A Study on Principles of Leadership and Conditions of a Leader

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Abstract

Leadership is one of the most important factors among the conditions of the reader. Successful leaders have good conditions of leaders. Community growth reflects a leader’s leadership growth. That is, if leader grows, community will also grow. Principles of leadership is grown a reader and community growth is the result of leader’s growth. This vision is the foundation of leadership. Without vision the leader will not grow. A vision is important because it is the foundation of all true leadership. Leadership based upon love cannot fail because love is the most interrelated factor with true leadership. This study will present definition and the principle of leadership. Everyone wants to a leader and anyone can be a leader. However, it is not easy to be a leader deserves respect. So this study examined the conditions (qualifications) to become a leader deserve respect and provided simple explanation and model about the qualification and influence of leader. The conclusion of this study is that the more we develop and acquire 16 conditions of leader, the higher the possibility become to be a better (and more proper and more successful) leader. And it is the right way of becoming a good leader to educate, acquire and practice equally the 16 conditions of leader.

Keywords: Condition of a Leader, Convergence-type Leader, Respect, Vision

1. Introduction

There are many leaders around us. However those leaders are not same. There are leaders making people group about them, while there are leaders driving people away from them. The reason some leaders making people leave them is because they don’t try to learn and acquire the qualification for leader. People are not endowed with that qualification. The qualification for leader can be acquired through education. It is not a discovery object but a development object. That is because a success depends on how many people try to develop and acquire the qualification for leader. This paper suggested the composition requisites of the qualification for leader and necessary principles of them, with the way how to apply those qualifications and some models of leaders deserve respect.

2. Principles and Definition of Leadership

2.1 What is the Definition of Leadership?

Elmer Towns challenged his students that they must get close to a great person of God. Just as a poker gets hot when put into the fire, learning leaders will get greatness from great people of God. And he emphasized, “Read great books. Talk with great men. Visit great places. And attend great meetings.”

Thom Rainer states that leadership is “the art and science of influencing people. The God-given ability/gift motivates people to accomplish God’s goals. Active involvement in influencing people . . . influence that helps people get to where they need to go . . . the ability to influence others . . . the ability to cast vision and influence people to join you in a preferred future . . . having people

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follow you over a period of time . . . the ability to motivate followers to a specific end . . . the gift of generating followership”

J. Oswald Sanders said, “Leadership is influence, so the pastor must give attention to the following: how to influence, what to influence, where to influence and whom to influence. Leadership is plural. Leader must take people with him on the journey. That is, people look up to leaders. And leaders look down to followers.” What he wants to stress is that leadership is influence and plural.

John Maxwell declares that “leadership is influence - nothing more, nothing less”. John Maxwell also believes that leadership is influence and further explains, “Leadership is the ability to obtain followers.” Everyone influences someone and this influence is a skill that can be developed and improved.

John Haggai states, “Leadership is the discipline of deliberately exerting special influence within a group to move it toward goals of beneficial permanence that fulfill the group’s real needs.” Every word in this definition is important; Discipline is needed for leaders because leaders are made, not born. The true leader exerts special influence. That influence is not forced on others.

Several definitions of leadership have the following in common. First, more than any other components, “influence” seems to be the key to being a leader. Obviously, he or she who has no influence is not a leader. The second common element in the definition is “followers.” The third and most common element of the leadership definitions is “vision.” George Barna emphasizes that vision is important and that vision is “preferred future.”

2.2 What are the Principles of Leadership?


Similarly, John Maxwell gives seven principles of leadership: Action, Vision, Sacrifice, Risk, Determination, Service and Integrity.

