



**Sunday July 10, 2022**  
**LEADERSHIP – The Four C’s of Leadership (Part-1)**

**THE QUESTIONS?**

What does a great leader and good leadership look like? How can I recognize a great leader and good leadership? (And how can I identify the opposite?).

What areas do I need to grow in to be a great leader and provide good leadership?

We present an objective framework in “the four C’s of leadership” comprising of: Character, Competence, Compassion and Charisma. It is useful to have these together, as a framework by which to evaluate ourselves and others as leaders.

This will help us recognize areas that we should assess, evaluate, and develop ourselves as leaders, to be great leaders and provide good leadership. It becomes an objective standard, by which we look at leadership.

In the Church, having such a framework helps us see through the hype, the celebrity status, the façade that we often put on, the smoke screens we hide behind, and discern clearly when a person has been truly called, anointed, and raised up by God to be a leader to His people.

**THE FOUR C’S: CHARACTER, COMPETENCE, COMPASSION, CHARISMA**

The four C’s: character, competence, compassion, and charisma constitute the leadership framework we will present here. We define each aspect and discuss their importance and how we can nurture them in our lives.

Leadership simply defined is taking yourself and at least one other person, from where you are to better place where you intend to be.

All of us are engaged in some form of leadership, whether we realize it or not. The wife is leading herself and her household in several areas in the home that are under her care. The husband is leading himself, his wife and family. We have people serving as leaders in the classrooms, at schools, colleges, sports teams, in the workplace, in communities, in many other areas.

Great leaders and good leadership are necessary not only in the Church, but in all spheres. Hence the insights presented have relevance and use for all of us.



## LEADERSHIP, A GRACE GIFT

Romans 12:6-8

6 Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith;

7 or ministry, let us use it in our ministering; he who teaches, in teaching;

8 he who exhorts, in exhortation; he who gives, with liberality; **he who leads, with diligence;** he who shows mercy, with cheerfulness.

Each one of us have gifts given to us according to the grace placed on our lives. We know from Scripture that God's gifts and grace are extended to every person, and is connected to the role, function or calling placed on our lives. Romans 12:6-8 itemizes a few of these grace gifts, and we see leadership listed as one of them.

Lead with diligence (hard work, passion, zeal, wholeheartedly, enthusiasm)

Great leaders and good leadership do not happen by accident. Leadership is a capacity that is developed through learning, training and practice and is also divinely empowered by the gifts and grace God gives to each of us by His Spirit. Regardless of our personal predispositions (e.g., temperament, social upbringing, etc.) leadership capacity and skills can be learned and developed through training and practice. We can grow and develop in each of the four C's.

## CHARACTER

The first attribute of great leadership we will address is Character.

In Part-1 of this series we address the aspect of Character and its importance. We present seven ingredients of good character and four ways such character is developed.

Character is who one is as a person. It is who we are on the inside, our inner person. It refers to the mental, moral, and inner qualities that define and describe one as a person.

Character is expressed through our behavior – what we say and do and the choices we make in different situations. Our personal choices express our character.

Character must not be confused with reputation. Character is who one really is, while reputation is what others think we are. It is usual that a person with a good character will also have a good reputation. These two would be aligned.



Character is also different from our personality. Personality is how we come across to others in the way we express ourselves, e.g., an outgoing or outspoken personality. This does not give an indication about our true moral fiber, which is our character.

## WHY IS CHARACTER IMPORTANT?

### ***Credibility***

A life of strong moral character lived out consistently over time builds one's credibility. Credibility cannot be obtained any other way. Credibility is the trust people place in you because of your consistent life of integrity.

### ***Reliability***

A strong moral character lived out consistently over time builds one's reliability. People not only find you trustworthy, but they also find you dependable and consistent. They have a sense of knowing how you will behave in situations, as opposed to someone who is unpredictable and not dependable.

Credibility and reliability are two essential traits, among other things, that people look for in a great leader and good leadership.

