

***Be A Motivational Leader (Lasting Leadership Principles)*** by LeRoy Eims, David C. Cook, Colorado Springs, CO 2012. (47 Quotes selected by Doug Nichols.)

### **1. The Leader of the Band Faces the Music.**

God holds people responsible for their actions. God holds a leader responsible for what takes place in the ranks. The leader is a prime means God uses to keep His people moving in the right direction and doing the right thing. The one who leads the band must face the music. [Page 12]

### **2. Facing Sin in Your Life.**

When you as a leader fail to deal with sin in your own life, the people who work with you will soon lose confidence in you. If you are the leader, you must arm yourself for a lifetime of fighting against your natural tendencies toward self-indulgence and your proneness to blame others when you should assume responsibility. [Page 13]

### **3. Rebuke or Correct.**

Leaders must accept responsibility to rebuke sin in the ranks or to correct an improper course of action taken by someone under their charge. [Page 15]

### **4. Act Decisively.**

When opportunity arises to do something of noble worth and profound consequence, leaders must accept the responsibility to act decisively. [Page 16]

### **5. Listen to Criticism.**

Leaders should accept responsibility to listen to criticism from the ranks. [Page 17]

### **6. Be Honest.**

Leaders should accept responsibility to keep things open and aboveboard. [Page 18]

### **7. Being Accountable for Everything.**

I was greatly challenged one day years ago by a sign on the wall of the Manila bus depot. It read, "The superintendent of the Manila bus depot is responsible for everything that does or does not happen in the Manila bus depot." Now that's what I call taking responsibility! How would you like to be held accountable for everything that *didn't* happen in the Manila bus depot? But I knew what he meant, and I agreed with him. Had I been able to find him, I would have shaken his hand and complimented him. [Page 20]

## **8. Growing by God's Word.**

One of the keys to leaders' growth is God's word (Acts 20 32). But to grow by it, they must spend time in it. [Page 23]

## **9. The Cares of the World Diverts Leaders.**

The cares of this world can sap the leader's energy. The deceitfulness of riches and lust for glory can divert him or her. The desire for personal gain and power is there. And all too many succumb to its allurements. [Page 24]

## **10. Setting the Example in Spiritual Growth.**

Leaders must continue to grow in both their personal and spiritual lives, and in their ability to perform their jobs. I remember being in a meeting with Dawson Trotman, founder of The Navigators, shortly before his death. He came bouncing into the room with a smile on his face and his eyes dancing. "Let me share a verse with you that God gave to me this morning in my quiet time. I don't know how I've lived all these years without this precious verse written on the tablet of my heart." I was greatly challenged. Here was our leader still setting the example in spiritual growth. Simple things like this motivate people and make for high morale. [Page 25]

## **11. Growing Spiritually Is Absolutely Vital.**

Growth is not an option. It is a must. The things I learned in my first year as a Christian are still vital today. I still need to pray, but for longer and with greater intensity and understanding. I still need to obey God's direction. Quickly and completely. These are factors for growth. The basics are basic, and we never graduate from them. Morning prayer and Bible reading are not electives. They are required. Scripture memory and meditation on the Word are still vital to the Christian development. And when the people of God see their leader slacking off in these matters, their confidence wanes. Their loyalty lags. Confusion replaces motivation. Lethargy replaces morale, and the enterprise begins to die. [Pages 25-26]

## **12. The Dangers of Pride.**

One of the greatest dangers of pride is that implies overconfidence and in turn breeds a careless attitude toward spiritual realities. When leaders began to place their confidence in themselves, they are on the brink of disaster. [Page 27]

## **13. Intimate Fellowship with Christ.**

Effective outreach and service are not the result of overwork, but of overflow--the overflow of the life of intimate fellowship with Christ. [Page 30]

#### **14. Laziness.**

If leaders are too lazy to pray, to study, to seek the Lord, they are once again on the brink of doom. Solomon spoke a clear word on this: “One who is slack in his work is brother to one who destroys” (Proverbs 18:9). Lazy people destroy what they have. They let what they have sift through their fingers. They cast their God-given gifts and abilities to the wind. [Page 31]

#### **15. Sleep for Restoration, Not Laziness.**

To love sleep is to abuse what God has ordained. Sleep must be used merely to prepare us for further service. Sleep should be the servant, not the master. The lover of sleep will turn into a listless, indolent, half-hearted individual who in no way resembles our Lord Jesus Christ, who did all things well and was consumed with zeal for God. The one who opens his or her eyes and overcomes the lazy streak that plagues us all is promised the satisfaction of the full life that comes from Christ, the Bread of God. Sleep can be a blessing or a curse. [Page 32]