John Haggai states twelve principles of leadership as following:

- Principle of Vision: Leadership begins with a vision. A vision is a clear picture of what the leader sees his group being or doing and is important because it is not only the foundation of leadership but also the revelation of God’s will.
- Principle of Goal-setting: Goal-setting brings many benefits and simplifies the decision-making process. Goals tone up mental and physical health and generate respect.
- Principle of Love: There cannot be true leadership without love. True love is not merely a sentimental emotion, but it is an act of the will in which the Christlike leader works toward the highest good of others.
- Principle of Humility: Humility is love’s mood. Both love and humility are characteristics of true leaders. The cultivation of love and humility is essential for the Christlike leader because they are characteristics not often found among so-called leaders who are not Christlike.
- Principle of Self-control: self-control is an essential attitude and characteristic for a leader. Without it, the leader diminishes his effectiveness, and he will lose the respect of his followers.
- Principle of Communication: The ability to communicate effectively through speech and writing is possibly the leader’s most valuable asset.
- Principle of Investment: It is summarized in the words of Christ: “Give, and it will be given to you . . . it will be measured back to you.”
- Principle of Opportunity: It is disguised as insurmountable problems and holds the key to greatest opportunities.
- Principle of Energy: It attracts attention and followers. The leader who demonstrates enthusiasm and energy will gain the acceptance and confidence of others.
- Principle of Staying Power: It is essential to overcoming problems and to assure success.
- Principle of Authority: Internal authority is the charisma, the self-esteem, the personality that causes a person to command the respect of others.
- Principle of Awareness: It is the keystone in the arch of leadership. The reader is aware of his own leadership role and the meaning of leadership.

Thom Rainer gives five principles of leadership: Vision, Initiating, Sharing the ministry, Ranchers and Good stewards.

Finally, Stephen Macchia states: Be a leader who is led, Be a leader who loves, Be a leader who learns, Be a leader who listens, Be a leader who leads and Be a leader who leaves a legacy.

Several parts of the principles of leadership were common in many of the responses. First, more than any other component, having “Vision” seems to be the key to
being a leader. Vision is the first characteristic of leadership for church growth. Vision is ability to see those things which are not as becoming a reality.

George Barna wrote “Without a vision, the people perish.” Moreover, Theodore Hesburgh said, “The very essence of leadership is that you have a vision.” Obviously, he or she who has no vision is not a leader. Aubrey Malphurs, professor and chairman of the Department of Field Education at Dallas Theological Seminary, defines what a good vision is: “It is clear, is challenging, is a mental picture, which is the future of the ministry can be and must be.” Dave Earley, former, senior pastor of New Life Church in Ohio, says, “The eight habits of effective small group leaders is vision.”

Good leaders must understand what they were to do with their vision. That is, a leader used by God responds to the vision He was given.

3. Condition of Leader

3.1 Personality (Character)

John Maxwell said “personality does not depend on environment. It is not necessarily proportional to career. And it should not be confused with honor.” Personality does not depend on background or process of growth and environment of childhood because the personality of whole brothers and sisters are not always same. Most people think that personality is proportional to social position or honor. But it is not necessarily so. I would like compare person of good character to mine if a person of honor can be compared to gold. Thomas Jefferson emphasized that “God uses a person of noble character as great person.” And Abraham Lincoln said, when he left Executive, that “I want to leave behind one friend. That is a friend of noble character inside myself.” Samuel Smiles defined the meaning of personality saying “genius draws admiration but personality inspires respect. Personality is property. And it shows in individual’s manner. National power depends on the personality of the nation (people).”

Thad Gaebelein and Ron Simmons said, “If you want to be the best in your field, have personality. A leader of good personality will succeed. Competitive leadership comes from personality.” Stephan Ambrose said, “it is individual’s personality that determine the outcome of the war.” He emphasized saying “leader of the army should be the person of character and make his subordinates be the people of character.” One day, I overheard good words from TV drama. I think that can be an excellent wise saying about personality. The heroine character of the drama said as follows in a scene: “people obey horrible superior but give their life for honorable superior.”

I thought at that time that leaders of remarkable personality can gather people who are willing to give their life, but horrible leaders of no personality can gather people who just obey outwardly speaking ill of the leaders in the privacy of their mind. About the importance of personality, Woo soo Myung emphasized saying that leaders of remarkable personality play the world.

And John Luther who was a composer of polyphonic church music in England, also said, “wonderful personality deserves much more praise than good talent.” Therefore, leaders of remarkable personality can affect people instilling passion in them and gain high esteem and affection from people (members).