### ***HBR Article: When Hiring CEOs, Focus on Character***

The (July–August 2022) issue of the Harvard Business Review Magazine carried an article "When Hiring CEOs, Focus on Character" by **Aiyesha Dey, is Associate Professor of Business Administration at Harvard Business School.** She spent many years researching and studying "the ways in which the lifestyle behaviors of CEOs—in particular, materialism and a propensity for rule breaking—may spell trouble for a company. Her research, which includes looking at executives' criminal records and the costs of their homes and automobiles, has found some intriguing links: Firms led by CEOs with even minor traffic tickets or excessive spending habits are disproportionately prone to fraud, insider trading, and other risky business activities." **In short, if you want to safeguard and build a strong organization, hire CEOs with good character.**

Some great Biblical examples include Joseph and Daniel.

### **Daniel 6:1-3**

**1 It pleased Darius to set over the kingdom one hundred and twenty satraps, to be over the whole kingdom;  
2 and over these, three governors, of whom Daniel was one, that the satraps might give account to them, so that the king would suffer no loss.**



**3 Then this Daniel distinguished himself above the governors and satraps, because an excellent spirit was in him; and the king gave thought to setting him over the whole realm.**

**Daniel 6:3 (ERV)**

**Daniel proved himself to be a better supervisor than any of the others. He did this by his good character and great ability. The king was so impressed with Daniel that he planned to make him ruler over the whole kingdom.**

The good reputation you earn through a consistent life of good character is of greater value and will serve you much more than great riches.

**Proverbs 22:1**

**A good name is to be chosen rather than great riches, Loving favor rather than silver and gold.**

The legacy you leave, the remembrance of a life well-lived will continue to bless, inspire, and speak to many, long after you have gone.

**Proverbs 10:7**

**The memory of the righteous is blessed, But the name of the wicked will rot.**

## **WHAT WILL YOU DO?**

We will be confronted with leadership situations which are really a test of character. And if we do not have the strength of character, we may end up making poor choices, or remain indecisive, etc. which may then have serious repercussions for those whom we lead.

## **SEVEN INGREDIENTS OF GOOD CHARACTER**

We now outline what good character comprises of. This is what great leaders are made of and a big part of how they demonstrate good leadership.

### ***1, Integrity***

Being honest, ethical.

Speak the truth. Be honest with your data. Face the facts.

The ability to walk in truth.



**Psalm 24:4-5**

**4 He who has clean hands and a pure heart, Who has not lifted up his soul to an idol, Nor sworn deceitfully.**

**5 He shall receive blessing from the LORD, And righteousness from the God of his salvation.**

**Isaiah 33:15-16**

**15 He who walks righteously and speaks uprightly, He who despises the gain of oppressions, Who gestures with his hands, refusing bribes, Who stops his ears from hearing of bloodshed, And shuts his eyes from seeing evil:**

**16 He will dwell on high; His place of defense will be the fortress of rocks; Bread will be given him, His water will be sure.**

**Personal example.**

**2, Accountability**

Self-governing ability

Holding yourself accountable, self-discipline, self-restrained, walk the talk, owning up - admit wrong instead of making excuses or blaming others

Live with a clear conscience before God and man

**Galatians 6:4-5 (TPT)**

**4 Let everyone be devoted to fulfill the work God has given them to do with excellence, and their joy will be in doing what's right and being themselves, and not in being affirmed by others.**

**5 Every believer is ultimately responsible for his or her own conscience.**

**3, Commitment**

Consistent, not fickle, not double-minded, not double-tongued, not two-faced, not hypocritical, not insincere.

Faithful to the cause.

Stay the course.

Faithful to the people.

Steadfast. Immovable.

**1 Corinthians 15:58**



**Therefore, my beloved brethren, be steadfast, immovable, always abounding in the work of the Lord, knowing that your labor is not in vain in the Lord.**

#### **4, Courage**

When the Lord commissioned Joshua into his role as a leader, he repeatedly instructed him to be courageous.

**Joshua 1:6,7,9**

**6 Be strong and of good courage, for to this people you shall divide as an inheritance the land which I swore to their fathers to give them.**

**7 Only be strong and very courageous,...**

**9 Have I not commanded you? Be strong and of good courage; do not be afraid, nor be dismayed, for the LORD your God is with you wherever you go.**

David is another great example of a courageous leader. During his time in the wilderness as well as when he was king, he led his men into battle.

