

15 BIBLICAL BUILDING BLOCKS TO BECOMING A TRANSFORMATIONAL LEADERSM: MODEL & SCRIPTURES

The 15 Biblical Building Blocks (15 BBB) to Becoming a Transformational LeaderSM model includes the six cyclical functions of leaders with the key methods to carry them out, and the 15 Biblical Building Blocks for Becoming a Transformational LeaderSM. Scriptures are included to provide serve as a foundation and Biblical base for this model.

I. WHO:

II. WHY: Vision and Guiding Principles

III. WHAT IV. HOW V. WHEN

VI. WITH WHOM: Staff, peers, boss, customers, stakeholders, etc.



OVERVIEW OF MODEL

The 15 Biblical Building Blocks (15 BBB) to Becoming a Transformational LeaderSM model. It includes the six cyclical functions of leaders with the key methods to carry them out and the 15 Biblical Building Blocks for Becoming a Transformational LeaderSM. Scriptures have been selected to provide a Biblical base and to serve as a foundation for this model.

SIX BIBLICAL LEADERSHIP FUNCTIONS

The 15 Biblical Building Blocks (15 BBB) to Becoming a Transformational LeaderSM model, depicts the six cyclical functions of leaders (A-F) and describes key methods to carry them out (shown as bulleted items beneath each function).

Function A: Establish Mission to Attain the Organization's Vision

While the CEO and management team create a corporate vision, leaders carve out the mission for their particular business unit that links to the corporate vision and guiding principles. Christian leaders seek to know and carry out God's will.

To ensure buy-in to the vision/mission leaders need to involve staff and stakeholders in developing the mission. Also, leaders need to communicate the mission to all staff and help them understand how their jobs link to the mission/vision.

Isaiah 49:6

6 he says: "It is too small a thing for you to be my servant to restore the tribes of Jacob and bring back those of Israel I have kept. I will also make you a light for the Gentiles, that you may bring my salvation to the ends of the earth."

Proverbs 29:18

18 Where there is no revelation, the people cast off restraint; but blessed is he who keeps the law.

Exodus 3:8

8 So I have come down to rescue them from the hand of the Egyptians and to bring them up out of that land into a good and spacious land, a land flowing with milk and honey—the home of the Canaanites, Hittites, Amorites, Perizzites, Hivites and Jebusites.

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Matthew 10:1

1He called his twelve disciples to him and gave them authority to drive out evilspirits and to heal every disease and sickness.

Acts 6:1-7

1In those days when the number of disciples was increasing, the Grecian Jews among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. **2**So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables. **3**Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them **4**and will give our attention to prayer and the ministry of the word."

5This proposal pleased the whole group. They chose Stephen, a man full of faith and of the Holy Spirit; also Philip, Procorus, Nicanor, Timon, Parmenas, and Nicolas from Antioch, a convert to Judaism. **6**They presented these men to the apostles, who prayed and laid their hands on them. **7**So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith.

Nehemiah 2:17-20

17 Then I said to them, "You see the trouble we are in: Jerusalem lies in ruins, and its gates have been burned with fire. Come, let us rebuild the wall of Jerusalem, and we will no longer be in disgrace." **18** I also told them about the gracious hand of my God upon me and what the king had said to me. They replied, "Let us start rebuilding." So they began this good work.**19** But when Sanballat the Horonite, Tobiah the Ammonite official and Geshem the Arab heard about it, they mocked and ridiculed us. "What is this you are doing?" they asked. "Are you rebelling against the king?" **20** I answered them by saying, "The God of heaven will give us success. We his servants will start rebuilding, but as for you, you have no share in Jerusalem or any claim or historic right to it."

Function B: Determine Strategy & Goals

The mission of the leader cannot be achieved without strategy and goals. Refining that mission by creating a strategic plan to carry it out depends heavily on the leader's ability to secure key influencers who are willing to champion it.

When coaching a leader who wants to improve business results, the leader may not know where to begin. A coach may encourage the leader to brainstorm strategies, identify which strategies are most important to focus on first, and create a clear and measurable goal statement with timetables. It's wise for the leader to gain input from key staff regarding the strategy and goals. Then, the leader needs to determine structure and systems, team(s), and resources are needed to achieve the goals.

Genesis 6:13-22

13 So God said to Noah, "I am going to put an end to all people, for the earth is filled with violence because of them. I am surely going to destroy both them and the earth. **14** So make yourself an ark of cypress wood; make rooms in it and coat it with pitch inside and out. **15** This is how you are to build it: The ark is to be 450 feet long, 75 feet wide and 45 feet high. **16** Make a roof for it and finish the ark to within 18 inches of the top. Put a door in the side of the ark and make lower, middle and upper decks. **17** I am going to bring floodwaters on the earth to destroy all life under the heavens, every creature that has the breath of life in it. Everything on earth will perish. **18** But I will establish my covenant with you, and you will enter the ark—you and your sons and your wife and your sons' wives with you. **19** You are to bring into the ark two of all living creatures, male and female, to keep them alive with you. **20** Two of every kind of bird, of every kind of animal and of every kind of creature that moves along the ground will come to you to be kept alive. **21** You are to take every kind of food that is to be eaten and store it away as food for you and for them." **22** Noah did everything just as God commanded him.

