

MOSES

LEADERSHIP FROM A BIBLICAL PERSPECTIVE



An Example of Healthy, Spiritual Leadership

This study was developed in conjunction with Leadership Dynamics

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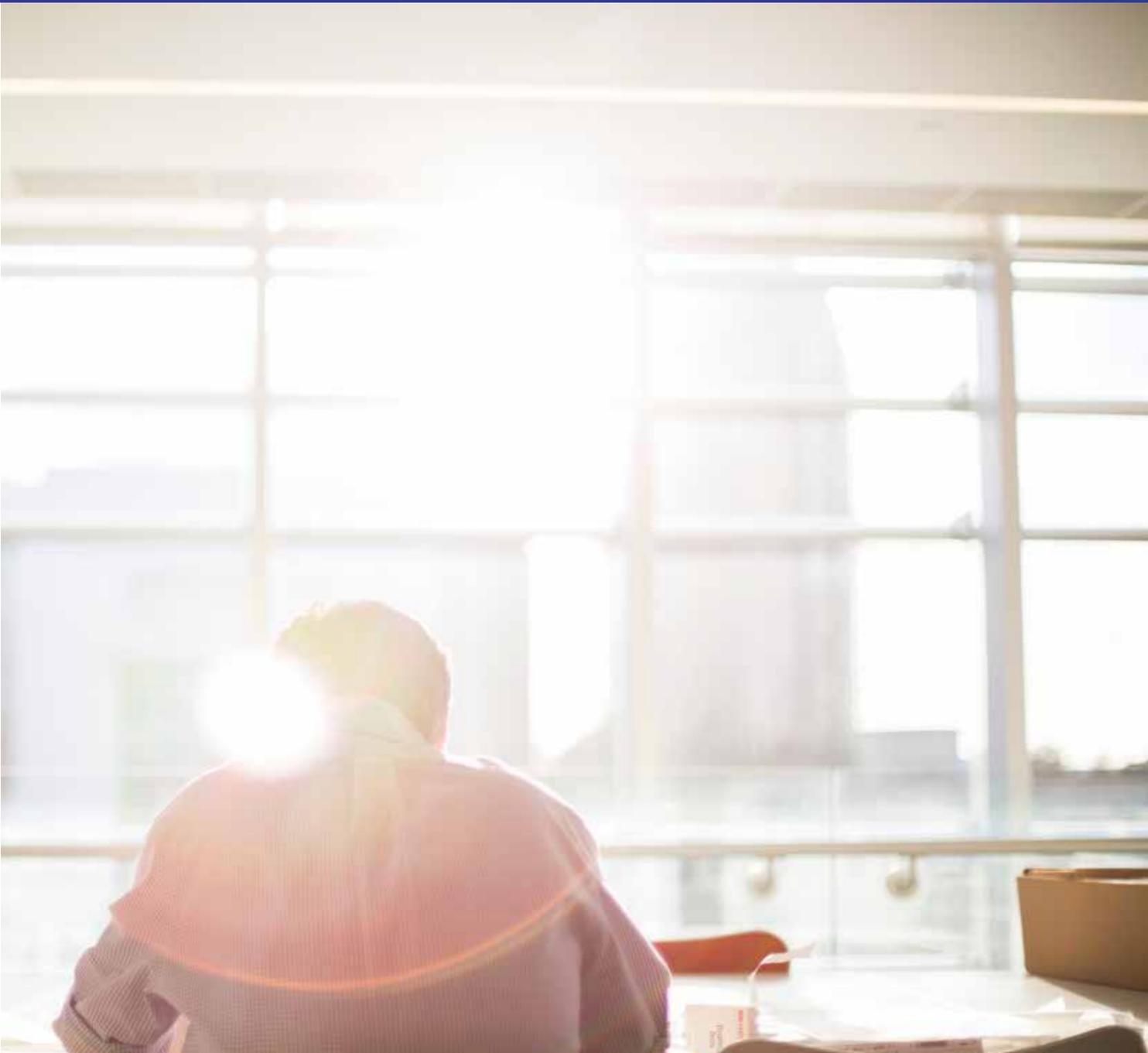
All biblical texts are taken from the NIV.

