



BIBLICAL TRANSFORMATIONAL LEADERSHIP: A VERY, VERY BRIEF INTRODUCTION

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Session Objectives



- Explore THE foundational biblical passage on leading in Jesus' Name
- Look at some common (mis)understandings of leadership
- Review the differences between
 - Leadership and management
 - Transactional and transformational leadership
- Understand and apply the key principles of biblical, transformational leadership and the posture of heart and mind this requires



The Disciples as “Foil” on the Road To Jerusalem (Matthew 16:23-20:28)



- The term "foil" comes from the practice of placing a thin sheet of metal (foil) behind a gemstone to make it sparkle more brightly.
- Similarly, a literary foil makes the person the foil is contrasted with "shine" more clearly and distinctly.
- The foil acts like a mirror or a background that makes the other person's traits stand out in sharp relief.
- The 12 are “foils” to Jesus, His identity, character and mission, and His expectations for what it means to lead in His Name.

ON THE ROAD TO JERUSALEM



From that time Jesus Christ began to show His disciples that He **must** go to Jerusalem, and **suffer** many things from the elders and chief priests and scribes, and **be killed**, and be **raised up** on the third day. **And Peter took Him aside and began to rebuke Him**, saying, “God forbid it, Lord! This shall never happen to You.” But He turned and said to Peter, “**Get behind Me, Satan! You are a stumbling block to Me; for you are not setting your mind on God’s interests, but man’s**” (Matthew 16:21-23, NAS).

ON THE ROAD TO JERUSALEM

At that time the disciples came to Jesus, saying, **“Who then is greatest in the kingdom of heaven?”** And He called a child to Himself and set him before them, and said, “Truly I say to you, unless you are converted and become like children, you shall not enter the kingdom of heaven. **“Whoever then humbles himself** as this child, he is the greatest in the kingdom of heaven. **“And whoever receives one such child in My name receives Me; but whoever causes one of these little ones who believe in Me to stumble, it is better for him that a heavy millstone be hung around his neck, and that he be drowned in the depth of the sea (Matt. 18:1-6, NAS).**

Then some children were brought to Him so that He might lay His hands on them and pray; and the **disciples rebuked them.** But Jesus said, “Let the children alone, and do not hinder them from coming to Me; for the kingdom of heaven belongs to such as these.” And after laying His hands on them, He departed from there (Matthew 19:13-15, NAS).

ON THE ROAD TO JERUSALEM

MATTHEW 20:20-28

Then the mother of the sons of Zebedee came to Him with her sons, bowing down, and making a request of Him. And He said to her, "What do you wish?" She said to Him, **"Command that in Your kingdom these two sons of mine may sit, one on Your right and one on Your left."** But Jesus answered and said, **"You do not know what you are asking for. Are you able to drink the cup that I am about to drink?"** They said to Him, "We are able." He said to them, "My cup you shall drink; but to sit on My right and on My left, this is not Mine to give, but it is for those for whom it has been prepared by My Father." **And hearing this, the ten became indignant with the two brothers.**



But Jesus called them to Himself, and said, “You know that the rulers of the Gentiles lord it over them, and their great men exercise authority over them. **“It is not so among you, but whoever wishes to become great among you shall be your servant, and whoever wishes to be first among you shall be your slave; just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many”** (NAS).



First Take

- Remember, the 12 serve as foils.
- What is going on here? What are the 12 arguing about? Why are they arguing?
- What do the 12 (and those traveling with them) believe will happen when Jesus arrives in Jerusalem?
- How do the 12 understand leading in Jesus' Kingdom? What is their "posture" toward leadership?
- What does Jesus want them to understand? How, specifically, does Jesus correct their thinking?

What is Leadership?



Leadership Definition : The Collins English Dictionary.

***leadership* (n)** 1. The position or function of a leader.
2. the period during which a person occupies the position of leader...