Ezekiel 4:1-3

1 "Now, son of man, take a clay tablet, put it in front of you and draw the city of Jerusalem on it. **2** Then lay siege to it: Erect siege works against it, build a ramp up to it, set up camps against it and put battering rams around it. **3** Then take an iron pan, place it as an iron wall between you and the city and turn your face toward it. It will be under siege, and you shall besiege it. This will be a sign to the house of Israel.

Function C: Develop & Implement Action Plan

After goals are determined, the leader needs to develop and implement an action plan with accountability. To gain staff buy-in to the plan, the leader should involve the staff in developing it. To ensure accountability, responsibility needs to be assigned with expected standards, time lines need to be established, and checkpoints need to be in place.

Ezekiel 4:1-3

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Nehemiah 3:1-32

1 Eliashib the high priest and his fellow priests went to work and rebuilt the Sheep Gate. They dedicated it and set its doors in place, building as far as the Tower of the Hundred, which they dedicated, and as far as the Tower of Hananel. **2** The men of Jericho built the adjoining section, and Zaccur son of Imri built next to them. **3** The Fish Gate was rebuilt by the sons of Hassenaah. They laid its beams and put its doors and bolts and bars in place. **4** Meremoth son of Uriah, the son of Hakkoz, repaired the next section. Next to him Meshullam son of Berekiah, the son of Meshezabel, made repairs, and next to him Zadok son of Baana also made repairs. **5** The next section was repaired by the men of Tekoa, but their nobles would not put their shoulders to the work under their supervisors. **6** The Jeshanah Gate was repaired by Joiada son of Paseah and Meshullam son of Besodeiah. They laid its beams and put its doors and bolts and bars in place. **7** Next to them, repairs were made by men from Gibeon and Mizpah—Melatiah of Gibeon and Jadon of Meronoth—places under the authority of the governor of Trans-Euphrates. **8** Uzziel son of Harhaiah, one of the goldsmiths, repaired the next section; and Hananiah, one of the perfume-makers, made repairs next to that. They restored¹ Jerusalem as far as the Broad Wall. **9** Rephaiah son of Hur, ruler of a half-district of Jerusalem, repaired the next section. **10** Adjoining this, Jedaiah son of Harumaph made repairs opposite his house, and Hattush son of Hashabneiah made repairs next to him. **11** Malkijah son of Harim and Hasshub son of Pahath-Moab repaired another section and the Tower of the Ovens. **12** Shallum son of Hallohesh, ruler of a half-district of Jerusalem, repaired the next section with the help of his daughters. **13** The Valley Gate was repaired by Hanun and the residents of Zanoah. They rebuilt it and put its doors and bolts and bars in place. They also repaired five hundred yards of the wall as far as the Dung Gate. **14** The Dung Gate was repaired by Malkijah son of Recab, ruler of the district of Beth Hakkerem. He rebuilt it and put its doors and bolts and bars in place. **15** The Fountain Gate was repaired by Shallun son of Col-Hozeh, ruler of the district of Mizpah. He rebuilt it, roofing it over and putting its doors and bolts and bars in place. He also repaired the wall of the Pool of Siloam, by the King's Garden, as far as the steps going down from the City of David. **16** Beyond him, Nehemiah son of Azbuk, ruler of a half-district of Beth Zur, made repairs up to a point opposite the tombs of David, as far as the artificial pool and the House of the Heroes. **17** Next to him, the repairs were made by the Levites under Rehum son of Bani. Beside him, Hashabiah, ruler of half the district of Keilah, carried out repairs for his district. **18** Next to him, the repairs were made by their countrymen under Binnui¹ son of Henadad, ruler of the other half-district of Keilah. **19** Next to him, Ezer son of Jeshua, ruler of Mizpah, repaired another section, from a point facing the ascent to the armory as far as the angle. **20** Next to him, Baruch son of Zabbai zealously repaired another section, from the angle to the entrance of the house of Eliashib the high priest. **21** Next to him, Meremoth son of Uriah, the son of Hakkoz, repaired another section, from the entrance of Eliashib's house to the end of it. **22** The repairs next to him were made by the priests from the surrounding region. **23** Beyond them, Benjamin and Hasshub made repairs in front of their house; and next to them, Azariah son of Maaseiah, the son of Ananiah, made repairs beside his house. **24** Next to him, Binnui son of Henadad repaired another section, from Azariah's house to the angle and the corner, **25** and Palal son of Uzai worked

opposite the angle and the tower projecting from the upper palace near the court of the guard. Next to him, Pedaiah son of Parosh **26** and the temple servants living on the hill of Ophel made repairs up to a point opposite the Water Gate toward the east and the projecting tower. **27** Next to them, the men of Tekoa repaired another section, from the great projecting tower to the wall of Ophel. **28** Above the Horse Gate, the priests made repairs, each in front of his own house. **29** Next to them, Zadok son of Immer made repairs opposite his house. Next to him, Shemaiah son of Shecaniah, the guard at the East Gate, made repairs. **30** Next to him, Hananiah son of Shelemiah, and Hanun, the sixth son of Zalaph, repaired another section. Next to them, Meshullam son of Berekiah made repairs opposite his living quarters. **31** Next to him, Malkijah, one of the goldsmiths, made repairs as far as the house of the temple servants and the merchants, opposite the Inspection Gate, and as far as the room above the corner; **32** and between the room above the corner and the Sheep Gate the goldsmiths and merchants made repairs.