3.2 Passion

People without passion are like the car without engine or the terrible food made without salt. More than 50% of CEOs from the 500 Fortune companies got C or C- at the college and about 75% of American presidents got the grades below average throughout their school years. And more than 50% of millionaire enterprisers in American had not graduated from university. Then how were they able to become CEOs, presidents or millionaire enterprisers? The secret of their success is passion. John Maxwell said, “whenever leaders reach out their hands with passion, they meet another passion responding to them.” Concerning passion, he continued to say, “passion is the first step to take for achievement. Passion grows will power and changes oneself. And it make impossible thing possible.”

Samuel Smiles also said, “passion is the positive power to make people competent and provide strength (energy), ability, motive power with them.” Passionate people attract other people. They give strength and influence to surrounding people. Passionate people have the ability to show love and provide energy to other people. They have attraction and influence to attract people.

3.3 Communication Capability

John Maxwell emphasized the importance of communication saying “if your meaning does not really come across you’ll be alone.” Masami Atarashi said that if you want to be a great leader you will have to get excellent communication capability and you should be able to
present direction using that ability\textsuperscript{24}. Max Depree said, “if leaders are not the master of communication, they are certainly not going into their acts\textsuperscript{25}.”

Therefore, if you want to be a leader having an affect over people, you should be sensitive to communication making strenuous efforts to develop communication capability. Communication is like a lifeline among believers and other people. Leaders who cannot communicate with them is losing vitality in the relation and dialogue and society with them. It is the responsibility of leaders either to succeed or to fail in the communication with them. About the importance of communication, Stuart Levine and Michael Crom said, “there is nothing easier than failing in dialogue\textsuperscript{26}.”

So leaders should have the ability to communicate well with people. At the same time, they should be trained consistently and systematically to develop outstanding communications skills.

3.4 Sense of Balance

Leaders should have both soft leadership and hard leadership equally, which reconciles masculine leadership and feminine leadership. The characteristic of leadership in the 21\textsuperscript{st} century is the balance and harmony between strongness (hardness) and softness. In the 21\textsuperscript{st} century, feminine leadership is preferred rather than masculine leadership. Even in Korea, a question investigation carried out a survey targeting about 1,000 office workers showed that 61.8% of men and 95.1% of women answered they preferred superior having feminine leadership. That's because horizontal relation tends to be valued above vertical relation in the modern society\textsuperscript{27}.

Modern people prefer considerate and feminine leadership rather than oppressive and masculine leadership. Kim Jong hyun said, “21\textsuperscript{st} century requires the leadership that is willing to listen to the voice of surroundings, express gently and show the affection for people standing at the same tall of the eyes, rather than charismatic leadership. So the requisite for the leader in the 21\textsuperscript{st} century is having both warmth and friendship\textsuperscript{28}.”

Therefore, leaders should emphasize works focusing on relation rather than works focusing on goal, task and result. They should have the leadership maintaining harmony and balance between strong/masculine leadership and soft/feminine leadership (hardness). In other words, they should not have the biased or partial leadership losing the balance of leadership.

3.5 Thinking

About the importance of thinking, Lee O-young said, “Youthfulness is made by thinking not by age\textsuperscript{29}.” I have meditated on Maxwell’s advice in his book <Law (Rule) of thinking> as follows: develop a great idea. In any case, leaders cannot climb up higher than their thinking. I think that only the leaders who can have great ideas can develop great followers. Just as Maxwell said leaders should develop great idea because they can climb up to where they can think.

3.6 Lateral Leadership

Seo Byung Ki found out that successful MCs have lateral leadership that is the horizontal relation to assimilate with the public, throwing away the mysticism strategy that is the vertical relation to get ground of the public\textsuperscript{30}. Lateral leadership is the virtues of a good leader. It is necessary for leaders to change into the horizontal relation to assimilate with people.

3.7 Stewardship

Leaders should give priority to others to get ahead. That is, leaders should have the mind and attitude to take care of others. Stewardship means attitude. The best leaders try to serve others instead of themselves.

The characteristics of leaders who practice servant leadership may be summarized as follows: “They put others before themselves. They have the conviction to serve. They become the first to serve. They don’t linger in position. They serve others with love.”

Aptitude to learn leaders need aptitude to learn because they are prone to complacency.