#### **16. Godliness and Growth.**

Godliness and growth are so interdependent that one promotes the other. They are virtues that walk hand in hand. Jesus commanded His followers to both learn and follow. To learn of Christ is to grow in his likeness. To follow him is to live a godly life, to walk as He walked. [Page 34]

#### **17. Listening to Followers.**

Prudent leaders will listen to the voice of their followers. In fact, they will create such a permissive atmosphere that the people feel free to talk to them and are ease in their presence. If they do this, they will open the door to a wealth of information. This stimulates growth on their part and greater effectiveness in the task, which in turns helps maintain a high degree of morale in motivation. [Page 37]

#### **18. Including Suggestions of Others.**

In the spring of 1980, 162 leaders of The Navigators ministry, gathered from around the world, to pray, plan, and ponder the direction of the ministry in the 1980s. Lorne Sanny, the president of The Navigators, led us in our morning sessions. He spoke to the group, and then we broke up into discussion groups to talk about what he had said. The leaders of the groups noted the agreements and disagreements and brought them to the attention of Lorne and his leadership team. After a careful analysis of the feedback, Lorne incorporated the comments and suggestions of the discussion groups into his next morning's session. People were delighted to see their suggestions actually being meshed into the framework of the plans for the 1980s. Excitement ran high, and when the conference ended, it was evident that God was sending these leaders back to the

four corners of the globe, motivated and committed to the task of helping fulfill Christ's Great Commission. [Pages 37-38]

### **19. Someone Alongside to Help.**

The difference was the personal touch. With the one, I merely had a set of instructions. With the other, I had a concerned leader who is committed to teaching me something that might one day save my life in combat. I had a person there to help me--to explain and demonstrate the procedure in such a way that even I could grasp it. That's exactly what the people of God need in learning the life of discipleship--someone alongside to demonstrate in to help. [Page 41]

### **20. Leading People through Discipleship.**

Just as defeat demoralizes, victory motivates. If leaders will take the time to lead their people through the steps of discipleship, they will have a victorious band of joyful, productive, motivated people whose lives bring glory to God and blessing to those around them. [Page 48]

### **21. New Christians, the Growing Disciples, the Budding Laborers, and the Prospective Leaders.**

Leaders need to make sure the people under them are continually growing. The *new Christian* needs the pure milk of the Word, lots of love, protection, the sense of belonging to the family of Christ, training in how to walk and talk, and so on. The *growing disciple* needs the discipline of daily quiet time, consistent Bible study and Scripture memory, and help in learning how to witness and give his or her testimony. This person also needs to be introduced to a lifestyle of serving others.

The *budding laborer* needs to be grounded in the great doctrines of the faith, deepened in his or her life of consecration and holiness, and sharpened in ministry skills. He or she also needs a bedrock commitment to the lordship of Christ and clear vision of the worth and potential of each individual. Finally, the *prospective leader* needs special training to prepare for the rigors of independent leadership. If these groups of people--the new Christians, the growing disciples, the budding laborers, and the prospective leaders--sense that they are under the care of people committed to help them grow and develop, their morale and motivation will be high. [Pages 50-51]

### **22. Choose Wisely.**

The initial key to developing prospective leaders is careful selection of the right persons. It is a double tragedy to spend time preparing a person for leadership responsibility only to discover that you've chosen the wrong person. You have only one life to invest, and to give it to the wrong people is a waste. [Page 59]

### **23. Learning from Others.**

Some years ago I had the privilege of being under the tutelage of one of the most productive Christian leaders in the United States. One day we were riding in a car together. I began to criticize a group of Christians in a project in which they were engaged. I had heard someone else talk about their effort and was parroting what I had heard. Dick sat quietly for a while, then turned to me and began to ask me some rather pointed questions. “How much do you actually know about it? Is your information first or secondhand? Do you have all the facts? For instance, are you aware of this? And this?”

I began to squirm and I'm sure my face turned red from embarrassment. When I tried to weasel out of the situation, he forced me to be honest. After I had made a complete fool of myself, he took a few minutes to tell me the truth of the matter. Then he opened the Scriptures and shared with me what the Bible had to say about my actions. I was chagrined--but wiser, and I learned a valuable lesson. God used that incident, along with a few others that summer, to file down some rough edges in my life. [Pages 60-61]

### **24. Knowing What One's Job Is.**

Once leaders know what God wants them to do, they must clearly communicate God's direction to the people and help them see how they fit into the undertaking. This is the second key to effective management. All people involved in the enterprise must know what their jobs are--what the leader wants them to do. [Pages 66-67]

### **25. Interfering with the Task Given.**

The leader must first give the followers of job, and then let them do it. All too often a leader will delegate a job, and then meddle and fuss to the point where he or she has actually taken the task away from the person. This is a classic mistake. [Page 69]

### **26. Knowing Where One Stands in a Team.**

Help the leader see his responsibilities to evaluate the man's work and honestly tell him how he's doing.