Function D: Lead for Results

Even the best-laid plans cannot be carried out without an effective leader. To achieve positive results, the leader needs to ensure that the work to be accomplished in quality and timely fashion. Also, the leader needs to ensure sufficient staff and budget are allocated and to remove obstacles as they occur. Also, staff needs to be corrected and coached to improve performance.

An effective leader listens to staff and takes steps to establish trust and build positive working relationships. Since a leader's style greatly impacts the degree of empowerment and engagement of staff, s/he must pay attention to motivators, styles, and skills of staff.

Isaiah 57:14

14 And it will be said: "Build up, build up, prepare the road! Remove the obstacles out of the way of my people."

Proverbs 25:21-22

21 If your enemy is hungry, give him food to eat; if he is thirsty, give him water to drink. **22** In doing this, you will heap burning coals on his head, and the LORD will reward you.

Nehemiah 4:4-15

4 Hear us, O our God, for we are despised. Turn their insults back on their own heads. Give them over as plunder in a land of captivity. **5** Do not cover up their guilt or blot out their sins from your sight, for they have thrown insults in the face of the builders. **6** So we rebuilt the wall till all of it reached half its height, for the people worked with all their heart. **7** But when Sanballat, Tobiah, the Arabs, the Ammonites and the men of Ashdod heard that the repairs to Jerusalem's walls had gone ahead and that the gaps were being closed, they were very angry. **8** They all plotted together to come and fight against Jerusalem and stir up trouble against it. **9** But we prayed to our God and posted a guard day and night to meet this threat. **10** Meanwhile, the people in Judah said, "The strength of the laborers is giving out, and there is so much rubble that we cannot rebuild the wall." **11** Also our enemies said, "Before they know it or see us, we will be right there among them and will kill them and put an end to the work." **12** Then the Jews who lived near them came and told us ten times over, "Wherever you turn, they will attack us." **13** Therefore I stationed some of the people behind the lowest points of the wall at the exposed places, posting them by families, with their swords, spears and bows. **14** After I looked things over, I stood up and said to the nobles, the officials and the rest of the people, "Don't be afraid of them. Remember the Lord, who is great and awesome, and fight for your brothers, your sons and your daughters, your wives and your homes." **15** When our enemies heard that we were aware of their plot and that God had frustrated it, we all returned to the wall, each to his own work.

2 Tim 3:16-17

16All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, **17**so that the man of God may be thoroughly equipped for every good work.

Function E. Evaluate & Reward

In order to maintain high-quality work, a leader needs to ensure staff's work is evaluated and rewarded on a regular basis. The leader should give appropriate credit to others and never take credit for another's work or contributions. Leaders need to be fair, not show favoritism, and avoid being overly critical of staff. And, leaders must take responsibility for their own mistakes.

If the leader decides to further develop this function, the coach may inquire about the frequency and quality of his/her informal feedback, the evaluation system, and the rewards process. Then, the leader may identify actions to take in order to improve in this area.

Acts 10:34

34Then Peter began to speak: "I now realize how true it is that God does not show favoritism

II Corinthians 5:10

10For we must all appear before the judgment seat of Christ, that each one may receive what is due him for the things done while in the body, whether good or bad.

Nehemiah 5:1-13

1 Now the men and their wives raised a great outcry against their Jewish brothers. **2** Some were saying, "We and our sons and daughters are numerous; in order for us to eat and stay alive, we must get grain." **3** Others were saying, "We are mortgaging our fields, our vineyards and our homes to get grain during the famine." **4** Still others were saying, "We have had to borrow money to pay the king's tax on our fields and vineyards. **5** Although we are of the same flesh and blood as our countrymen and though our sons are as good as theirs, yet we have to subject our sons and daughters to slavery. Some of our daughters have already been enslaved, but we are powerless, because our fields and our vineyards belong to others." **6** When I heard their outcry and these charges, I was very angry. **7** I pondered them in my mind and then accused the nobles and officials. I told them, "You are exacting usury from your own countrymen!" So I called together a large meeting to deal with them **8** and said: "As far as possible, we have bought back our Jewish brothers who were sold to the Gentiles. Now you are selling your brothers, only for them to be sold back to us!" They kept quiet, because they could find nothing to say. **9** So I continued, "What you are doing is not right. Shouldn't you walk in the fear of our God to avoid the reproach of our Gentile enemies? **10** I and my brothers and my men are also lending the people money and grain. But let the exacting of usury stop! **11** Give back to them immediately their fields, vineyards, olive groves and houses, and also the usury you are charging them—the hundredth part of the money, grain, new wine and oil." **12** "We will give it back," they said. "And we will not demand anything more from them. We will do as you say." Then I summoned the priests and made the nobles and officials take an oath to do what they had promised. **13** I also shook out the folds of my robe and said, "In this way may God shake out of his house and possessions every man who does not keep this promise. So may such a man be shaken out and emptied!" At this the whole assembly said, "Amen," and praised the LORD. And the people did as they had promised.