INTRODUCTION

Leadership as a topic is 'in'. Every week a new book about this subject seems to appear. But many of these books keep God out of it, even though the book with the most examples of healthy spiritual leadership is the Bible. It's in this book that we find authentic stories about believers who try, according to God's truths and principles, to lead those people well with whom they have been entrusted. They do this in such a way that makes people see something of God in them. And so healthy spiritual leadership is not limited to Christian work, but belongs to secular work as well. Joseph and Daniel were both just as spiritual as leaders Moses and David. In this study we take a look at the life of Moses as a spiritual leader, learning how to take the spiritual principles from his life and apply them to our own. Each section begins with a starting point, supported by a few biblical texts and a few questions for personal application.

1

A CLEAR CALLING AND VISION



Even before his birth, Moses was destined to lead Israel. He remained completely unaware of this fact as a child and young man. It was this Moses who was rejected by his peers who challenged him with these words, *Who appointed you as leader and judge?* But God sent him to his people as their leader and liberator, through the angel who appeared to him from the burning bush. (Acts 7:35).

In connection to this, read Jeremiah 1:4-5. Around the time he was forty, Moses decided to follow his higher calling and purpose. He would be Israel's liberator. Although he thought he was ready, it appeared not to be so. What he forgot was that although he may have been competent for the task, he was certainly not prepared for the strength of character that he would need.

When Moses was forty years old, he decided to visit his own people, the Israelites.
Acts 7:23

By faith Moses, when he had grown up, refused to be known as the son of Pharaoh's daughter. He chose to be mistreated along with the people of God, rather than to enjoy the fleeting pleasures of sin.
Hebrews 11:24-25

Moses thought that his own people would recognize that God was using him to rescue them, but they did not.
Acts 7:25

About the time he was eighty, Moses was finally ready to follow his calling. God had, you see, been investing in him for all of those eighty years. He saw how the lessons He was giving Moses were sticking. Moses, however, felt differently. He found himself reacting to this calling with fear and doubt.

Look at Exodus 3 and 4. He also poses essential questions that any spiritual leader must try to answer at one time or another.

2

A BALANCE OF CHARACTER, COMPETENCE AND SPIRITUAL LIFE



A balance of developing character, competence, and spiritual life is needed to continue to bear fruit. Character and competence are like the two wings a bird needs to fly. If you want to keep a bird from flying away, one only has to clip a wing to make it shorter. The bird will fail to fly. In this way, both character and competence must be in balance.

When competence has been developed more than character, than often you see stubbornness and arrogance show themselves.

If character has been developed more than competence, than often you see people in a hurry to do whatever they can, regardless if they can actually do it or do it well. Many people bring their work home after a long workday in order to 'keep their head above water', which is part of the problem. It is also important that we develop both our character and competence out of a healthy, balanced relationship with God, with grace and truth also in balance. Where we, just like Moses, have a strong desire to continue to get to know God better.

COMPETENCE

By 'competence' we mean a combination of knowledge and skills. Even though everyone has a certain competence, not everyone uses it well. The parable of the talents and pounds teaches us to use our competence to the glory of God.

Moses was educated in all wisdom of the Egyptians and was powerful in speech and action.