Leaders should have the aptitude to learn if they want to develop organization. Ways of practice to become learning leaders are as follows: “Check out the responses to mistake. Try something new. Understand your strong point\textsuperscript{31}.”

3.8 Vision

Vision is everything of leaders. It is the requisite of leaders. That’s because it is the vision that guides leaders. Vision is like a light to the people who follow leader. Leaders without vision just circle inside the fixed border. Vision can start from the inside of anybody.

So nobody can beg or borrow vision. And it is not mysterious something coming out of vacuum. It grows from career of leaders and their surroundings. Vision can fill up the shortage of people. Vision is far reaching and
surpasses what leaders can achieve individually. Vision helps to collect resources. The biggest benefit of vision is the power to attract something like a magnet.

3.9 Devotion (Commitment/Dedication)
There is no single great leader who does not show devotion in history. Devotion starts from the mind to do one’s best. And it is evaluated through action. Talking about devotion is absolutely different from demonstrating devotion. The only standard to judge devotion is action. People don’t follow any leader who does not devote.

3.10 Self-culture
Even leaders having a remarkable talent cannot realize their highest potential unless they train themselves. Self-culture becomes the key to sustain leadership making leaders attain a highest level. Therefore, leaders should lead themselves in the first place. And the most important victory should be self-conquest.

3.11 Determination
Leaders should wait and prepare for a chance to show determination. If you want to be an effective leader, you should know exactly what you want. It is conformability that leaders should keep strict watch. Without determination, it is absolute impossible to get out of current comfortability. Success is closely connected with action and determination.

3.12 The Grant of Authority
One of the most difficult things for leaders is the grant of their authority to their followers. However, the grant of authority is beneficial not only to followers but also to leaders because it will result in positive outcomes by sharing responsibilities. Leaders should let their followers take the consequence for the grant of authority to succeed.

3.13 Trust
The foundation of leadership is trust. Leadership can be demonstrated just when achieving recognition from others and that is the trust makes somebody a leader. The charisma (authority) is proportional to trust. There should be three qualifications, such as ability, relationships and personality, to establish trust as a leader. Leaders who are not to be trusted cannot use their influences because trust is the foundation of leadership. Trust is established through the personality of leaders.

3.14 Respect
People don’t follow anybody with no definite idea. They only follow somebody when they respect the person as a leader. People don’t follow the leader who is difficult to respect. That’s because people instinctually want to follow somebody they respect more than themselves. The most important thing for leaders to be respected is personality. And leaders should also respect their followers in the first place.

3.15 Listening Courteously
It is common attitude of terrible leaders not to listen to others. Peter Drucker who is revered as the father of American management (business administration) said that almost 60% of all the problems arising from management is due to miscommunications.

And the cause of miscommunications is the attitude not to listen courteously. Listening courteously means communicating with people's mind using ears. So leaders should listen to others. And they should know what is in the mind of others before saying something. The success of leader depends on the ability to listen courteously.

3.16 Problem-solving Ability
Leaders are supposed to meet with problems in any field of endeavor. If a problem comes up, leader should actively try to solve the problem instead of complaining all the time. The qualification of leaders is rated depending on the ability to solve the problem they are coping with. Leaders should accept problems and strive to improve them. And leaders should not try to solve every problem at a time.

4. Conclusion
This vision is the foundation of leadership. The leader must be a man of vision. “Where there is no vision, the people perish” (Bible, Prov 29:18). Without vision the leader will not grow. A vision is important because it is the foundation of all true leadership. Leadership based upon love cannot fail because love is the most interrelated factor with true leadership. But love is the motivating factor most consistent with true leadership. Therefore, a leader without love cannot have strong power.

To summarize, without effective communication with people, the leader and the followers will not grow. Because the ability to communicate is the leader’s most valuable asset, it is one of the most important factors that
a leader needs. Without communication in community, the community can’t grow in a healthy, effective manner.

The conclusion of this study is that the more we develop and acquire 16 conditions of leader based on the model (Figure 1) above mentioned, the higher the possibility become to be a better (and more proper and more successful) leader. And it is the right way of becoming a good leader to educate, acquire and practice equally the 16 conditions of leader.

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6. References