

## THE ETHICS OF SUCCESSIVE LEADERSHIP (2 TIMOTHY 2:2)

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### *Abstract*

*“Thou therefore, my son be strong in the grace that is in Christ Jesus. And the things that thou have heard of me among many witnesses, the same commit thou to faithful men, who shall be teach others also” (2 Timothy 2:1-2). It is the divine order at creation that in nature and among men every kind propagates its own kind for the purpose of continuity and perpetuation. However, this order needs detailed consideration in relation to leadership for the purpose of effectiveness. This is because if a leader propagates or produces after his kind, his strength and weakness will be produced in those he is leading. Therefore, effective leaders examine their own lives very carefully so as to produce effective leaders after their kind. It is one thing to do something right and it is another to do the right thing. Effective leadership is leadership with succession which is the product of leadership doing the right thing.*

*“And God said, let us make man in our image after our likeness: So, God created man in his own image....” (Gen 1: 26-28)*

Man was created to be the visible expression of the invisible God.

God gave Adam three primary responsibilities.

1. Reflect God’s image and glory
2. Reproduce after his kind (God’s image).
3. Rule in God power.

Adam failed to do the right thing; hence, Cain the immediate descendant of Adam failed in all the three responsibilities above. Adam’s leadership flaw created a deplorable environment for Cain. According to Dr. Webster, “what you stay with, you learn, what you learn, you practice, you become, what you become you are and what you are has consequences”.

### **Introduction**

What is leadership? Everyone has the capacity, potential and raw material to become a leader by the design of the creation. However, it is a tragedy that most of the people on this planet will bury the leader trapped with them in the grave as a follower. In fact, many people die without ever knowing who they really were. This is because most of us are mere product of our environment, lacking the will to change, to develop and maximize our potential and become who we really are. Becoming a leader is not easy, but learning to lead is a lot easier than you think it is, because God created you with the capacity to lead. “You were born to lead but you must become a leader, just as one may be born a male but must become a man”. “To be a man they say is not easy” (Gen. 1:26).

Leaders today appear to be an endangered species and, in many cases, they are being replaced with managers rather than leaders. Others have mistaken being a leader with being a boss. However, it is difficult and perhaps impossible to become something you did not know or cannot define.

### **Nature of Ethics**

#### **Nominal Definition**

We attempt first a nominal definition, ethics, comes from the Greek word “Ethos”, which in its Greek context it has to do originally with a secure and static state, when we think about the “Ethos” of a people. We refer to these standards which provide security and purpose in the life of a people. A dictionary entry will simply tell us that the word comes from the Greek “Ethos” or Ethikos”. Meaning customs or morals: moral and thus moral philosophy) comes from the Latin word “Mos” Moris, while the English word “mores” comes from the Latin “Moris” meaning morals.

Admittedly, ethics and moral relate to the customs of the people, but customs may not be equated with ‘ethiks”, while customs are referred to as “sitte”, an ethikor, (German) is therefore, not one who may primarily be interested in making a descriptive study of the customs of a people, but a moral philosopher who questions the finality of human conduct, the ultimate principles guiding the rightness and wrongness, goodness and badness of the human conduct which brings us to the formal definition of ethics.

### **Formal Definition of Ethics**

A formal or real definition of ethics should therefore go deeper than the study of the customs of a people. We therefore define ethics as:

- A branch of philosophy which determines the morality of human conduct.
- The science of Human good and evil in human conducts.
- A systematic study of the fundamental principles of the moral law (Joseph Omoregbe, 1979: 37).
- The philosophy of human finality and for the purpose of this therefore, ethics is the science of human conduct. Our study ordered and directed by human reason;

Towards the attainment of man’s Final Natural End with the following key words to Note.

### **Science, Human Conduct, Reason, And Final Natural End.**

- a) **Science:** Ethics is a philosophical science because it seeks to discover moral truths in their ultimate causes, which it establishes with the end of Human Reason, principles guiding human conduct.
- b) **Human Conduct:** Ethics studies Human Conduct, a human act is an act performed after deliberation, an act flowing from the free will duly informed by the intellect about the consequence of the act.
- c) **Human Reason:** The science of moral good and evil in human act is being directed by human reason alone. It does not accept any dictates from any authority outside reason, not even from the society, not from revelation. Epistemology informed us that human reason is a reliable instrument of certain and true knowledge.
- d) **Final Natural End:** The human reason is to direct the human acts towards man’s final natural end, man’s natural final act is that which will give men total happiness. Since man is not an end to himself and we shall distinguish between natural and supernatural end. Natural is the proximate end and the supernatural is the ultimate end. The ultimate end of man is the attainment of the **SUMMON BONUM**

### **Effective Leadership: Not an act of Man but God**

The word leader is defined as one who guides by influence or one who directs by going before or along with. Regardless of tittle, you cannot be a leader without followers. Simply put a leader is one who leads others to leadership. He leads himself first and by so doing, inspire others to follow him into leadership.