Function F: Continuously Improve

Leaders must continuously learn and improve. After the successful completion of a project, leaders should avoid jumping to the next project, and rather take time to celebrate what went well and to determine what could be done better or differently the next time.

If a leader decides to focus on this function, the coach may ask him/her what's the value of continuous improvement and how that can best be accomplished for his area of responsibility.

Hebrews 5:8

8Although he was a son, he learned obedience from what he suffered.

Acts 18:24-28

24Meanwhile a Jew named Apollos, a native of Alexandria, came to Ephesus. He was a learned man, with a thorough knowledge of the Scriptures. **25**He had been instructed in the way of the Lord, and he spoke with great fervor and taught about Jesus accurately, though he knew only the baptism of John. **26**He began to speak boldly in the synagogue. When Priscilla and Aquila heard him, they invited him to their home and explained to him the way of God more adequately. **27**When Apollos wanted to go to Achaia, the brothers encouraged him and wrote to the disciples there to welcome him. On arriving, he was a great help to those who by grace had believed. **28**For he vigorously refuted the Jews in public debate, proving from the Scriptures that Jesus was the Christ.

Matthew 7:1-5

1"Do not judge, or you too will be judged. **2**For in the same way you judge others, you will be judged, and with the measure you use, it will be measured to you. **3**"Why do you look at the speck of sawdust in your brother's eye and pay no attention to the plank in your own eye? **4**How can you say to your brother, 'Let me take the speck out of your eye,' when all the time there is a plank in your own eye? **5**You hypocrite, first take the plank out of your own eye, and then you will see clearly to remove the speck from your brother's eye.

Zechariah 1:4-6

4 Do not be like your forefathers, to whom the earlier prophets proclaimed: This is what the LORD Almighty says: 'Turn from your evil ways and your evil practices.' But they would not listen or pay attention to me, declares the LORD. **5** Where are your forefathers now? And the prophets, do they live forever? **6** But did not my words and my decrees, which I commanded my servants the prophets, overtake your forefathers? "Then they repented and said, 'The LORD Almighty has done to us what our ways and practices deserve, just as he determined to do.'"

15 BIBLICAL BUILDING BLOCKS: CHARACTER OF A LEADER

The 15 Biblical Building Blocks (15 BBB) to Becoming a Transformational LeaderSM model depicts the 15 BBB that are supported with a solid Christian Foundation.

The BBB are listed and described in five categories: 1) Prerequisite BBB for becoming a leader; 2) BBB for leadership brand; 3) BBB for leadership style; 4) BBB for bringing others with them; 5) BBB for decision-making; and 6) BBB for maintaining emotional/physical health and work/life balance. Refer to the 15 Biblical Building Blocks to Becoming a Transformational Leader model.

Solid Christian Foundation

To develop a solid Christian foundation, leaders need to: 1) accept Jesus as their Lord and Savior; 2) be baptized and receive the Holy Spirit; 3) believe in the Father, Son, and Holy Spirit; 4) believe that God is creator of all things; 5) confess their sins; 6) forgive others' transgressions; 7) worship the Lord; 8) love the Lord; 9) trust in the Lord; 10) fear the Lord; 11) pray and listen to the Lord; 12) seek and follow the Lord's Will; 13) read the Bible; and 14) obey God's commands.

Luke 11:4

4Forgive us our sins, for we also forgive everyone who sins against us. And lead us not into temptation.

Psalm 119:11

11I have hidden your word in my heart that I might not sin against you.

Matthew 28:19

19Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit,

Psalm 116: 1

1I love the LORD, for he heard my voice; he heard my cry for mercy.

Ephesians 2:8

8For it is by grace you have been saved, through faith—and this not from yourselves, it is the gift of God

Matthew 4:10

10Jesus said to him, "Away from me, Satan! For it is written: 'Worship the Lord your God, and serve him only.'

Matthew 22:37-40

37Jesus replied: " 'Love the Lord your God with all your heart and with all your soul and with all your mind. ' **38**This is the first and greatest commandment. **39**And the second is like it: 'Love your neighbor as yourself.' **40**All the Law and the Prophets hang on these two commandments."

2 Peter 1:10-12

10Therefore, my brothers, be all the more eager to make your calling and election sure. For if you do these things, you will never fall, **11**and you will receive a rich welcome into the eternal kingdom of our Lord and Savior Jesus Christ. **12**So I will always remind you of these things, even though you know them and are firmly established in the truth you now have.

