you helped. God is the only one who can reward you adequately. Do not expect much from people, expect your rewards from God.

Many years ago I stopped expecting people to commend me after I finished preaching. I do not care whether people commend me or not! I am not expecting appreciation from men. My duty is to preach from the Bible. I have done my duty. When I decided not to look for man's approval, I felt a sense of liberty. I was free from men and accountable to the Lord.

26

ALLOW PEOPLE TO KNOW YOU SO THEY CAN TRUST YOU AND FOLLOW YOU

That which was from the beginning, which we have heard, which we have seen with our eyes, which we have looked upon, and our hands have handled, of the Word of life;

(For the life was manifested, and we have seen it, and bear witness, and show unto you that eternal life, which was with the Father, and was manifested unto us;)

1 John 1:1,2

Let the people know that you are real! Everybody will readily follow a genuine leader.

Why did Jesus come into this world? He came so that we would know Him and trust Him. That's why He allowed us to hear Him, see Him and touch Him. Does anyone have the chance to hear you, see you or handle you? Are you a mysterious superman who has no faults? Openness produces a great following.

Are you a leader? Then you must allow people to know you as you really are. Nobody wants to follow a mystery. A mystery speaks of the unknown. A mysterious person smacks

of something foreboding.

*Who wants to follow a mysterious person into a dark valley where something bad may happen to him? Let me tell you an important secret about leadership. **The more open you are, the more people will readily follow your leadership.** I did not say that the more perfect you are the more people will follow you. Everyone knows that his neighbour is not perfect. It is no secret that there is no perfect person on the earth. Someone who is open and honest about his weaknesses is more likely to have a following. If you are a pastor, let the people know that you are real! Everybody will readily follow a genuine leader.*

27

ACKNOWLEDGE THE GIFTS OF OTHERS

But contrariwise, when they saw that the gospel of the uncircumcision was committed unto me, as the gospel of the circumcision was unto Peter;

Galatians 2:7

Peter acknowledged that the ministry to the Gentiles was clearly in the hands of the apostle Paul.

Can you acknowledge that God has given something to someone else? If you can than you are a leader. A leader is someone who is able to acknowledge the special grace on another person's life. My library is made up of books of other ministers. I have the books of every pastor in my city. I acknowledge that God is using other people apart from me. I want to learn what they know. I privately and publicly acknowledge that they are doing great things for the Lord.

Instead of acknowledging the gifts in others, pastors often find themselves criticizing and maligning one another.

Years ago, I realized that there were many people I could not reach. Many people cannot relate to the way I preach. That is why God has raised up other ministers. There are also many people who cannot relate to the way others preach. That is

why they joined my church. I am often amused as I observe how sparingly some ministers acknowledge my gift. They fear to acknowledge someone else's gift.

Peter acknowledged Paul's ministry to the Gentiles. Paul also acknowledged Peter's ministry to the Jews. You must recognize what God recognized and honour what God has honoured. That is true leadership!

28

INFLUENCE PEOPLE BY EXAMPLE

Who in the days of his flesh, when he had offered up prayers and supplications with strong crying and tears unto him that was able to save him from death, and was heard in that he feared;

Hebrews 5:7

But we will give ourselves continually to prayer, and to the ministry of the word.

Acts 6:4

You may wonder why I have quoted the above scriptures. What is the correlation between them? The first one speaks about Jesus' prayer life whilst he was on earth. The second one speaks of Peter's prayer life after Jesus left. Jesus taught His disciples to pray by example. Peter was influenced by Jesus' prayer life.

Listen to What They Say But Don't Do What They Do

Many years ago, I heard a man advising me to listen to what

the priest said but not to follow his example. How strange! It is very difficult to follow somebody's words and not his example. There was an old Chinese proverb printed in the physiology laboratory in my former medical school.

It said, "I hear and I forget, I see and I remember, I do and I understand." This proverb tells us all the power of influencing people through what they see. You never forget what you see. Did you know that you only retain about eleven percent of what you hear?

Jesus did not only teach about prayer. He acted prayer. He lived prayer. *That is why Peter was so determined not to be distracted from his prayer life. Many ministers today do not know the importance of prayer. They have never lived with someone who prayed. They have never seen it acted out. Remember that your example is more important than your words.*

Dear friend, do you want to be a leader? Please remember that your example is more important than your words.

29

GET ANGRY SOMETIMES

And Jesus went into the temple of God, and cast out all them that sold and bought in the temple, and overthrew the tables of the moneychangers, and the seats of them that sold doves,

And said unto them, It is written, My house shall be called the house of prayer; but ye have made it a den of thieves.

Matthew 21:12,13

If you are a leader, you will become happy with the things that make God happy. You will also become angry with the things that make God angry. You see, Jesus got angry when He saw the evil that was being perpetrated by backslidden worshippers. They had converted the church into a business centre.

Most people are only capable of natural fleshly anger. But the Bible speaks of anger that is different. That is what I call holy anger.

Be ye angry, and sin not: let not the sun go down upon your wrath:

Ephesians 4:26

In this scripture, Christians are actually instructed to get

angry sometimes. The important thing is not to sin whilst you are angry. Holy anger is the anger that rises within you against the devil, sin and wickedness in the world. Holy anger is the anger that rises against injustice and oppression.

When holy anger comes upon you, you are expected to take certain decisions. Just as Jesus threw out the moneychangers from the temple, there is a time to throw certain people out of your organizations. Many businesses and companies fail because they fail to act appropriately in righteous anger. Leaders must know how to operate in righteous biblical anger.

¹ Foxe's Book of Martyrs, p. 206

² Foxe's Book of Martyrs, pp 207-208

³ Foxe's Book of Martyrs, pp 210-213