A leader is one who influences others to follow after him to a common cause or purpose and possesses the character which inspires their confidence and sometime a confident servant.

**The Heart of A Leader:** Psalm 78:72 it is important that leaders develop the skills in other to lead effectively. Leaders are not born, but made. Though some scholars argue that leaders are born and not made, that some learn leadership while others are entrusted with leadership. Everyone has the capacity and potential to become a leader. But what makes the differences are their distinct characteristics. Leaders shouldn't listen to gossip and blackmails but should listen to ideas for effective leadership. Prov. 11:13, 16:28 because it betrays confidence and separate close friends.

### **Effective Leaders are:**

**The Leader God Uses:** Have the following ingredients of leadership qualities.

- (I) **Purpose:** You must have a great purpose in life (Phil. 3:7-14) the foundational key to becoming a leader is the discovering and capturing of a sense of purpose for your life. Purpose is the original intent, a reason for the creation or existence of a thing. Discovering personal purpose for your life is finding reason and meaning for living. (Phil. 3:13).

Robert Greenleaf in his book, the servant as leader, says "foresight is the Lead that the leader has, once he loses his lead events start to force him to act, he becomes a leader in name only. People long for leaders to give them hope... a picture of where they should go.

### **Visions**

Vision is a picture held in your mind's eye of the way things could or should be in the days ahead. Vision is portrait of a preferred future. Any leader that lacks vision has no future potentials and remains limited to leadership.

Vision has to do with the following: -

1. Intimacy: like husband and wife relationship
2. Conception: he plants the vision in you
3. Gestation: the period of formation in leadership
4. Labor: the period of pains in leadership
5. Birth: the vision is born.

**Passion:** A deep controlling desire that makes the leaders commitment to the guiding purpose, a love affair with destiny the leaders loves that he does and loves doing it. This work is his life. Jesus expressed this when he states "my food is to do the will of my father" – John 4:34 – passion comes when there is burdens, convictions, needs, gift and opportunities – passion for a lack of resources.

**Integrity:** This involves self-knowledge, candor and maturity. "Know thy self", is the inscription over the oracle of Delphi, and it is the most difficult task any of us can face. But until you truly know yourself, your strengths and weaknesses, what you want to do and why you want to do it, you cannot experience any significant success in life. The leader never lies to himself, no false life, no pretense you must be what you are – Jesus asked who did people say I am (Mark 8:29).

A leader knows his flaws and his assets, and deals with them directly. A leader is one who knows who is and accepts himself as worthy and valuable.

Candor is the key to self-knowledge. Candor is based on honesty of thought and action, a steadfast devotion to principle, and fundamental soundness and wholeness. Every leader has a strong spiritual commitment in life, maturity is also important because every leader needs to

have experience growth through following. He needs to learn to be dedicated, observant and capable of working with others. The F.M Radio Rivers two says, if you want to be a good leader you must be a good follower.

**Character:** Character can be defined as self-leadership. Once you lead yourself, others may want to follow. It is the foundation on which the leader's life is built. It all begins with character, because leadership operates on the basis of trust. If people don't trust you, they won't follow you. Here is what character does for a leader.

- (1) Character communicates credibility
- (2) Character harnesses respect
- (3) Character creates consistency
- (4) Character earns trust.

**Trust:** Integrity is the basis of trust which is a product of effective leadership. It is the one quality that cannot be acquired. It must be earned. It is given by co-workers and followers, and without it the leader cannot function – trust is a product of time and integrity. Trustworthiness is the foundation of trust. To become an effective leader, you must earn the trust and confidence of others.

### Leaders are not Managers

In any discussion on the subject of leadership, we must try to distinguish the difference between a manager and a leader. It is important that these concepts are understood because there are many situations where managers have been mistaken for leaders.

The difference can be expressed in the saying, "there are four types of people in the world".

- (1) Those who watch things happen
- (2) Those who let things happen
- (3) Those who ask what happened
- (4) Those who make things happen.

Leaders are those who make things happen, while managers are in the other groups. Jesus speaks of this difference in responsibility in his discussion on the role of a manager in **Luke 16**. He tells the story of a manager who failed to fulfill his responsibility and was unable to account for his time and resources. In this parable, Jesus states a principle that stresses the condition of transition from manager to leader Luke 16:10 and 12 states, whoever can be trusted with little, can also be trusted with much, whoever is dishonest with very little will also be dishonest with much. And if you have not been trustworthy with someone else's property, who will give you property of your own.