Deuteronomy 4:29

29 But if from there you seek the LORD your God, you will find him if you look for him with all your heart and with all your soul.

Deuteronomy 4:13

13He declared to you his covenant, the Ten Commandments, which he commanded you to follow and then wrote them on two stone tablets.

John 14:25-27

25"All this I have spoken while still with you. **26**But the Counselor, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you. **27**Peace I leave with you; my peace I give you. I do not give to you as the world gives. Do not let your hearts be troubled and do not be afraid.

Psalm 51:11

11 Do not cast me from your presence or take your Holy Spirit from me.

John 3:16

6"For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life.

1 John 1:9

9If we confess our sins, he is faithful and just and will forgive us our sins and purify us from all unrighteousness.

Psalm 9:10

10 Those who know your name will trust in you, for you, LORD, have never forsaken those who seek you.

Heb. 11:24-28

24By faith Moses, when he had grown up, refused to be known as the son of Pharaoh's daughter.

25He chose to be mistreated along with the people of God rather than to enjoy the pleasures of sin for a short time. **26**He regarded disgrace for the sake of Christ as of greater value than the treasures of Egypt, because he was looking ahead to his reward. **27**By faith he left Egypt, not fearing the king's anger; he persevered because he saw him who is invisible. **28**By faith he kept the Passover and the sprinkling of blood, so that the destroyer of the firstborn would not touch the firstborn of Israel.

Acts 15:11

11No! We believe it is through the grace of our Lord Jesus that we are saved, just as they are."

Psalm 145:18

18 The LORD is near to all who call on him, to all who call on him in truth.

Psalm 115:11

11 You who fear him, trust in the LORD—he is their help and shield.

Proverbs 3:3

3 Let love and faithfulness never leave you; bind them around your neck, write them on the tablet of your heart.

Proverbs 3:5

5Trust in the LORD with all your heart and lean not on your own understanding;

Hebrews 13:6

6So we say with confidence, "The Lord is my helper; I will not be afraid. What can man do to me?"

John 1:14

14The Word became flesh and made his dwelling among us. We have seen his glory, the glory of the One and Only, who came from the Father, full of grace and truth.

John 14:6

6Jesus answered, "I am the way and the truth and the life. No one comes to the Father except through me.

2 Corinthians 4:6

6For God, who said, "Let light shine out of darkness," made his light shine in our hearts to give us the light of the knowledge of the glory of God in the face of Christ.

Colossians 1:1

16For by him all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things were created by him and for him.

Prerequisite Biblical Building Blocks for Becoming a Leader

Three very important prerequisites for becoming a leader are listed below. Without these BBB, leaders aren't likely to have enduring success.

BBB #1: Humble & Teachable (or Coachable)

In order for leaders to develop and learn, they must be humble and teachable—ready to admit they do not know it all. Leaders need to submit to the Lord, rather than being self-reliant.

Leaders need to guard against being arrogant, prideful, self-centered, greedy, inflexible, power-hungry, and seeking the glory. Leaders should be servant leaders, rather than self-serving leaders. Servant leaders support their staff and recognize their contributions.

Matthew 20:25-28

25Jesus called them together and said, "You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. **26**Not so with you. Instead, whoever wants to become great among you must be your servant, **27**and whoever wants to be first must be your slave— **28**just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."

James 4:6-10

6But he gives us more grace. That is why Scripture says: "God opposes the proud but gives grace to the humble." **7**Submit yourselves, then, to God. Resist the devil, and he will flee from you. **8**Come near to God and he will come near to you. Wash your hands, you sinners, and purify your hearts, you double-minded. **9**Grieve, mourn and wail. Change your laughter to mourning and your joy to gloom. **10**Humble yourselves before the Lord, and he will lift you up.

1 Peter 5:2-5

2Be shepherds of God's flock that is under your care, serving as overseers—not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; **3**not lording it over those entrusted to you, but being examples to the flock. **4**And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away. **5**Young men, in the same way be submissive to those who are older. All of you, clothe yourselves with humility toward one another, because, "God opposes the proud, but gives grace to the humble." **6**Humble yourselves, therefore, under God's mighty hand, that he may lift you up in due time.

Matthew 23:11-12

11The greatest among you will be your servant. **12**For whoever exalts himself will be humbled, and whoever humbles himself will be exalted.

Colossians 3:23-24

23Whatever you do, work at it with all your heart, as working for the Lord, not for men, **24**since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.

Psalms 51:6

6 Surely you desire truth in the inner parts; you teach me wisdom in the inmost place.

Isaiah 50:4

4 The Sovereign LORD has given me an instructed tongue, to know the word that sustains the weary. He wakens me morning by morning, wakens my ear to listen like one being taught.

Daniel 2:20-21

20 and said: "Praise be to the name of God for ever and ever; wisdom and power are his. **21** He changes times and seasons; he sets up kings and deposes them. He gives wisdom to the wise and knowledge to the discerning.