Acts 7:22

CHARACTER

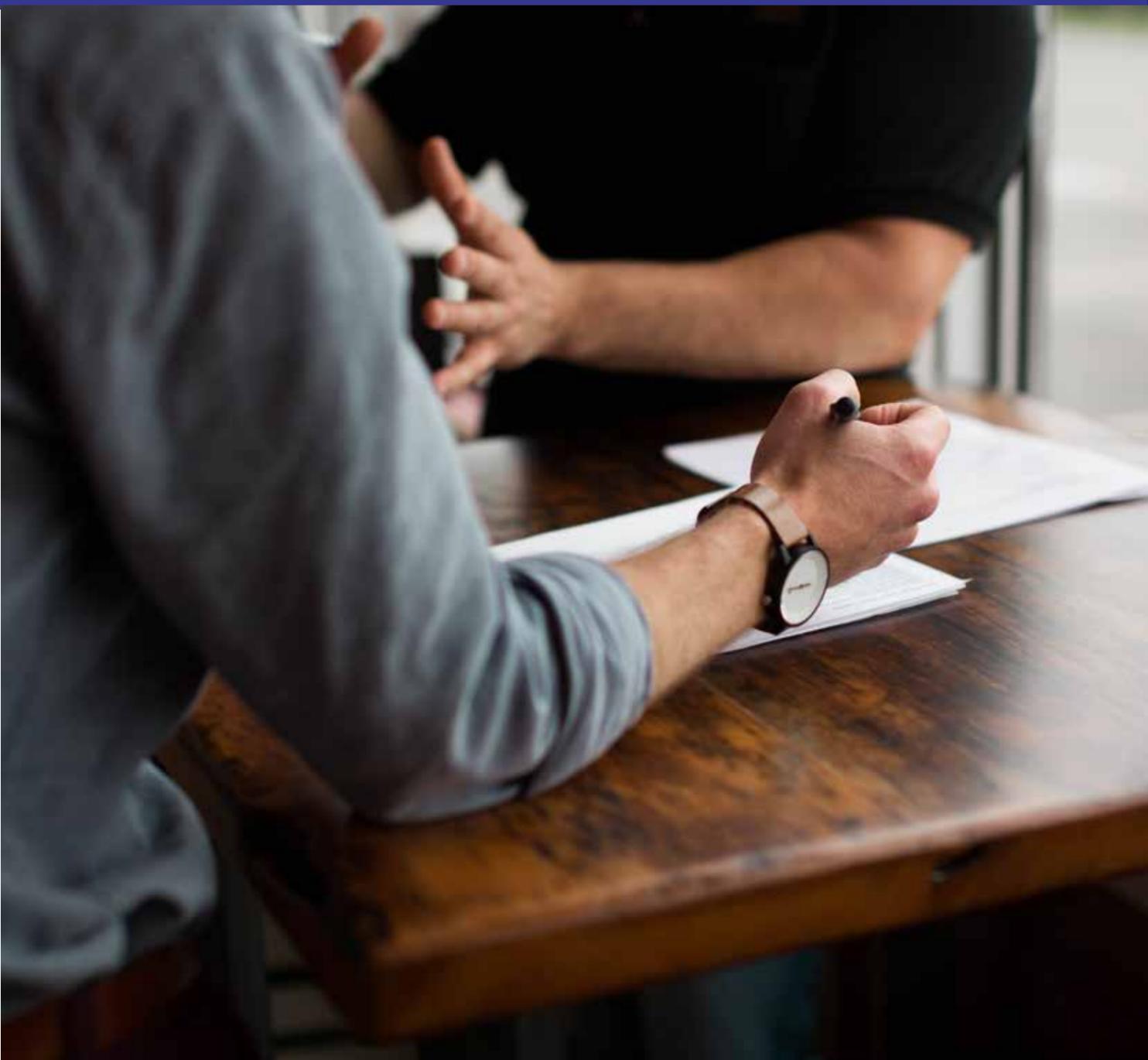
By 'character' we mean a combination of inner qualities that distinguishes one person from another. The Bible doesn't specifically address character development, but it does address the fruits of the Spirit. The fruit is used to illustrate how God works through us by His Spirit.

Now Moses was a very humble man; more humble than anyone else on the face of the earth.

Numbers 12:3

3

A BALANCE OF ACHIEVING RESULTS AND DEVELOPING PEOPLE



It is important to find a balance between developing others and achieving our own goals. Many entrepreneurs go for maximizing profits. Although this is understandable, it too often happens at the expense of employees. Wise leaders, however, know that investing in people ultimately yields more profit in the long run. But even though we seemingly endorse this, in practice it's often executed erratically. Work pressure does not easily leave room for structuring a program to develop people, or at least it's not given the priority it deserves. The result is that the good employees leave to find a job at a company where personal development is a priority.