Barren Bennis, professor of Business Administration at University of California, in his book on leadership recorded some of these differences as enormous and crucial, he said;

- (1) The manager administers, the leader innovates
- (2) The manager is a copy; the leader is an original
- (3) The manager maintains, the leader develops
- (4) The manager focuses on systems and structures, the leader focuses on people
- (5) The manager relies on control; the leader inspires trust.
- (6) The manager has a short-range view; the leader has a long-range perspective
- (7) The manager asks how and when; the leader asks what and why
- (8) The manager imitates, the leader originates and finally
- (9) The manager does things right; the leader does the right thing.

Therefore, the basic function of the leader is to provide an environment that fosters mutual respect and builds a complimentary, cohesive team, where each unique strength is made productive and each weakness is made irrelevant.

### **Why is Effective Leadership Succession Essential?**

1. To maintain vision and purpose of the organization.
  - a. Vision: The specific task God commits through a person as a responsibility to achieve for His Kingdom (Habakkuk 2: 2).
  - b. Purpose: Reason for which anything is created, done or exists. Fixed intention for doing something.  
It is often said that if you do not know the purpose of a thing, abuse is inevitable (Ecc 3:1, Rom 8: 28)
2. For continuity of effective leadership
  - a. At the death of the leader Moses to Joshua (Joshua 1:1-2)
  - b. Incapacitation as a result of infirmity or age (1 Kings 1:32-46)
  - c. When the leader becomes inactive and ineffective

### **Effective Leadership Succession, Who's Concern ?**

1. It concerns a leader who believes in legacy and not just in personal achievement. John Maxwell puts it this way:  
*"Achievement comes to someone when he is able to do great things for himself. Success comes when he empowers his followers to do great things with him. Significance comes when he develops leaders to do great things for him. But a legacy is created when a person puts his organization into position to do great things without him."*  
Since every leader must leave his organization either by choice or circumstance, it is the concern of the leadership who has tomorrow in his agenda to deliberately develop effective leaders who will succeed him.
2. It concerns the subordinate leader who has the understanding of the prophetic agenda for his life and the interest of his organization at heart (Rom 12:4-8). Examples:
  - a. Joshua – "Purpose driven and undistracted attention to his master" (Gen 32:1-19)
  - b. Elisha – "Diligence and consistency in following his master" (2Kings 2:1-14)
  - c. Peter – "Undiscouraged commitment to his master" (Matt 16:13-23)

### **Hindrances to Effective Leadership Succession**

1. Insecurity – Fear of being outshined lacking delegation
2. Lack of purposeful leadership
3. Perfectionist mentality. No one can do it better than me.
4. Procrastination
5. Ignorance
6. Tyranny (cruel government)
7. Lack of FAT (faithful, available and teachable) people

Fred Smith, an author of leadership library believes that one of the most important aspects of successful leadership is putting together a group of people to carry out the mission of the organization. However, success is dependent upon the leadership choosing the right people to play key roles.

### **Qualities to Look for in a Potential Successor**

1. Character: Reputation is what people think about you but Character is who your really are. As Christian leaders, we cannot compromise character with any skill, whether mental or physical.
2. Intelligence: understanding, ability to access, evaluates and assimilates.
3. Flexibility: here I mean the ability to innovate or create, integrity not the issue.
4. A learning spirit: a person with a learning spirit is oriented to growth and cannot be subjected to stagnation.
5. Team player spirit: a team player does not compete with his people, instead, he complements their efforts.
6. Ability to present constructive criticism. An organization or leadership may hit the rock if the core group or inner circle people are yes members.
7. Love for the leadership and organization
8. A self-starter: ability to work without supervision.

### **Qualities in an Organization that may Guarantee Leadership Succession**

1. A positive atmosphere: a positive atmosphere is a friendly climate where people are not allergic to others who differ from them. It is a place where people talk about what is good in others and not the opposite.
2. Trust: in an organization, for people to work together, there should be trust. However, to be trusted, one must be trustworthy. Godly character builds trust.
3. Fellowship: a common ground for mutual and reciprocal interaction. Relationship leads to fellowship, fellowship leads to friendship and friendship creates a team player spirit.
4. A serving spirit: not a bossy or arrogant attitude. A place where everybody can bend down to lift others and things (Jn 13:1-15).

### **Two Bad Examples to Avoid**

1. A leader who retires or dies without grooming and empowering in successor (Judges 2:6-11)
2. A potential successor, who because of mundane things or focus shifts, loses his opportunity of succession (2Kings 5:15-27).

### **Conclusion**

According to John Maxwell,

- Personnel determine the potential of an organization
- Relationships determine the morale of an organization
- Structure determines the size of the organization
- Vision determines the direction of the organization
- Leadership determines the success of the organization.

He also noted that as a leader you will be judged not by your achievement personally or even what your team accomplished during your tenure but how well your people or organization did after your where gone.

According to Dr. Obed, "the success of a leader is not in the indispensability of the leader but in the perpetuation of the leader." Hence, I propend the effective leadership perpetuation will guarantee effective leadership succession. (Acts 4:13).

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