Psalms 51:6

6 Surely you desire truth in the inner parts; you teach me wisdom in the inmost place.

2 Samuel 22:28

28 You save the humble, but your eyes are on the haughty to bring them low.

Luke 9:23-24

23 Then he said to them all: "If anyone would come after me, he must deny himself and take up his cross daily and follow me. **24** For whoever wants to save his life will lose it, but whoever loses his life for me will save it.

Proverbs 16:18

18 Pride goes before destruction, a haughty spirit before a fall.

Jeremiah 45:5

5 Should you then seek great things for yourself? Seek them not. For I will bring disaster on all people, declares the LORD, but wherever you go I will let you escape with your life.' "

Romans 1:1

1 Paul, a servant of Christ Jesus, called to be an apostle and set apart for the gospel of God—

1 Peter 5: 6-11

6 Humble yourselves, therefore, under God's mighty hand, that he may lift you up in due time.

7 Cast all your anxiety on him because he cares for you. **8** Be self-controlled and alert. Your enemy the devil prowls around like a roaring lion looking for someone to devour. **9** Resist him, standing firm in the faith, because you know that your brothers throughout the world are undergoing the same kind of sufferings.

10 And the God of all grace, who called you to his eternal glory in Christ, after you have suffered a little while, will himself restore you and make you strong, firm and steadfast. **11** To him be the power forever and ever. Amen.

Proverbs 3:5-7

5 Trust in the LORD with all your heart and lean not on your own understanding; **6** in all your ways acknowledge him, and he will make your paths straight. **7** Do not be wise in your own eyes; fear the LORD and shun evil.

Numbers 12:3

3 Now Moses was a very humble man, more humble than anyone else on the face of the earth.

Psalms 37:11

11 But the meek will inherit the land and enjoy great peace.

Romans 12:16

16 Live in harmony with one another. Do not be proud, but be willing to associate with people of low position. Do not be conceited.

BBB #2: Prayerful & Obedient

Leaders need to pray, listen to the Lord, and read the Bible so the Lord may use them to carry out His will. Also, they should obey God's commandments and ensure their behavior is above reproach. NOTE: Also, refer to the scriptures listed under Solid Christian Foundation.

Psalm 146:8

8 the LORD gives sight to the blind, the LORD lifts up those who are bowed down, the LORD loves the righteous.

Psalm 119:30

30 I have chosen the way of truth; I have set my heart on your laws.

Jeremiah 29:11-13

11 For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future. **12** Then you will call upon me and come and pray to me, and I will listen to you. **13** You will seek me and find me when you seek me with all your heart.

Psalm 119:10

10 I seek you with all my heart; do not let me stray from your commands.

1 Timothy 3:2

2 Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach,

Psalm 37:5

5 Commit your way to the LORD; trust in him and he will do this:

John 15:5

5"I am the vine; you are the branches. If a man remains in me and I in him, he will bear much fruit; apart from me you can do nothing.

Exodus 20:2-17

2 "I am the LORD your God, who brought you out of Egypt, out of the land of slavery. **3** "You shall have no other gods before me. **4** "You shall not make for yourself an idol in the form of anything in heaven above or on the earth beneath or in the waters below. **5** You shall not bow down to them or worship them; for I, the LORD your God, am a jealous God, punishing the children for the sin of the fathers to the third and fourth generation of those who hate me, **6** but showing love to a thousand {generations} of those who love me and keep my commandments. **7** "You shall not misuse the name of the LORD your God, for the LORD will not hold anyone guiltless who misuses his name. **8** "Remember the Sabbath day by keeping it holy. **9** Six days you shall labor and do all your work, **10** but the seventh day is a Sabbath to the LORD your God. On it you shall not do any work, neither you, nor your son or daughter, nor your manservant or maidservant, nor your animals, nor the alien within your gates. **11** For in six days the LORD made the heavens and the earth, the sea, and all that is in them, but he rested on the seventh day. Therefore the LORD blessed the Sabbath day and made it holy. **12** "Honor your father and your mother, so that you may live long in the land the LORD your God is giving you. **13** "You shall not murder. **14** "You shall not commit adultery. **15** "You shall not steal. **16** "You shall not give false testimony against your neighbor. **17** "You shall not covet your neighbor's house. You shall not covet your neighbor's wife, or his manservant or maidservant, his ox or donkey, or anything that belongs to your neighbor."

Nehemiah 1:4-11

4 When I heard these things, I sat down and wept. For some days I mourned and fasted and prayed before the God of heaven. **5** Then I said: "O LORD, God of heaven, the great and awesome God, who keeps his covenant of love with those who love him and obey his commands, **6** let your

ear be attentive and your eyes open to hear the prayer your servant is praying before you day and night for your servants, the people of Israel. I confess the sins we Israelites, including myself and my father's house, have committed against you. **7** We have acted very wickedly toward you. We have not obeyed the commands, decrees and laws you gave your servant Moses. **8** "Remember the instruction you gave your servant Moses, saying, 'If you are unfaithful, I will scatter you among the nations, **9** but if you return to me and obey my commands, then even if your exiled people are at the farthest horizon, I will gather them from there and bring them to the place I have chosen as a dwelling for my Name.'