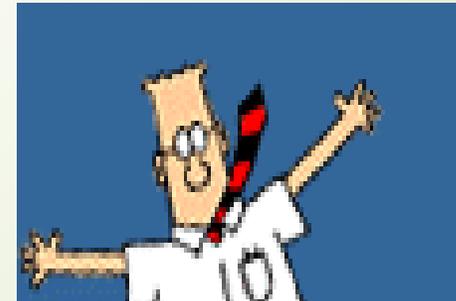
What do you think of this definition?

What is Leadership?



“Leadership is an intangible quality with no definition. That’s probably a good thing, because if people being led knew the definition, they would hunt down their leaders and kill them”

- *Scott Adams, Dilbert Cartoonist*





Behind the Word “Manage”

- ▶ Our English word for manage comes from the Old French and present French term (*la main*) for “hand.” So, to manage carries a sense of grasping or holding something firmly so that it can be properly handled or utilized.
- ▶ Managers bring control and efficiency to the organization in order to accomplish desired ends. So, we manage time, tools, systems, processes and “things” in general.
- ▶ While good management is necessary for any organization’s health and progress, it is important that we not confuse it with leading well.



Behind the Word “Lead”

- ▶ Our English term lead is derived from an Old German term *laidijanq* ("to cause one to go, to lead"), related to the older verb *līpanq* ("to go, "to travel", or "to cause to go with oneself," and so "to guide or show the way." The term connotes a sense of movement or journey from one place to another.
- ▶ Leaders take individuals, groups, organizations, cities, states, countries, from “**here to there**,” with “here” being the present state, the status quo, and “there” being a better future state.

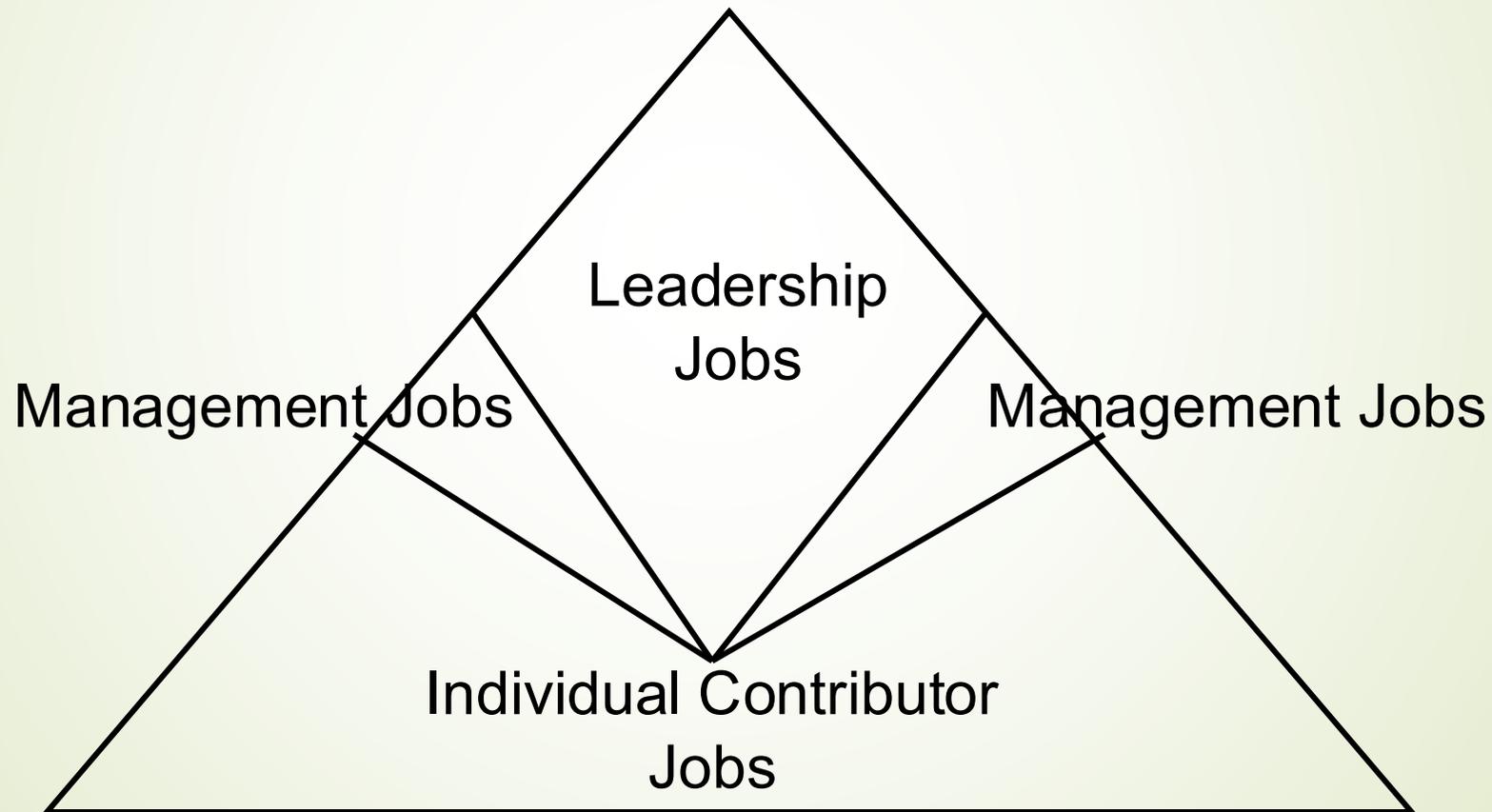
Management and Leadership Compared and Contrasted