Courageous leaders are willing to confront and be confronted and they handle it all with grace, humility, and willingness to embrace truth and walk in it.

James R. Detert is the author of *Choosing Courage* (HBR Press 2021) and the John L. Colley Professor of Business Administration at the University of Virginia's Darden School of Business. In his January 07, 2022 article titled "**What Courageous Leaders Do Differently**" in the Harvard Business Review Magazine, points out that "*Courageous leaders display openness and humility*". They don't pretend to be fearless, or act like they know-it-all. They are willing to listen, be challenged with differing ideas and learn from others. Second, he states that "*Courageous leaders put principles first*" and are not interested in winning a popularity contest. Thirdly he states that "*Courageous leaders focus on making environments safer for others*", eliminating the need for others on their team to take unnecessary risks.

#### **5, Diligence**

Hardworking, persevering, enduring, passionate, zealous,

People see if you are a hard worker, willing to go beyond the call of duty, pay the price beyond others.

Romans 12:8 lead with diligence



## 6, Humility

### Proverbs 22:4

**By humility and the fear of the LORD Are riches and honor and life.**

Character, not gifting, is what the Scriptures call for in appointing spiritual leaders (1 Timothy 3:1-7).

In the Church we are guilty of creating 'celebrity leaders' giving them superhero or superstar status. There is a huge difference between honoring someone who serves God which we are taught to do in Scripture, versus placing someone up on a pedestal almost like a demi-god. Sadly, in the Church we have done the latter with our apostles, prophets, pastors, teachers, and evangelists.

Celebrity leaders feel they are above the law they can say and do as they please and are not answerable to anyone.

Celebrity leaders feel they are entitled to all they can get because they deserve it.

Celebrity leaders label any form of questioning as 'persecution' using that as a way to hide from being confronted with truth.

Celebrity leaders justify their wrong deeds claiming good intent or sometimes even 'God spoke to me'.

### **The Rise and Fall of Mars Hill**

Founded in 1996, Seattle's Mars Hill Church was poised to be an influential, undeniable force in evangelicalism—that is until its spiraling collapse in 2014. The church and its charismatic founder, Mark Driscoll, had a promising start. But the perils of power, conflict, abuse, and Christian celebrity eroded and eventually shipwrecked both the preacher and his multimillion-dollar platform.

Almost overnight, after 18 years of ministry, Mars Hill Church closed its doors.

<https://www.christianitytoday.com/ct/podcasts/rise-and-fall-of-mars-hill/>

16 Episodes (started June 22, 2021 about a year ago)

A new podcast from Christianity Today has quickly become a media phenomenon. With over 2.5 million downloads, a #1 ranking on Apple's religion podcasts, and breaking into Apple's top three podcasts, The Rise and Fall of Mars Hill is generating interest from all corners of Christianity.

What Jesus taught us about leadership.

### **Matthew 20:25-28**



**25** But Jesus called them to Himself and said, "You know that the rulers of the Gentiles lord it over them, and those who are great exercise authority over them.

**26** Yet it shall not be so among you; but whoever desires to become great among you, let him be your servant.

**27** And whoever desires to be first among you, let him be your slave—

**28** just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.

### **7, Respect**

Treat everyone with respect, even those who have beliefs and opinions that are different from yours.

Fairness, equity, honor for others, justice for all,

No partiality, No nepotism,

### **1 Peter 2:17**

**Honor all people. Love the brotherhood. Fear God. Honor the king.**

### **Romans 12:18**

**If it is possible, as much as depends on you, live peaceably with all men.**

Review: Seven Ingredients of Good Character

1, Integrity

2, Accountability

3, Commitment

4, Courage

5, Diligence

6, Humility

7, Respect

## **HOW IS CHARACTER DEVELOPED?**

### **1, Discipline**

Personal disciplines, discipline, and practice. Stay with the basics through out your life.

### **1 Corinthians 9:27**

**But I discipline my body and bring it into subjection, lest, when I have preached to others, I myself should become disqualified.**





## **2, Discipling**

mentoring, coaching

Listen. Observe. Learn. Always remain teachable. Always remain a student.

### **Proverbs 27:17**

**As iron sharpens iron, So a man sharpens the countenance of his friend.**

## **3, Determination**

Persevere and enduring through hard situations.