10 "They are your servants and your people, whom you redeemed by your great strength and your mighty hand. **11** O Lord, let your ear be attentive to the prayer of this your servant and to the prayer of your servants who delight in revering your name. Give your servant success today by granting him favor in the presence of this man." I was cupbearer to the king.

Nehemiah 4:9

9 But we prayed to our God and posted a guard day and night to meet this threat.

1 Samuel 13:9-15

13 "You acted foolishly," Samuel said. "You have not kept the command the LORD your God gave you; if you had, he would have established your kingdom over Israel for all time. **14** But now your kingdom will not endure; the LORD has sought out a man after his own heart and appointed him leader of his people, because you have not kept the LORD's command."

BBB #3: Emotionally Healthy

Emotional health is essential for successful leaders. Leaders need to be self-aware, able to control their emotions, handle criticism, and skilled in developing and maintaining relationships. Leaders who have low emotional intelligence often cause interpersonal problems in their organizations, such as conflict, fear, distrust, customer complaints, staff complaints, and staff tiptoeing around the leader. Some leaders lack self-awareness about their behaviors as well as the impact of their behaviors on others, especially if the boss (or others) hasn't given them feedback about those behaviors. Emotional health is critical for establishing positive relationships with others.

Titus 1:7-8

7 Since an overseer is entrusted with God's work, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. **8** Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined.

James 3:17-18

17 But the wisdom that comes from heaven is first of all pure; then peace-loving, considerate, submissive, full of mercy and good fruit, impartial and sincere. **18** Peacemakers who sow in peace raise a harvest of righteousness.

James 1:19

19 My dear brothers, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry,

Judges 8:1-3

1 Now the Ephraimites asked Gideon, "Why have you treated us like this? Why didn't you call us when you went to fight Midian?" And they criticized him sharply. **2** But he answered them, "What have I accomplished compared to you? Aren't the gleanings of Ephraim's grapes better than the full grape harvest of Abiezer? **3** God gave Oreb and Zeeb, the Midianite leaders, into your hands. What was I able to do compared to you?" At this, their resentment against him subsided.

Proverbs 12:16

16 A fool shows his annoyance at once, but a prudent man overlooks an insult.

Biblical Building Blocks for Leadership Brand

The brand of a leader includes the following key qualities: authentic description of who the leader is, links to his/her purpose and values, differentiates the leader from others, and describes the unique promise of value of the leader. Two BBB tie to leadership brand as follows.

BBB #4: Authentic with Integrity

Leaders need to be authentic, trustworthy, and have integrity in order for staff and others to believe and value what they are saying. Staff is quick to pick up inconsistencies in a leader's words and actions. When leader's words are authentic, they come across as genuine. If a leader decides to work on this area, the coach may ask how to bring words and action into alignment.

Matthew 5:37

37Simply let your 'Yes' be 'Yes,' and your 'No,' 'No'; anything beyond this comes from the evil one.

Mark 8:34-38

4Then he called the crowd to him along with his disciples and said: "If anyone would come after me, he must deny himself and take up his cross and follow me. **35**For whoever wants to save his life will lose it, but whoever loses his life for me and for the gospel will save it. **36**What good is it for a man to gain the whole world, yet forfeit his soul? **37**Or what can a man give in exchange for his soul? **38**If anyone is ashamed of me and my words in this adulterous and sinful generation, the Son of Man will be ashamed of him when he comes in his Father's glory with the holy angels."

Micah 6:8

8 He has showed you, O man, what is good. And what does the LORD require of you? To act justly and to love mercy and to walk humbly with your God.

Joshua 1:8

8 Do not let this Book of the Law depart from your mouth; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful.

BBB #5: Purposeful

Leaders who are purposeful tend to do the following things: have a vision and mission that ties to an area of passion, live out their values, and consistently strive to bring the vision to fruition.

Genesis 12:1-3

1 The LORD had said to Abram, "Leave your country, your people and your father's household and go to the land I will show you. **2** "I will make you into a great nation and I will bless you; I will make your name great, and you will be a blessing.**3** I will bless those who bless you, and whoever curses you I will curse; and all peoples on earth will be blessed through you."

Acts 6:2,4

2So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables.

4and will give our attention to prayer and the ministry of the word."

Acts 13:36

36"For when David had served God's purpose in his own generation, he fell asleep; he was buried with his fathers and his body decayed.

Biblical Building Blocks for Leadership Style

The two BBB that most closely align with leadership style are #6, Confident & Optimistic and #7, Stepping Out & Taking Risk. As described below, both are important to success as a leader.

BBB #6: Confident (Courageous) & Optimistic

Regardless of the leader's style, a leader needs to be confident and optimistic in order to generate enthusiasm and trust among staff and others. The two terms are defined in the WBI report as "Is confident about own capabilities and of the future, is optimistic about chances for success." Dr. David Campbell has conducted research and found a positive correlation between being optimistic and leadership success.

