



Sunday July 17, 2022
LEADERSHIP – The Four C's of Leadership (Part-2)

Review:

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.

LEADERSHIP, A GRACE GIFT

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 addressed is Character.

Seven Ingredients of Good Character

- 1, Integrity
- 2, Accountability
- 3, Commitment
- 4, Courage
- 5, Diligence
- 6, Humility
- 7, Respect

Today: COMPETENCE

We recognize that there are different leadership styles and emphasis. Some are **people-oriented**, others are **task oriented**. Some are **autocratic** others prefer a **democratic**



approach. Some are **transactional** others are more **transformational**. As leaders we could weave across many of these aspects in various situations.

Situations within the organization may demand that the leader function in different capacities, where differing skills are needed. A leader would need to function as a **visionary/strategist**, as a **transformational/change catalyst**, as a **negotiator**, or as an **entrepreneur (builder)**, as an **innovator (creator)**, as an **executor**, as a **mentor** (or coach, nurturing people), as an **influencer** inspiring people into action and so on.

LEADERSHIP REQUIRES SKILL

David was a shepherd who had been raised to be a leader. The Psalmist tells us that David led God's people with skill.

Psalm 78:70-72 (GNB)

**70 He chose his servant David; he took him from the pastures,
71 where he looked after his flocks, and he made him king of Israel, the shepherd of the people of God.
72 David took care of them with unselfish devotion and led them with skill.**

Psalm 78:72

So he shepherded them according to the integrity of his heart, And guided them by the skillfulness of his hands.

COMPETENCE DEFINED

In using the word "competence" we are referring to a specific combination of **knowledge, skills, abilities, and experience** that a leader possesses to provide good leadership to the people or organizations they serve.

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.

In times past competence was recognized by attributes such as **strength, courage, physical achievement**. Today competence is a **complex set of skills and abilities**.



Ecclesiastes 10:10

**If the ax is dull, And one does not sharpen the edge, Then he must use more strength;
But wisdom brings success.**

The ax can be likened to our skills, abilities, knowledge – our competence. If it is not up to par, then we expend more effort, etc. to get things done.

WHY IS COMPETENCE IMPORTANT?

Capability

Your competence informs others about your capabilities, what you can do. People come to you for what you can do.

Capacity

Competence informs others about your capacity, the work load you can carry, how much you can accomplish, the breadth and depth of what you will be able to accomplish. People will rely on you to the extent of your capacity.

Confidence

Competence inspires confidence in others.

At work people will see your competence and engage with you accordingly.

You will also be rewarded according to your competence.

Proverbs 22:29

Do you see a man who excels in his work? He will stand before kings; He will not stand before unknown men.

Other versions render “excels in his work” as expert in his business, skillful in his work, do your job well.

When a leader is incompetent in their role, it affects those who follow, and is often seen through the low morale, low productivity, low commitment, etc. in the people.

GENERAL COMPETENCIES FOR LEADERSHIP

#1, Visionary



Ability to see what does not yet exist
Ability to see how things can be

Proverbs 29:18

Where there is no revelation, the people cast off restraint; But happy is he who keeps the law.

Where there is no vision, the people perish, the stop being productive. They wander around aimlessly and have nothing keeping them aligned towards a common purpose.

Matthew 6:22-23

22 "The lamp of the body is the eye. If therefore your eye is good, your whole body will be full of light.

23 But if your eye is bad, your whole body will be full of darkness. If therefore the light that is in you is darkness, how great is that darkness!

If you have good eyesight, a clear vision – then your whole being is filled with light. You can walk confidently, avoid potholes, etc.

But if one's vision is bad – either due to poor eyesight or just looking at the wrong thing – then it is like walking in darkness. One could end up in the ditch or just lose their way.

#2, Strategizing

Strategy is a general plan to achieve one or more long-term or overall goals under conditions of uncertainty.

Strategy is the high-level, overall direction, with out-of-the-box thinking that introduces something new, leads towards accomplishing a certain objective, etc.

Strategy is different from planning, which we will see later. Strategy is the high-level why, how, and what, whereas planning is the detailed plan of action, this is how we will do it, this is who we will engage, this is how much it will cost, and this is how long it will take, etc. Strategy is like the overall idea and objective of a journey, while planning is the point-to-point detailing of how we are going to make the journey.

Ability to create, innovate, and provide solutions.

Creativity, Innovation, Thinking out of the box.



Strategy through information and analysis

There are times we arrive at a strategy as we process available information.