	Management	Leadership
Creating Agenda	Planning & Budgeting	Establishing Direction
Network for Achieving Agenda	Organizing & Staffing	Aligning People
Execution	Controlling & Problem Solving	Motivating and Inspiring
Outcomes	Predictability and Order	Substantive change

What Leaders Actually Do: John Kotter

- Create and communicate an **emotionally powerful and intellectually satisfying agenda for change**
- Build, sustain and grow a strong Implementation network—a “critical mass” of aligned and motivated **Leaders, leaders,** “owners,” sponsors, and constituents who join together in bringing benefit to the world.

Leadership and Management are Both Necessary



Transactional vs. Transformational Leadership

Contemporary leadership theory differentiates between two broad theoretical approaches to leadership practice

Transactional Leadership

- A deal based on self interest of leaders and followers
- “Win-win” based on the intersection of mutual self-interest
- Brokering and bartering; Quid pro Quo
- An **exchange** of valued commodities

Transformational Leadership

- Mutually beneficial interactions between leaders and followers
- **Engages** leaders and followers in substantial and lasting change
- Lifts people out of the realm of parochial concerns and self-centered pursuits
- Based on an **engagement** around in shared vision and values

Transactional vs. Transformational Leadership

Transactional Leadership

- Followers
- Leaders
- Renters
- Contracts
- **Exchange**

Transformational Leadership

- Leaders
- Change Agents
- Owners
- Covenants
- **Engagement**

Transactional vs. Transformational Leadership

Transactional Leadership

- Task
- Control
- Program
- Organize
- Incentives
- Job done

Transformational Leadership

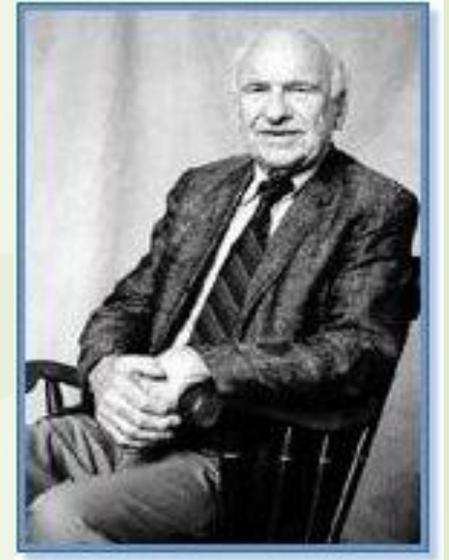
- Vision
- Empowerment
- Strategies
- Align
- Inspiration
- People Changed

Transformational Leadership

Based on a leader-follower **engagement**

“...leadership occurs when one or more persons **engage** with others in such a way that leaders and followers raise one another to higher levels of motivation and morality.”