God is interested in people's development. When the people left Egypt under Moses' leadership, God saw that the shortest way was not the best way for His people. They were not yet ready to face the challenges ahead, so they had to make their way through the training school of the desert.

However, they turned out to be bad students and faced the consequences of their poor capacity for learning.

When Pharaoh let the people go, God did not lead them on the road through the Philistine country, though that was shorter. For God said, „If they face war, they might change their minds and return to Egypt.“
Exodus 13:17

And Moses said to the Israelites, „See, the LORD has chosen Bezalel...and he has filled him with the Spirit of God, with wisdom, and understanding, with knowledge and with all kinds of skills ...And he has given both him and also Oholiab...the ability to teach others...“
Exodus 35:30-34

PERSONAL APPLICATION

1. What would you think if God decided to help you reach your goal by way of a detour? And how would you explain this to your employees?
2. Employee Development. Is this a job for the employer or employee?
3. It is wiser to make the market more flexible than it is to relocate people within existing companies.
I agree/disagree. Why?
4. In which ways do you help your children (if you have them) to develop? Which aspects do you share with your partner? Do you talk together about this?

4 DEALING WELL WITH AUTHORITY



In this subject matter, we want to think about how to deal well with the authority and power that comes with a leadership role.

Before you know it, through your own imitative or those of others, you may find yourself on a pedestal, elevated above those around you. It's not for nothing that pride is listed as one of the core sins of humankind.

Leadership is accompanied by authority and power. It is the art of spiritual leadership not to abuse that authority and power.

Man's power is growing, but can he carry this same power within his soul? Can he handle the power and authority?

Romano Guardini (German philosopher and theologian)

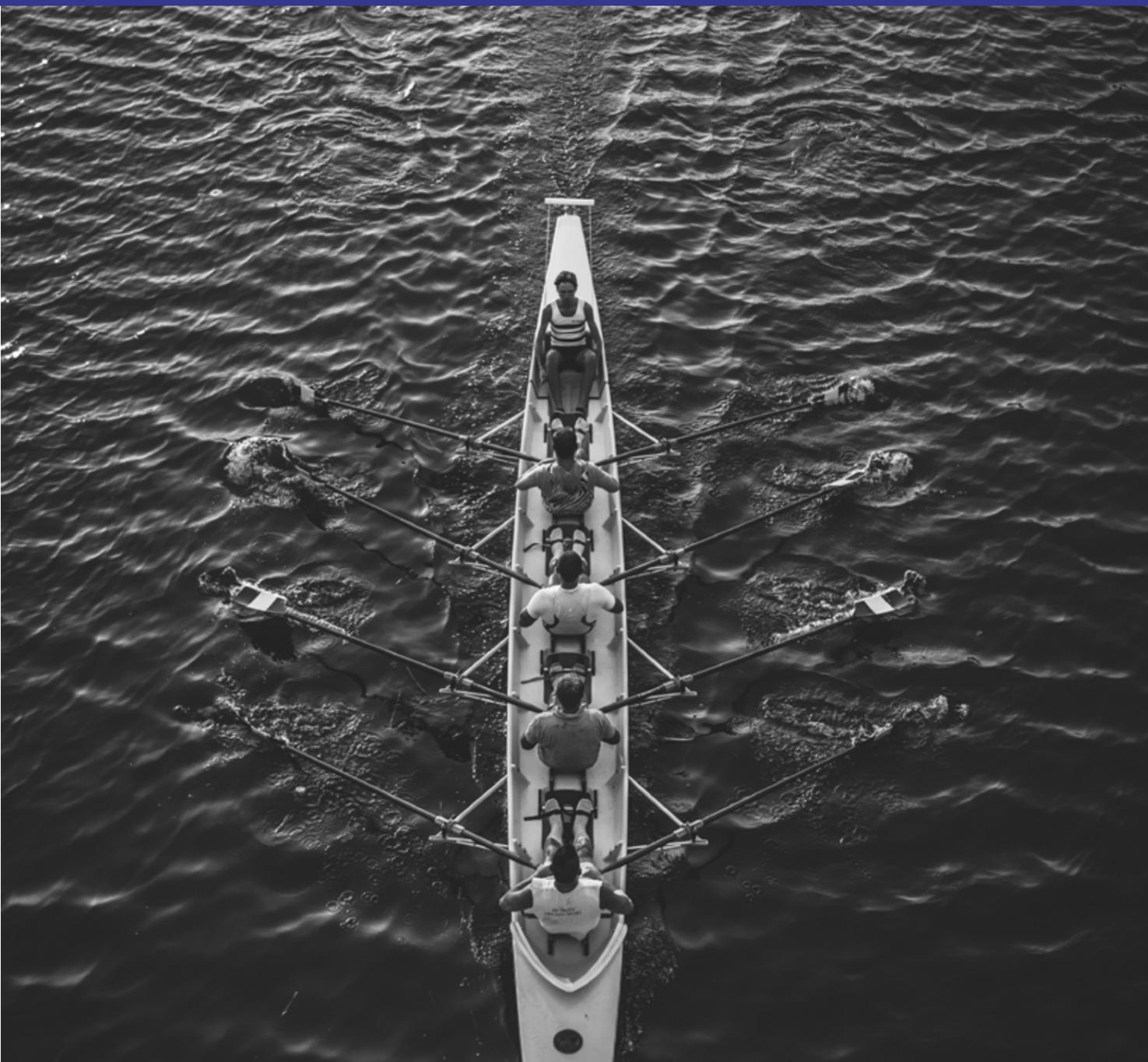
...Moses said to them, „Listen, you rebels, must we bring you water out of this rock?“ Then Moses raised his arm and struck the rock twice with his staff. Water gushed out and the community and their livestock drank. But the LORD said to Moses and Aaron, „Because you did not trust me enough to honor me as holy in the sight of the Israelites, you will not bring this community into the land I give them.“

