

Godly Leadership

A Leadership Workshop



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Seminar brought to you by:

*Leaders of Godly Character
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Business Leadership

NATIONAL PLEDGE

**I pledge my love and loyalty to my country
Sierra Leone. I vow to serve her faithfully
at all times; I promise to defend her honor
and good name, always work for her unity
peace, freedom and prosperity; and put
her interest above all else, so help me God**

A G E N D A

Importance of Leadership

Characteristics of Good Leadership

Leadership Scenarios (practical exercise)

Leadership Self Evaluation

PURPOSE OF THE WORKSHOP

To develop leaders that will effectively be able to lead successful organizations in Sierra Leone .

Self Evaluation (Good Leader)

	Never	Almost never	Some-times	Almost Always	Always
Integrity					
Courage					
Vision					
Passion					

How to Develop “Good Leader” Characteristics

- Know God! Pray for His help to make you a good leader
- Find someone with these characteristics and imitate them—get a mentor
- Identify the areas you are lacking—Make yourself accountable—get an accountability partner
- Implement—make every effort / step out in faith

PASSION—SHORT TERM

Benefits:

- _____
- _____
- _____

Consequences

- _____
- _____
- _____

PASSION—LONG TERM

Benefits

- _____
- _____
- _____

Consequences

- _____
- _____
- _____

Does Leadership Matter?

- Leaders make all the difference
- When a group is led by a great leader, the group prospers.
- When they are not led by a good leader the group suffers.
- Examples?
- “You shall know them by their fruit”

Does Sierra Leone need GREAT leaders?

YES!!

- What is the effect of the lack of GREAT leaders in the home?

- What is the effect of the lack of GREAT leaders in a business?

- What has the effect of the lack of GREAT leaders in Govern-
ment?

Are YOU a Leader?

- _____.

Are you a GOOD Leader?

Are “good leaders” born or made?

- They are made!
- Some are born with leadership potential.
- Every day, you are training up a future leader
 - In your house
 - At work
 - In your business
- What kind of leader are you grooming?
- If you knew someone, how would you tell if they are a good leader?
- What are the characteristics of such an individual?

SCENARIOS *(continued)*

PASSION—Scenario 1

Fati loves to cook. She opens a restaurant, and develops a loyal following of customers. She finds it difficult to make money, though, because her electricity costs are enormous—firstly her bill from the NPA is high, and then her restaurant does not get more than 4—6 hours of light every day. So she has to have a generator, pay for fuel, and run it the rest of the time, which creates extra high costs. She goes to NPA to ask for help in getting more reliable electricity but is told “you should be happy that you are getting that much light; others don’t get even one hour of light, madam!”. She refuses to accept that answer. She keeps harassing the people at NPA until they threaten to just turn off her electricity altogether. She starts to research alternative sources of energy, and finally decides to purchase solar panels for generating electricity. She invests in the solar panels, and energy-efficient freezer, and generates enough electricity not only for her restaurant, but has enough left over to supply two of her neighbor’s houses—she charges them a fee that helps to pay off the cost of the panels.

PASSION—Scenario 2

Mantie is a school teacher. She lives in Kissy—at the Eastern End of Freetown. Lately, she has been concerned about the lack of cleanliness and lack of garbage disposal in Freetown. She believes that it is contributing to a health crisis. She goes to the FCC to complain about the garbage and is given the run-around. She then writes to the local paper to complain about the situation, and her article is published, but nothing happens. Most people would have given up at this point. She finally decides to mobilize some of the youth in her area to organize a “cleaning day” - they gather up all the garbage and load it onto a lorry (that she convinced the local cement factory to donate to the cleaning day for a day) and gets the garbage picked up. She starts to do this once a month. Eventually, Kissy develops a reputation for cleanliness...

VISION—SHORT TERM

Benefits:

- _____
- _____
- _____

Consequences

- _____
- _____
- _____

VISION—LONG TERM

Benefits

- _____
- _____
- _____

Consequences

- _____
- _____
- _____

Four Minimum Requirements of a “Good Leader”

Integrity

Vision

Courage

Passion

Integrity

- Firm adherence to code of moral values
- Honest in speech
- Upright in finances
- Faithful
 - Discharge of duty
 - Personal relationships

Integrity—Biblical References

Psalm 1:1-3, Proverbs 20:7, Proverbs 11:3, Psalm 5:12

Courage

- Ability to press forward in the face of fear
- Moral courage
 - Stand firm in the face of opposition to what is right
 - Faith
- Physical courage
 - A good leader will create enemies
- Courage comes from faith in God—that His purpose always works out for our good

Courage—Biblical References

Isaiah 41:10, Joshua 1:9, Nehemiah 4:14, Jeremiah 29:11

Vision

- Foresight
 - The ability to see and believe possible that which is not readily visible
- Optimism and hope
 - No pessimist can be an effective leader
- A leader does not focus on what is, but rather on what is to come
- Our tomorrow is based upon what we do today
 - If we have a vision of where/what we want to be tomorrow, it will shape our actions today that will get us to where we want to be

The Vision must be SMART

S—Specific

M—Measurable

A—Announced

R— Realistic

T—Trackable

Vision—Biblical References

Proverbs 29:18, Hebrews 11:1, Nehemiah 2:17

Passion *“Leadership is passion. Without passion, a person will have very little influence as a leader”*