- *James MacGregor Burns*





Transactional vs. Transformational Leadership

- **Examples from your experience**
 - **Impact on the culture of the church or organization**
 - **Impact on leaders and followers**
- 



Biblical Transformation

- ▶ But we all, with unveiled face beholding as in a mirror the glory of the Lord, are being **transformed** into the same image from glory to glory, just as from the Lord, the Spirit (2 Cor. 3:18)
- ▶ I urge you therefore, brethren, by the mercies of God, to present your bodies a living and holy sacrifice, acceptable to God, which is your spiritual service of worship. And do not be conformed to this world, but be **transformed** by the renewing of your mind, that you may prove what the will of God is, that which is good and acceptable and perfect (Romans 12:1-2)

Biblical Transformation

- ▶ Greek term is “metamorphoo” meaning a deep, inside-out change initiated by the Holy Spirit, in accord with the character and purposes of Jesus as revealed in the Scriptures (see Romans 12:1-8)





Biblical Transformation

- Second order vs. first order change; a change of heart and mind and so one's posture toward leading.
- Transformational change is Christ centered, Spirit-empowered, and takes place at the **foot of the cross**—based on our identification with Jesus and participation in His **death and resurrection**. This is the only “place” God's transforming power is released in us and through us to the world
- God's transformative work catches us up as individuals and churches in the power and expansion of Christ's Kingdom for the glory of God and the blessing of the world.



The Transformational Journey

- Led by the redeeming, risen, reigning and returning Jesus who is taking you to a “new and better place”
- A journey from “here” to “there”
- A process of personal and corporate transformation—people are changed together in the journey
- A process of **engagement NOT exchange**
- A transforming vision is forged in extended times of prayer, Scripture reading and study, and first-hand engagement in the mission (Nehemiah 1-2)



When this happens...

- **Christ's Kingdom grows**
- **New opportunities for leading in Jesus' Name are generated**
- **A new generation of transformational leaders is identified, developed and deployed to the glory of God and the blessing of the world**

The Road to Jerusalem Revisited

Then the mother of the sons of Zebedee came to Him with her sons, bowing down, and making a request of Him. And He said to her, "What do you wish?" She said to Him, "Command that in Your kingdom these two sons of mine may sit, one on Your right and one on Your left." But Jesus answered and said, "You do not know what you are asking for. Are you able to drink the cup that I am about to drink?" They said to Him, "We are able." He said to them, "My cup you shall drink; but to sit on My right and on My left, this is not Mine to give, but it is for those for whom it has been prepared by My Father." And hearing this, the ten became indignant with the two brothers.



But Jesus called them to Himself, and said,
“You know that the rulers of the Gentiles **lord it over** them, and their **great men exercise authority** over them. “**It is not so among you,** but whoever wishes to become great among you shall be your **servant**, and whoever wishes to be first among you shall be your **slave**; just as the Son of Man did not come to be served, but to serve, and **to give His life a ransom for many.**”



Second Take

- What do you “see” in this passage on the second take?
- Remember, the 12 serve as foils.
- What is going on here? What are the 12 arguing about? Why are they arguing?
- What do the 12 (and those traveling with them) believe will happen when Jesus arrives in Jerusalem?
- How do the 12 understand leading in Jesus’ Kingdom?
- What does Jesus want them to understand? How, specifically, does Jesus correct their thinking?
- What is Jesus’ Kingdom leadership “posture?”
- How does this relate to His death on the cross?



Insight # 1

Jesus' Kingship is unlike any earthly king. So, be careful where you get your models and information on "effective" leadership.