A contrast to this is the way Lorne Sanny handles those of us on the international headquarters team who report to him. We each update our job description and priority objectives every six months. Periodically, Lorne will call me into his office and discuss these with me point by point. “It looks like you're okay here, but these items probably need a little bit more work,” he will say. Then we share something from the Word together, have a prayer, and I leave the office knowing exactly where I stand with him. It's a great feeling and it does much to keep me motivated. [Page 73]

## **27. Management Is People, Not Things.**

Leaders should remember to ask:

- Do I have a clear direction from God?
- Do I tell my people what they are supposed to do?
- Do I let them do it?
- Do I help them when they need it?
- Do I tell them how they are doing?

Management concerns itself primarily with people--not things. These five questions are vital. They must be answered. More than that, they must be lived out in everyday life. And when they are, the motivation and morale of the people will be secure. [Page 74]

## **28. Staying on Track with Objectives of the Mission.**

I have been impressed whenever Lorne Sanny gets his top leadership together, the first thing he does is to review with us the objectives of our mission. In fact, Lorne says that his primary responsibility is to help set, clarify, and maintain the objectives of our organization. I agree. And the reason, of course, is that it is so easy to be diverted into some glorious opportunity that appears. [page 83]

## **29. Watching over the Sheep [People].**

A leader must watch out for his people and tend to their needs. Solomon said, "Be sure you know the condition over your flocks, give careful attention to your herds" (Proverbs 27:23). God has called us to be shepherds. Our Master's words to Peter should be enough motivation for us: "Jesus said, '... do you truly love me? ...Take care of my sheep'" (John 21:16). [Page 86]

## **30. Keeping People Informed.**

Whether we're talking about international events or the workings of a group of people, we all like to be informed. Leaders must be conscious of this need in their people with whom they are working. [Page 88]

## **31. An Example of Keeping People Informed.**

Dawson Trotman was a master at keeping people informed. During my early years with The Navigators, all of us at the international headquarters were instructed to keep Thursday nights open. On that evening each week, we would gather in the living room of Daws and Lila's home at Gen Eyrie, and Daws would brief us. He would read letters from missionaries and have reports from the reps that happened to be at the Glen. He would also share with us current blessings from the Word--what God was teaching him. Then he would bring us up-to-date on his current thinking, plans, ideas, and

forthcoming projects. He especially enjoyed announcing engagements. He would drag out the announcement to keep us in suspense, and finally reveal the happy news.

I look back on those evenings with fond memories, for they were the highlight of the week. God used those times to keep our morale high and infuse us with a great sense of excitement and gladness. Even though my job was not at all that important in those days, Daws made me feel that I was necessary--to him, to the ministry, to accomplishing the task, to the Great Commission. Yes, it took time, effort, and thought on his part to weld us into a team. We were the "Nav family", his and Lila's "Dear Gang." And we felt it. [Page 88]

### **32. Craving Information Important to One's Life.**

As the general rule, it is better to disperse knowledge than withhold it. That which is communicated with humility and prudence is a blessing to all that receive it. *People crave information that bears on their lives--and the wise leader knows how to communicate it with wisdom.* [Page 92]

### **33. Long-range Goals Determine Short-range Goals.**

Goals can vary; but unless people have long range goals burning in their hearts, they will have no basis for setting their spiritual activities on a daily basis. Their long-range goals determine their short-range goals. [Page 105]

### **34. Seek Godly Counsel of Others.**

If leaders are fortunate enough to have people around who will offer suggestions, they are blessed indeed. Those who are wise realize they are limited in their understanding. They know they need help. Many minds applied to a problem will in all likelihood see more facets than if just one person wrestles with it. As they talk, more ideas will come. Any enterprise needs a great deal of guidance and advice to ensure proper direction. The whole picture here is that of leaders giving deference and paying close attention to the godly counsel of their advisors. During consultation, the group should look for various paths, for a number of solutions. They should focus on alternatives. [Page 122]