Strategy through inspiration and revelation

We must also be open to strategy that comes through divine inspiration. God can give us insights and ideas that inspire strategy.

We see many examples of divine strategy:

Joshua around the walls of Jericho. God gave him an unusual strategy (Joshua 6).

As David led his armies, there were many times God instructed David how to lead the army against the enemy (2 Samuel 5:17-25).

Ecclesiastes 9:11

I returned and saw under the sun that—The race is not to the swift, Nor the battle to the strong, Nor bread to the wise, Nor riches to men of understanding, Nor favor to men of skill; **But time and chance happen to them all.**

While speed strength, wisdom, money, understanding, and skill are important, **we must also recognize and seize time and opportunity.** This is what a good strategist will do. They recognize the time and opportunity and act accordingly.

The sons of Issachar understood the times and knew what Israel had to do (1 Chronicles 12:32).

Personal Example: Covid Relief Project

#3, Communication

Joel 2:11

The LORD gives voice before His army, For His camp is very great; For strong is the One who executes His word. For the day of the LORD is great and very terrible; Who can endure it?

The LORD utters His voice before His army. He issues His commands clearly, for His army to follow.

1 Corinthians 14:8

For if the trumpet makes an uncertain sound, who will prepare for battle?



If we are going to mobilize people towards a common purpose, our communication must be clear – certain, sure.

Nehemiah is a great study in leadership. One of the things we see in the opening chapters of this book is how Nehemiah, after he conducted his survey of the city walls, shares his vision with the people. The people are immediately captured by the vision he shared and are ready to engage in carrying out the work that was required to rebuild the walls.

Nehemiah 2:18

And I told them of the hand of my God which had been good upon me, and also of the king's words that he had spoken to me. So they said, "Let us rise up and build." Then they set their hands to this good work.

#4, People skills

Ecclesiastes 4:9

Two are better than one, Because they have a good reward for their labor.

Learning how to work with people.

Recognize potential and put right people in the right place.

Motivate and build people.

Create a culture of teamwork.

Resolve people problems.

#5, Planning

Preparing

Forecasting

Being prudent

Proverbs 22:3

A prudent man foresees evil and hides himself, But the simple pass on and are punished.

Proverbs 24:27 (GNB)

Don't build your house and establish a home until your fields are ready, and you are sure that you can earn a living.



#6, Execution

Execution is making things happen. Execution is turning dreams, ideas and plans into reality.

It is obtaining or achieving the result in the set time and at the required level of quality.

Execution involves many things including coordinating, decision making, creative problem solving, etc.

Joseph not only interpreted Pharaoh dreams but also told him what needs to be done over a fourteen-year period (Genesis 41) so that the lives of people could be saved. Pharaoh appointed Joseph to execute the plan.

When God wanted to build a tabernacle, he called on Moses to execute the plan (Exodus 25).

#7, Learning

Good leaders are good learners and are constantly learning.

Engage in continuous Learning - learning, and developing your knowledge, skills, abilities.

Proverbs 13:16

Every prudent man acts with knowledge, But a fool lays open his folly.

Proverbs 18:15

The heart of the prudent acquires knowledge, And the ear of the wise seeks knowledge.

Proverbs 24:5

A wise man is strong, Yes, a man of knowledge increases strength;

“Today’s fast-paced, ever-changing, global economy requires us to never stop learning or we risk becoming irrelevant. Savvy leaders recognize this means investing in their own learning journey, so they can develop the processes and behaviors required for ongoing success.”



“Never Stop Learning: Stay Relevant, Reinvent Yourself, and Thrive,” (published 2018, Harvard Business Review Press) Dr. Bradley R. Staats, behavioral scientist and operations expert, associate professor of operations at the University of North Carolina.

Upskilling, retraining, reskilling are necessities in our day and time.

As a leader, if you keep learning, it will inspire your team, those who follow you to also become life-long learners. It builds a healthy environment of learning, sharing knowledge, asking questions, being teachable, etc.

Key to being a good learner, is to **learn from other people**. To do this you have to **pay attention to people. Be a good observer and a good listener**. This way we can learn almost all the time.

Review

Seven general skills that leadership requires:

- #1, Visionary
- #2, Strategizing
- #3, Communication
- #4, People skills
- #5, Planning
- #6, Execution
- #7, Learning

DEVELOP COMPETENCIES SPECIFIC TO YOUR AREA OF WORK

What we have listed above are general competencies for leadership.

And as a leader you need to have competence in your specific area of work/industry/business.