Numbers 20:10-12

PERSONAL APPLICATION

1. God has placed us within the business world. How do you deal with your position or authority?
2. To what extent have arrogance and pride made themselves at home within you?

5

SHARING THE
RESPONSIBILITY

Good leaders recognize their areas of competence, and the areas in which they are deficient. It is exactly because of those weaker areas that good leaders look for partners who can compensate for their own deficiencies.

The difference between partners and employees doesn't have to do simply with the amount of work shared, but is more about sharing the burden that you often shoulder as a manager of a project or company. Being able to share the burden of responsibility often results in you being able to do (and enjoy) your work.

Moses had the idea that the success of the journey through the desert was dependent on him. As a result, he was almost spiritually and physically crushed. He had to learn how to share the burden of responsibility with others in both ways.

CARRYING THE SPIRITUAL BURDEN TOGETHER

[Moses] asked the LORD, „Why have you brought this trouble on your servant? What have I done to displease you that you have put the burden of all these people on me?“

Numbers 11:11

The LORD said to Moses, „Bring me seventy of Israel's elders who are known to you as leaders and officials among the people. Have them come to the tent of meeting, so that they might stand there with you. I will come down and speak with you there, and I will take some of the power of the Spirit that is on you and put it on them. They will share the burden of the people with you so that you will not have to carry it alone“

Numbers 11:16-17

CARRYING THE PHYSICAL BURDEN TOGETHER

But select capable men from all the people – men who fear God, trustworthy men who hate dishonest gain, – and appoint them as officials over thousands, hundreds, fifties, and tens. Have them serve as judges for the people at all times...that will make your load lighter, because they will share it with you.

Exodus 18:21-22

PERSONAL APPLICATION

1. As a rule, entrepreneurs are soloists. For them it is not easy to share the burden of responsibility with others. How are you in this?
2. What is your excuse for not sharing this burden?

6

A SERVANT ATTITUDE



Entrepreneurs are often bosses. We can learn something from this. It's important to be clear about what is meant by servant leadership. In my opinion, servant leadership has two main tasks.