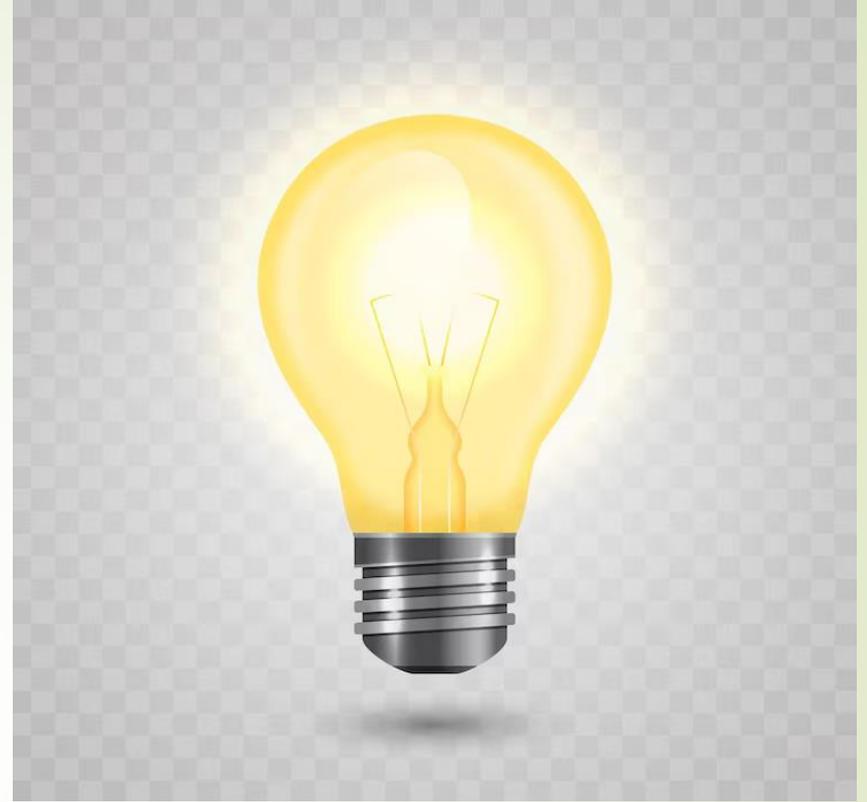
Insight # 2



Jesus' Kingdom is unlike any earthly Kingdom, so leading in Jesus' Name is not like leading in the "world" with respect to its **transactional** perspective on status, service and power.



Insight # 3



Jesus is taking His followers on a **transformational** journey to the cross and beyond to the the world. He is **leading, not managing, His followers.**



Insight # 4

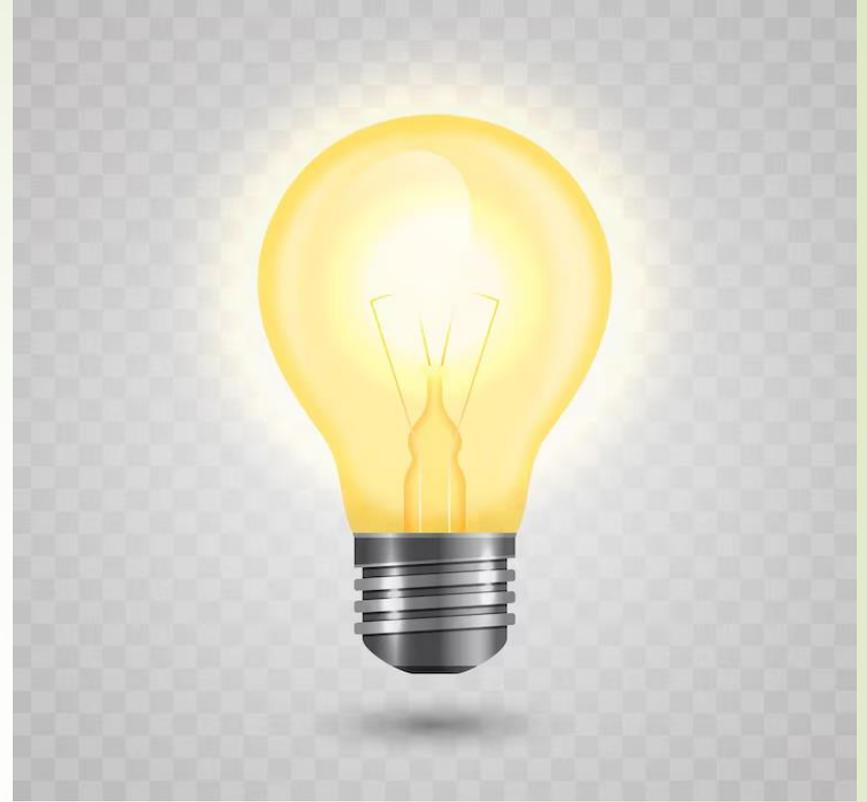
To lead in Jesus' Kingdom requires a **low status and high service** posture toward leadership. This version of leading is profoundly **transformational, NOT transactional, focusing on engagement, NOT exchange.**





