

MUSTARD SEED LEADERSHIP

PODCAST
- BY BRENT BRADING -



EP78

From a Hierarchical leadership
mindset to a Servant - Based
leadership mindset:

From positional power to respect based
influence

Hierarchical thinking is a mindset that exalts a leader ABOVE the people

- Positioned at the top of a leadership pyramid
- The mindset of 'people serve the leader'

A Servant based leadership mindset is the belief that we are all EQUAL before God

- Positioned at the front of a leadership arrow
- Mindset of the leader serves the people

WHY IS THIS SO IMPORTANT:

1 Peter 5:5 (NIV) *In the same way, you who are younger, submit yourselves to your elders. All of you, clothe yourselves with humility toward one another, because, “God opposes the proud but shows favor to the humble.”*

There is a Kingdom Law of grace. God's grace opposes the proud and shows favour to the humble.

Servant based leadership ensures that the leader remains humble before God

WHY IS THIS SO IMPORTANT:

1 Peter 5:6 (NIV) *Humble yourselves, therefore, under God's mighty hand, that he may lift you up in due time.*

**There is a Kingdom Law of grace.
God's grace opposes the proud and
shows favour to the humble.**

- Servant based leadership ensures that the leader remains humble before God

RECAP OF GROWTH STATEMENTS:

1. “From lording it over to going before”
- we break the hierarchical model of thinking when we see ourselves as leaders as those who go before the people, not those who are above the people!
2. “From people serving the leader to the leader serving the people” - we break hierarchical thinking by seeing ourselves as servants and not those deserving to be served.

PART 3: From positional power to respect based influence

DESCRIPTION:

POSITIONAL BASED POWER is the weakest form of leadership

- People only obey or follow you because they have to
- If they don't they don't get paid
- If they don't they will get punished

This form of positional power requires threats, force or manipulation to maintain control

- That is because you as a positional leader haven't won their heart

- You are only controlling their behaviour

And so you get the minimum required out of people to not get into trouble

- It is ineffective
- And it is NOT what God has called you to

RESPECT BASED INFLUENCE is completely different

- You may have a title or position but that is not the foundation of your leadership influence
- It may be the starting point but it should be a stepping stone toward real leadership
- Real leadership is influence that flows from respect

- When people respect you they WANT to follow you
- They WANT to give their MAXIMUM and not minimum
- They WANT to get behind the vision

This is the type of leadership Jesus modelled and Jesus has called us to

In Psalm 72 there is a beautiful picture that describes the leader of the nation when he rules from a place of respect and not positional power:

Psalms 72:1-7 (NIV) ¹*Endow the king with your justice, O God, the royal son with your righteousness. ²May he judge your people in righteousness, your afflicted ones with justice. ³May the mountains bring prosperity to the people,*

the hills the fruit of righteousness. ⁴May he defend the afflicted among the people and save the children of the needy; may he crush the oppressor. ⁵May he endure as long as the sun, as long as the moon, through all generations. ⁶May he be like rain falling on a mown field, like showers watering the earth. ⁷In his days may the righteous flourish and prosperity abound till the moon is no more.

I love the picture of rain falling on mown lawn!

- Picture of freshness, neatness, growth and life
- Where the righteous flourish and the oppressors are crushed

Notice the marks of respect:

- Personal justice and righteousness - **INTEGRITY**
- Judge... in righteousness - **WISDOM**
- Defend the afflicted - **COMPASSION**
- Save... the needy - **GENEROSITY**
- Crush the oppressor - **COURAGE**

This is the kind of leader who doesn't need a title or position. People will follow and be influenced by the impact on their lives

- This is servant based leadership which results in **RESPECT**

TESTIMONY:

I remember hearing a talk by Colin Powell, an American politician, statesman, diplomat, and United States Army officer

who served as the 65th United States Secretary of State from 2001 to 2005.

As a military officer, he said that he can't remember ever having to give a soldier a "That's an order ..." command. He always strived to set the example and never expect any other soldier what he wasn't prepared to do himself. The result of that was that people didn't need to be ordered around. They willingly followed.

If that's the testimony of a military leader where rank and position are so critical to command structures, then how much more should we be using the example of our lives to build respect.

HONEST REFLECTION:

1. Have you ever found yourself using your title or position when trying to get people to do something? Eg. “As long as I’m the Boss, you are going to do it like this....” If so, what does that tell you about your leadership thinking?
2. Have you ever had the privilege of following a genuine servant based leader that you grew to love and respect? What characteristics did they display that made you respect them so much?
3. If you did an honest assessment of your own character - are there a few characteristics in your life that make it difficult for others to truly respect you? Are you willing to confront them?

CHALLENGE:

It takes a courageous leader to avoid drawing on their position or title for power but to only want to lead out of the influence of respect.

The fact that you are wanting to grow your leadership proves that you want to be a servant based leader who uses respect and not position to lead. May God grant you the courage and strength to become exactly that.

For more notes visit:

<https://outlookchurch.co.za/mustardseedleadership>