### **35. Bringing In Others to Talk over a Decision.**

There are several advantages to bringing in others to talk over a decision. First, there will be greater cooperation in carrying out the decision if the people know they had a hand in the decision process. Another is enlightenment. Obviously, greater light and more facts will be brought to bear if more than one person is involved. Also, the leaders will spot their creative thinkers in those who think conceptually. This will be a great value when they are looking for future leaders to train. [Page 123]

### **36. Leaders Must Know Their Job.**

Leaders must lead. And to lead, they must know their job. Admittedly, a leader can fake it for a time, but sooner or later it all catches up with him or her. When the people the leader is involved with begin to realize they are being led by a person who is unqualified and incompetent, they either leave, grumble and gripe, or force the person to leave. A leader's competence will help to make or break morale and motivation. Leaders must know their job. [Page 130]

### **37. Effective Leaders Are Never Self-satisfied.**

One of the marks of good leaders is that they are teachable and eager to learn those things that will improve their performance of the task they have received from the Lord. “The discerning heart seeks knowledge, but the mouth of the fool feeds on folly” (Proverbs 15:14). Effective leaders are never self-satisfied, but seek every means to become more proficient, more knowledgeable, and better able to do the job. [Pages 135-136]

### **38. Listen to Advice.**

Solomon called attention to another means of gaining guidance and understanding: “The way of a fool seems right to him, but the wise man listens to advice” (Proverbs 12:15). Leaders should make it a practice to listen to those to whom they report, to their peers, and to those people for whom they are responsible. Time and time again, godly counsel has been used to save leaders from serious consequences of an unwise act. [Page 137]

### **39. Banding Together toward a Common Objective.**

A bunch of individuals going off in their own directions, doing their own things, will accomplish little. But people banded together toward a common objective, supporting each other, caring for one another, praying for and loving each other, can be a mighty force for God. Individuals who stand alone are exposed to temptations that they would not be exposed to in the midst of a team. There is a mutual warmth in the fellowship, and a greater strength for spiritual warfare and for the work of Christ. [Page 145]

### **40. Christian Unity.**

What glorifies God is like-mindedness and unity. Christian unity demonstrates that a group is controlled by the love and peace of Christ. [Page 146]

#### **41. Saying Good, Positive, and Constructive Things.**

When I was a new Christian, I was greatly challenged by the Jepson family in Seattle. This marvelous Christian family had a rule: never say anything about another person unless they said something good, positive, and constructive. [Pages 149-150]

#### **42. Restraint.**

Solomon said, "A gentle answer turns away wrath, but harsh word stirs up anger" (Proverbs 15:1). Leaders must keep their cool in the midst of tumult and dissension. If they respond in kind to heated words, they will do nothing but spread the flame of dissent and disunity. If they yield to temptation to justify themselves, put other people in their place, or insist on the last word, they have lost the battle for peace. [Page 152]

#### **43. A Merry Heart to Inspire and Motivate.**

I attended a rather large convention of Christian leaders. I recall seeking out one man who was full of the blessing of God. I knew he would be--it was his lifestyle. He rejoiced even in tribulation. God had used his merry heart to inspire and motivate me. I also recall studiously avoiding another man who was there. He was known for his gloom and doom. In every contact I had with him, he exuded a cranky, complaining spirit. The contrast was vivid. [Page 153]

#### **44. Following Christ and the Disciples in Training.**

Leaders who would follow the example of Christ and of the disciples whom He selected and trained must labor and train others to do the same. [Page 160]

#### **45. A Leader Labors with Workers to Train Them for the Harvest.**

It is the leader's task to ensure that the workers are skillful in their use of the Bible, highly motivated, and committed to the task of laboring long and hard in the vast, overripe harvest that surrounds them. [Pages 161-162]

#### **46. Training for Maturity and in the Love of God.**

People must be taught means to mature and to keep themselves in the love of God. If leaders can help their people learn how to dig into the Word for themselves, to write it on the tablet of their hearts through Scripture memory, to establish the practice of morning prayer and Bible reading, they will do much to help their people grow and develop into all that God wants them to be. [Page 164]

#### **47. Equipping Others to Discern and Accomplish God's Will.**

Leaders who are ready, willing, and able to help prepare others to do the will of God will render a great service to his Kingdom. Some people need to discover God's will. Others need to prepare themselves to do it. With yet others, it is a combination of both.

Once again we clearly see the need for discernment, patience, and skill in the life of leaders. They must spend much time on their knees before God and with an open Bible if they would be effective in this ministry of equipping others to discern and accomplish God's will for their lives. [Page 166]