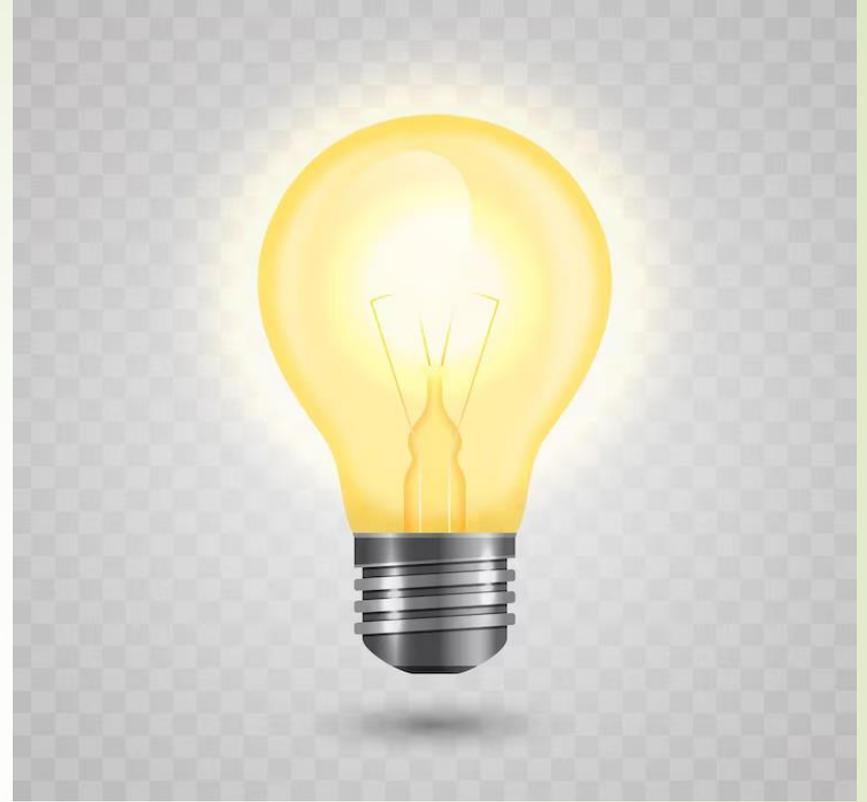
Insight # 5

To lead in Jesus' Kingdom requires the **transformation** of our heart and mind, a **second order change** in our **posture** toward service, status, power and leadership. brought about by the Holy Spirit.





Insight # 6



To lead in Jesus' Name requires the posture of our heart and mind to be situated at the **foot of His cross**. It is here and only here, from the **lowest status position in history**—Jesus is a convicted capital criminal—that God releases His transforming power in us and through us to the world.

Closing Thoughts and Three Questions



1

**Do you know
where Jesus is
taking you, from
“here” to “there”**

2

**Are you rightly
postured at the
foot of His
cross?**

3

**What is next for
you, as
individuals and a
church?**