Ecclesiastes 9:10

Whatever your hand finds to do, do it with your might; for there is no work or device or knowledge or wisdom in the grave where you are going.



DEVELOPING COMPETENCIES

We develop competence through practical learning and training, as well as supernatural empowering.

#1, God Empowers

We know that God empowers us. God by His Spirit gave the craftsmen wisdom, knowledge, understanding and skill for the work they had to do (Exodus 31:3-4). God gave Daniel and his friends knowledge and skill in all learning and wisdom (Daniel 1:17). Our sufficiency, our ability comes from God (2 Corinthians 3:5). I can do all things through Christ who strengthens me (Philippians 4:13).

God has promised to bless all the work of our hands – but we need to do our part of being skillful

#2, Learning and Practice

Make the effort to continuous learn, and practice what you learn. Keep developing knowledge, abilities and skills in the areas where you need to develop competence.

#3, Observation and Mentoring

Watch others how they do their work and learn from them. Sometimes, you can learn much by asking the right questions and allowing people to share with you, coach you even mentor you from their experience.

#4, Imparting

When you impart, teach and train others, you become better at what you know.

MAY WE BE COMPETENT LEADERS, WORTHY OF THE ROLES ENTRUSTED TO US

Psalm 90:16-17

16 Let us see your miracles again, and let the rising generation see the glorious wonders you're famous for.

17 O Lord our God, let your sweet beauty rest upon us and give us favor. **Come work with us, and then our works will endure, and give us success in all we do.**

Matthew 5:13-16

13 "You are the salt of the earth; but if the salt loses its flavor, how shall it be seasoned? It is then good for nothing but to be thrown out and trampled underfoot by men.

14 "You are the light of the world. A city that is set on a hill cannot be hidden.



15 Nor do they light a lamp and put it under a basket, but on a lampstand, and it gives light to all who are in the house.

16 Let your light so shine before men, that they may see your good works and glorify your Father in heaven.

1 Corinthians 10:31

Therefore, whether you eat or drink, or whatever you do, do all to the glory of God.

Questions

Q1, What do you do if the person you are reporting to is incompetent, does not have the required knowledge, skill, and abilities to lead our team forward? However, because of seniority and time with the organization he has this assigned role of leadership, and we are stuck with him. The team has a whole has not grown, has not been developed into its full potential and has been performing at a level far below what it really could. What should I/we do?

Answer: There is no one answer since situations can be different in various settings. The best thing to do is that you personally keep developing your skills, do your best and outgrow your current role, so that you can move on either within the organization or outside.

Q2, I have been offered a leadership role for which I feel incompetent? I feel I don't have the knowledge, skills, and experience required for this role, and yet I know that God can supernaturally empower me with what I need to rise, to what this role demands? How do I balance and work out my faith in this situation, where I have to face up to an honest estimation of my current level of competence and at the same time am very aware that God is able to do exceedingly beyond what I can ask, think, or imagine? I want to walk by faith, and yet I am also aware of the serious consequences and impact on the organization if I fail as a leader. I need to respond within 30 days, and if I accept, I will have to start in this new leadership role right away.

Answer: It is interesting to read what the Lord Jesus taught in Luke 14:28-32. He taught us to count the cost. The context is of course, the cost of being His disciple. But the idea is interesting. "For which of you, intending to build a tower, does not sit down first and count the cost, whether he has enough to finish it—" (Luke 14:28) It is important to count the cost. There is nothing wrong in being pragmatic. Some things to think about as you make this decision (A)Can you personally get into a rapid learning mode to learn and acquire the skills and competencies this new role will require (B)How will other factors-



time, stress, etc. be impacted if you take on this role and do you have the capacity for that? (C)Yes, faith in God and what He can empower you to do is important and you need to keep yourself strong. If you can handle (A) and (B), then with faith in God, you can step in. God will empower you, as you do your part.

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 17, 2022
LEADERSHIP – The Four C's of Leadership (Part-2)

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: *Psalm 78:70-72; Ecclesiastes 10:10;*

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, We understand the importance of competence as leaders. We listed 7 important areas where a leader must have skill. For each of these skills, can you think of at least one person in the Bible who exemplified it – and how did it affect those who followed that leader?

#1, Visionary

#2, Strategizing



#3, Communication

#4, People skills

#5, Planning

#6, Execution

#7, Learning

Q2, For each of the 7 skills listed, discuss what would be some of the adverse consequences, if a leader fails to have that skill.

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-2 of this series we address the aspect of competence. We present seven general competencies every leader must have.

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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