First, give clear guidance in the direction the project or business is headed. You serve your employees best by being clear and transparent with them. Second, give people a chance to grow and develop. It is important to see people for their potential rather than for what they first appear to be.

There is much discussion about 'servant leadership' in business literature. Moses didn't know this phrase, but his life defined it well. Later, at the beginning of his reign King Rehoboam received the advice to rule his people from a posture of servant leadership. He dismissed this advice, which cost him a large part of his kingdom.

Then King Rehoboam consulted the elders who had served his father Solomon during his lifetime. „How would you advise me to answer these people?“ he asked. They replied, „If today you will be a servant to these people and serve them and give them a favorable answer, they will always be your servants.“
1 Kings 12:6-7

Jesus also talks about this. Read Luke 22: 24-27 together.

PERSONAL APPLICATION

1. What do you understand 'servant leadership' to mean?
2. In what way would you like to or do you call yourself a servant leader? Explain your answer.
3. What kind of leadership style do your surroundings reflect back to you?
4. What would help you become a better servant leader?

7

A LEADERSHIP TESTED



What strikes me time and again is that leaders are often not good at taking criticism. Maybe this is because leaders are by nature a bit more narcissistic and therefore quickly feel sorry for themselves if the people around them are frustrating or annoying them.

In any case, leadership will be tested and the question is: how will you deal with this? How “spiritual” are you also in these times? Can you deal with people well, even when those people clearly have a differing opinion?

Everybody wants to be liked, of course. But this isn’t realistic. When you are leading there will always be people, who in certain circumstances, will challenge your leadership or position on something. You will quickly realize that there aren’t many exceptions to this rule, and that many leaders have preceded you in experiencing this. Moses’ leadership was tested by:

- the people (Numbers 14)
- his sister Miriam (Numbers 12)
- Korah, Dathan and Abiram (Numbers 16)

Read the aforementioned Bible texts together. Which lessons are meant for you?

PERSONAL APPLICATION

1. Has there been a situation in the past that tested your leadership? What was your reaction? What did you learn from this situation?
2. How do you deal with the fact that some people simply won’t agree with your decisions? How does this affect you?
3. How could you better handle criticism? How do you respond to it?

8

A LEARNING ATTITUDE



A learning attitude is an absolute must if we are to be used by God. Standing still is going backwards, also in our lives. So in order to have rich, spiritual lives we need to develop an attitude that expects to learn from everyone we encounter.

Often God uses the difficult situations in our lives in order to shape and mature us. Therefore the question must be “what for?” instead of “why?”

Proverbs teaches us that we have the ability to reflect on ourselves. And with God’s help we are able to do this even better. Still we see that God often uses other people to advise, correct, and shape us.

For Moses, this person was Jethro.

THE VALUE OF SELF-REFLECTION

People live the lives they think they want, but the Lord looks deeper, seeing what’s in the heart. According to Proverbs 20:27:

A person may think their own ways are right, but the LORD weighs the heart.
Proverbs 21:2

THE VALUE OF GOOD COUNSEL

When his father-in-law saw all that Moses was doing for the people, he said, “What is this you are doing for the people? Why do you sit alone as judge, while all these people stand around you from morning until evening?” Moses answered him, “Because the people come to me to seek God’s will.”

Exodus 18:14-15

Moses’ father-in-law replied, “What you are doing is not good. You and these people who come to you will wear yourselves out. The work is too heavy for you; you cannot handle it alone. Listen to me and I will give you some advice, and may God be with you. You must be the people’s representative before God and bring their disputes to him. Teach them his decrees and instructions, and show them the way they are to live and how they are to behave. But select capable men from all the people – worthy men who fear God, trustworthy men who hate dishonest gain – and appoint them as officials over thousands, hundreds, fifties, and tens.”

Exodus 18:17-21

9

SANCTIFICATION AND OBEDIENCE



God will not be trifled with. What humanity sows it will also reap. It strikes me that most people believe that God's commandments are universal, but at the same time in the right circumstances will argue for why they should be the exception to the rule.