### **Romans 5:3-4**

**3 ...tribulation produces perseverance;**

**4 and perseverance, character; and character, hope.**

## **4, Devotion**

fear of God

Joseph

### **Genesis 39:9**

**...How then can I do this great wickedness, and sin against God?**

### **Proverbs 23:17**

**Do not let your heart envy sinners, But be zealous for the fear of the LORD all the day;**

Review: How is Character Developed?

1, Discipline

2, Discipling

3, Determination

4, Devotion

## **GUARD AND PROTECT YOUR CHARACTER**

**One misstep can undo what may have taken a lifetime to build.**

### **Ecclesiastes 10:1**

**Dead flies putrefy the perfumer's ointment, And cause it to give off a foul odor; So does a little folly to one respected for wisdom and honor.**



## **THE LEADERS WE ARE AND THE LEADERS WE FOLLOW MUST BE PEOPLE OF STRONG CHARACTER**

*"I have a dream today . . . I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character. I have a dream today."*

Martin Luther King Jr., from his speech on the steps of the Lincoln Memorial as he led the Civil Rights March, on 23 August 1963.

Look at people not by the color of their skin, not by outward appearance, but by the content of their character.

We need leaders, men, and women of character.

The leaders we choose to follow, must be men and women of strong moral character.

### **QUESTIONS**

1, Why do people follow and support a leader whose character is corrupt, speaks blatant lies, incites hate, thrives by dividing people, mismanages, and in some cases is obviously incompetent? We see this in the Church, in business, in politics/government, and other places.

*Answer: people follow such leaders for the wrong reasons*

2, If the pastor of a local church is a person of poor character, refuses to repent, continuous in his wrongdoing and continuous to hold on to his position of spiritual leadership, what should the congregation do?

*Answer: if there is no eldership who he is willing to submit to for correction and restoration, then people in the congregation should leave and find a different local church to belong spiritually.*

### **LIVE STREAM AUDIENCE**

Thank you for joining us online.

Post service call to action - Like, Share and Subscribe, if in Bangalore come to any one of our Sunday services.

### **SALVATION CALL (BY YOUR FREE CHOICE AND FREE WILL)**

If you ask, does God love me? We can tell you what the Bible says: John 3:16, Romans 5:8

If you ask, how can I have my sins forgiven? We can tell you what the Bible says: Acts 10:43; 1 John 2:2,12



If you ask, what is the way to God? We can tell you what the Bible says: John 14:6  
If you ask, how can I become a child of God? We can tell you what the Bible says: John 1:12  
If you ask, where can I find salvation? We can tell you what the Bible says: Acts 4:12  
If you ask, what must I do to experience salvation? We can tell you what the Bible says: Acts 16:30-31  
As an act of your own free choice, we invite you to make this decision to follow Jesus.

### **SUPERNATURAL MINISTRY TIME**

#### **Minister as the Spirit leads**



#### **LIFE GROUP STUDY GUIDE**

#### **Sunday July 10, 2022 LEADERSHIP – The Four C's of Leadership (Part-1)**

This is a simple guide for use in Life Group discussions. Our objective is to focus on the application of the Sunday sermon - how each one is becoming a doer of the Word and building their life on God's Holy Word. The Life Group meeting would normally last for 2 hours. Each Life Group would have up to 12-15 people.

#### **Preparation**

To prepare for the Life Group meeting, you can listen to the Sermon Key Points (sermon summary in five minutes) or the full-length Sunday sermon. You can also review the Sunday Sermon notes. All these are available in the "All Peoples Church Bangalore" mobile App or online at our [sermons page](#) . Pray for the Life Group meeting and invite the work and ministry of the Holy Spirit.

#### **Welcome**

The Life Group meeting may commence with a time of prayer, worship, and a fun activity.

#### **LISTEN to God's Word**



Read the following Scripture references: *Daniel 6:1-3; Isaiah 33:15-16; Matthew 20:25-28*

### **INVESTIGATE God's Word Together**

Please discuss a few of these together, giving time for people to share their insights. We encourage each one individually to make notes of their personal learning during the Group discussion.