- Passion turns average performance into exemplary performance
- If the leader does not care, the people won't either
- If the leader does not show that he cares, the people won't either
- Everything the leader does is magnified
- Examples of passionate leaders
 - Paul, David, Nehemiah, Moses
- Passion can demonstrate itself in the form of holy anger
 - Indignation at wrongs being committed

Passion—Biblical References

Luke 18: 3-5, 2 Timothy 4:7, Gen 32: 24-28

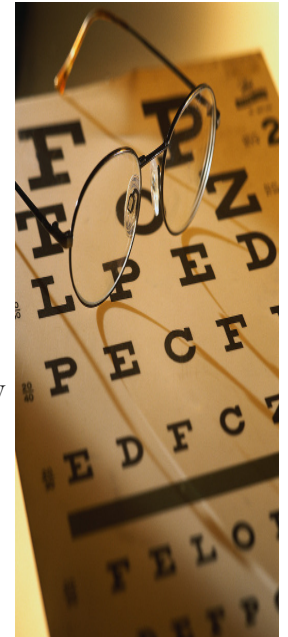
SCENARIOS *(continued)*

VISION—Scenario 1

Alice is 18 years old; she is about to finish secondary school and her parents are poor. She also happens to be a very good tennis player. One day, at the tennis court, she approaches a wealthy member of the tennis club (Hawa), asking her to sponsor her University education. When Hawa asks her what she wants to do after university, Alice responds “Anything.” Hawa asked : “What do you mean by anything?” Alice responds: “Anything. Any job. I want a job. I don't mind; I'll do any job”.

VISION—Scenario 2

Marie is the proprietress of a primary school in Wellington. She taught for 25 years, before she started her own school. The school is young (only 5 years old), and the school building is small and unfinished. One day, she was giving a tour of the school to some friends and relatives. She came to an unfinished space in the building, and declared to them: “this place is the library!”. One of the guests gently points out that there are no books, or even shelves in this space, so how can she call it a library? She informs the guest that while he may not recognize it as a library, she has already seen the room's future, and it will become a library and will contain no less than 2000 books.



COURAGE—SHORT TERM

Benefits:

- _____
- _____
- _____

Consequences

- _____
- _____
- _____

COURAGE—LONG TERM

Benefits

- _____
- _____
- _____

Consequences

- _____
- _____
- _____

SCENARIOS

INTEGRITY—Scenario 1

Aminatta is one of the chairladies for the fish sellers society in Goderich. Her group of fish traders numbers over 30, and they work well together. Together they have decided that in order to properly do the fish business, they should invest in a large cold room—not just a 20 foot container, but a real cold room building that can take many tons of fish. The ladies decide that Aminatta, who has more connections to international cold room manufacturers, should go and purchase the cold room and bring it back. They estimate that the cold room will cost Le 200 million, and each of them puts in Le 6 million for the investment. Aminatta, in her travels to China, finds a cold room that she can buy for Le 150 million (including transport and customs in Freetown), but she makes the vendor write down an amount of Le 197 million on the invoice, and she pockets the difference.

INTEGRITY—Scenario 2

Sia is the proprietress of a popular restaurant in Bo. She recently applied a loan of Le 80 million to expand the restaurant. When she was asked to provide collateral for the loan, she spoke to her friend at the Ministry of Lands who made a fake document for her restaurant land; the document claimed that the property on which the restaurant lies belongs to Sia, when in truth, it belongs to her Uncle Tamba, who has twelve children of his own and charges Sia rent for the property. One year after receiving the loan, the Government started doing roadworks near Sia's restaurant. Because of the roadworks it was difficult for customers to drive into the restaurant, and business volume went down sharply. Sia realized she could not make the payments on the loan. She sold off some of the restaurant equipment quietly, purchased two vehicles with the money and started a car rental business.

INTEGRITY—SHORT TERM

Benefits:

- _____
- _____
- _____

Consequences

- _____
- _____
- _____

INTEGRITY—LONG TERM

Benefits

- _____
- _____
- _____

Consequences

- _____
- _____
- _____

COURAGE—Scenario 1

Finda is the headmistress and proprietor of a popular senior secondary school (KSS) in Kenema. The school is quickly becoming well known for its high standards of education. Yesterday, Finda received a call from her husband's oldest cousin, Musa. This is the same man who, years ago, helped to pay for her husband's university education when he was still a young man. Musa has a granddaughter that has not achieved the required score in the BECE exams to be able to attend KSS. He calls Finda to plead for the grand-daughter, and reminds Finda that she is where she is because she also received help. Finda listens compassionately to Musa, and offers to recommend other schools to Musa's grand-daughter, but refuses to accept her into KSS. She tells Musa: "I cannot destroy the standard of the entire school because of my personal affiliation with you, sir."

COURAGE—Scenario 2

Lucy is a married mother of two, and also runs three successful internet cafés. Recently, she was asked to hire a very close friend of her husband, Kamanda. Kamanda is an IT professional who was recently laid off by the NGO that he was working for. The NGO closed operations in Sierra Leone. Kamanda impressed Lucy with his knowledge of IT, and she asks him to manage the Kissy Road café for her. Three months after Kamanda came on board, Lucy notices that he does not spend much time at the café, and the café is now not making much money. She even hears rumors that Kamanda is taking money from the café. She puts in some security equipment in the café, and finds out that yes, Kamanda is taking money from the café. When she confronts him about it, he claims that he was just borrowing the money and would have returned it. Lucy's husband tells her that she should remember that Kamanda is his friend. Lucy decides, despite all this, to terminate Kamanda's services.