From the context of Moses' history, we again become determined that sanctification is a worthy goal to be pursued. We must try. Or as God says in I Peter 1:14-16, „Be holy, as I am holy.“

Although it's not easy to understand the biblical text Exodus 4:25, what we can deduce from the context is that it is about being obedient in doing what God asks of us. For us as entrepreneurs this is found in the areas of integrity, caring well for a family, good stewardship, etc. Our motivation must always be love for God and love for our fellow human beings.

At a lodging place on the way, the LORD met Moses and was about to kill him. But Zipporah took a flint knife, cut off her son's foreskin and touched Moses' feet with it. „Surely you are a bridegroom of blood to me,“ she said. So the LORD let him alone. (At that time she said ‚bridegroom of blood‘ referring to circumcision.)

Exodus 4:24-26

After investing in Moses for eighty years, we read here that God intended to kill Moses. The grounds for this action were that Moses and his wife had been disobedient, neglecting to circumcise one of their sons.

Remarkably, they know it too. Zipporah remembers immediately that this conversation is about disobedience in doing what they should have done much earlier. From this we learn that obedience to God's commandments are very important.

PERSONAL APPLICATION

1. If you love me, keep my commands. Whoever has my commands and keeps them is the one who loves me. John 14:15, 21
2. Which commands do you find easier to keep? Which are more difficult?
3. What helps you to keep these commands?



LEADERSHIP FROM A BIBLICAL PERSPECTIVE

Leadership Dynamics (LD) is a Christian advice and training center that deals with leadership development and coaches potential spiritual leaders within churches, communities, and Christian organizations. LD uses the Bible as a starting point because of its many healthy leadership principles, such as the book of Proverbs.

LD began in 2004 in response to a vision and calling that Eugene Poppe received years before. Currently the LD team consists of three advisors/trainers and a part time office worker. The office is located in Renswoude, the Netherlands.

LD's goal is to provide and assist potential spiritual leaders in discovering, developing, and applying leadership skills for the glory of God and the furthering of His kingdom.

www.leadershipdynamics.nl

+ EUROPARTNERS

EUROPARTNERS IS A MOVEMENT OF BUSINESS LEADERS AND (YOUNG) PROFESSIONALS WHO DESIRE TO HELP THEIR FRIENDS AND PEERS TO CONNECT TO JESUS CHRIST

OUR DREAM

It is our dream that all business leaders, -owners and (young) professionals accept Jesus Christ as their Lord and Saviour. Moreover, that they will reflect Jesus Christ and the kingdom of God in the way they behave, speak and do business, so that all people will honour and glorify God for who He is.

OUR STRATEGY

We mobilize and train Christian business leaders, -owners and (young) professionals to be an ambassador of Christ in their everyday life. We do this according to 2 Corinthians 5:20: "As Christian businesspeople we are marketplace ambassadors of Christ. God is making His appeal through us; to beg the world on behalf of Christ, to be reconciled to God."

OUR ACTIVITIES

- **Resources and training programs** to help businesspeople and (young) professionals grow spiritually and reflect the Kingdom in the way they do business.
- **An Annual Conference** where businesspeople, (young) professionals and ministry leaders can meet for friendship and encouragement. It is a place of inspiration, reflection and training.
- **The Young Professionals Academy** to equip and inspire young professionals to become a marketplace ambassador and a ministry leader in their nation. With mid-weeks or weekend meetings, trainings and a mentoring program.
- **Personal support and coaching** of business leaders and their teams on spiritual growth and achieving their goals in the best possible way.
- **CBMC training and support** to start a national CBMC ministry based on teams, prayer, leadership, evangelism and discipleship.
- **Event support** with a network of volunteers, professionals, speakers and businesspeople that can serve the various national ministries in outreach and in reaching businesspeople and (young) professionals in their nation.

TARGET GROUPS OF EUROPARTNERS

We focus on business leaders, business owners, (young) professionals and ministry leaders in business.

More information: www.europartners.org

Europartners is part of the CBMC movement





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