*Q1, Would it be right to state that in both church (religious) and non-religious contexts, Character is important for good leadership?*

*Q2, What are some reasons why character is often overlooked, when considering leadership qualities, especially in non-religious contexts, (e.g. corporate, government, etc.)?*

*Q3, Review the Seven Ingredients of Good Character, and discuss how you would live this out in your personal context (e.g. corporate world, educational sphere if you are a teacher, etc.): (1)Integrity, (2)Accountability, (3)Commitment, (4)Courage, (5)Diligence, (6)Humility, (7)Respect*

If time permits, each one can take a few (3 minutes max) to share one or two key learning and how they see themselves applying it into their specific life situations. Encourage each one to participate and share.

### **FELLOWSHIP by sharing your life and spiritual journey**

Each one takes a few (3 minutes max) to share anything from their walk with God, something God has been teaching them, a testimony of answered prayer or a specific challenge that they would like prayer for. Encourage each one to participate and share.

### **ENCOURAGE each other by praying and ministering to one another**

Get into small groups of two or three and take turns to thank God and pray for each other in the light of what was learnt today. Listen to the Holy Spirit. Expect the gifts of the Holy Spirit to flow bringing healing, releasing miracles, prophecy, etc.

Regroup and pray together for:

*1, families to be protected and strengthened*

*2, a mighty outpouring of God's Holy Spirit on us as a church and through us to bless many others in our city and nation. Nothing but a mighty work of God's Spirit can change our city and nation.*



3, for the BUILD TO IMPACT project - for God's hand to guide us through the land search and acquisition process, and for finances to be more than enough to get this project done.

Close by thanking God together.



### USEFUL RESOURCES

Watch our online Sunday Church service live stream every Sunday at 10:30am (Indian Time, GMT+5:30). Spirit filled, anointed worship, Word and ministry for healing, miracles, and deliverance.

**YOUTUBE:** <https://youtube.com/allpeopleschurchbangalore>

**WEBSITE:** <https://apcwo.org/live>

Our other websites and free resources:

**CHURCH:** <https://apcwo.org>

**FREE SERMONS:** <https://apcwo.org/resources/sermons>

**FREE BOOKS:** <https://apcwo.org/books/english>

**DAILY DEVOTIONALS:** <https://apcwo.org/resources/daily-devotional>

**JESUS CHRIST:** <https://examiningjesus.com>

**BIBLE COLLEGE:** <https://apcbiblecollege.org>

**E-LEARNING:** <https://apcbiblecollege.org/elearn>

**WEEKEND SCHOOLS:** <https://apcwo.org/ministries/weekend-schools>

**COUNSELING:** <https://chrysalislife.org>

**MUSIC:** <https://apcmusic.org>

**MINISTERS FELLOWSHIP:** <https://pamfi.org>

**CHURCH APP:** <https://apcwo.org/app>

**CHURCHES:** <https://apcwo.org/ministries/churches>

**WORLD MISSIONS:** <https://apcworldmissions.org>

### SERMON OUTLINE

What does a great leader and good leadership look like? How can I recognize a great leader and good leadership? (And how can I identify the opposite?). What areas do I need to grow in to be a great leader and provide good leadership? We present an objective framework in “the four C’s of leadership” comprising of: Character, Competence, Compassion and Charisma. It is useful to have these together, as a framework by which to evaluate ourselves and others as leaders. This will help us recognize areas that we should assess, evaluate, and develop ourselves as leaders, to be great leaders and provide good leadership. It becomes an objective standard, by which we look at leadership. In the Church, having such a framework helps us see through the hype, the celebrity status, the façade that we often put on, the smoke screens we hid



behind, and discern clearly when a person has been truly called, anointed, and raised up by God to be a leader to His people.

In Part-1 of this series we address the aspect of Character and its importance. We present the seven ingredients of good character and four ways such character is developed.

**KEYWORDS :**

Leadership, Leadership Skills, Leadership Styles, Leadership Training, Leadership Qualities, Leadership Development, Servant Leadership, Transformational Leadership, Leaders, Corporate Leadership, Organizational Leadership, Strategy, CEOs, C-Suite, sermon, sermons, sermon notes, sermon outline, free sermon notes, free sermon outlines, Bible study resources

**REFERENCES/CITATIONS**

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