Acts 4:10

10then know this, you and all the people of Israel: It is by the name of Jesus Christ of Nazareth, whom you crucified but whom God raised from the dead, that this man stands before you healed. **11**He is "the stone you builders rejected, which has become the capstone. **12**Salvation is found in no one else, for there is no other name under heaven given to men by which we must be saved." **13**When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus.

Joshua 1:9

9 Have I not commanded you? Be strong and courageous. Do not be terrified; do not be discouraged, for the LORD your God will be with you wherever you go."

Eph. 3:12

12In him and through faith in him we may approach God with freedom and confidence.

Isaiah 41:13

13 For I am the LORD, your God, who takes hold of your right hand and says to you, Do not fear; I will help you.

Psalms 9:10

10 Those who know your name will trust in you, for you, LORD, have never forsaken those who seek you.

Exodus 5:1

1 Afterward Moses and Aaron went to Pharaoh and said, "This is what the LORD, the God of Israel, says: 'Let my people go, so that they may hold a festival to me in the desert.' "

BBB #7: Stepping Out & Taking Risks

In today's fast-paced workplace, leaders must take wise risks. Doing so may give their company the competitive edge. Leaders who don't take risks can become stagnant and ineffective. Creative staff may feel squelched and move on. Leaders who take risks without due diligence can create havoc and put their company at risk.

John 15:7

7If you remain in me and my words remain in you, ask whatever you wish, and it will be given you.

Psalms 51:6

6 Surely you desire truth in the inner parts; you teach me wisdom in the inmost place.

Psalm 32:8

8 I will instruct you and teach you in the way you should go; I will counsel you and watch over you.

Psalm 143:8

8 Let the morning bring me word of your unfailing love, for I have put my trust in you. Show me the way I should go, for to you I lift up my soul.

1 John 5:14

14 This is the confidence we have in approaching God: that if we ask anything according to his will, he hears us.

Leadership Building Blocks for Bringing Others with Them

In order to bring others with them, it's important that leaders build positive relationships with their staff and other constituents. BBB that relate to the leader bringing others with them are listed as follows.

BBB #8: Responsible and Diligent

A leader must be responsible and diligent in order to effectively lead staff in accomplishing their objectives. Leaders work glorifies God. Leaders who are hard working and responsible set the stage for others to be committed to their work and get their work done on time. By contrast, lackadaisical leaders may create an environment of sloppy work and inattention to project and task deadlines.

Ezra 7:10

10 For Ezra had devoted himself to the study and observance of the Law of the LORD, and to teaching its decrees and laws in Israel.

Colossians 1:29

29To this end I labor, struggling with all his energy, which so powerfully works in me.

1 Corinthians 10:31

31So whether you eat or drink or whatever you do, do it all for the glory of God.

BBB #9: Respectful in Relationships

Leaders who aren't respectful cannot build positive relationships with their staff and others.

1 John 1:3

3We proclaim to you what we have seen and heard, so that you also may have fellowship with us. And our fellowship is with the Father and with his Son, Jesus Christ.

Romans 14:13

3Therefore let us stop passing judgment on one another. Instead, make up your mind not to put any stumbling block or obstacle in your brother's way.

Galatians 6:1-4

1Brothers, if someone is caught in a sin, you who are spiritual should restore him gently. But watch yourself, or you also may be tempted. **2**Carry each other's burdens, and in this way you will fulfill the law of Christ. **3**If anyone thinks he is something when he is nothing, he deceives himself. **4**Each one should test his own actions. Then he can take pride in himself, without comparing himself to somebody else,

Psalm 1:1

1 Blessed is the man who does not walk in the counsel of the wicked or stand in the way of sinners or sit in the seat of mockers.

BBB #10: Influential in Communicating

Influential communicators are effective in convincing others to adopt their ideas and plans. Part of this has to do with the method of delivery and the other part has to do with the substance of the information.

Ephesians 4:15

15 Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ.

Psalm 19

1 The heavens declare the glory of God; the skies proclaim the work of his hands. 2 Day after day they pour forth speech; night after night they display knowledge. 3 There is no speech or language where their voice is not heard. 4 Their voice goes out into all the earth, their words to the ends of the world. In the heavens he has pitched a tent for the sun,

Nehemiah 2:17,20; 4:14,20

2:17 Then I said to them, "You see the trouble we are in: Jerusalem lies in ruins, and its gates have been burned with fire. Come, let us rebuild the wall of Jerusalem, and we will no longer be in disgrace."

2:20 I answered them by saying, "The God of heaven will give us success. We his servants will start rebuilding, but as for you, you have no share in Jerusalem or any claim or historic right to it."

4:14 After I looked things over, I stood up and said to the nobles, the officials and the rest of the people, "Don't be afraid of them. Remember the Lord, who is great and awesome, and fight for your brothers, your sons and your daughters, your wives and your homes."

4:20 Wherever you hear the sound of the trumpet, join us there. Our God will fight for us!"

BBB #11: Responsive to Feedback

In order for leaders to be successful they need to receive and be responsive to feedback. Leaders who insulate themselves from feedback live in a vacuum and are not in touch with what's really going on in the company. Over time, leaders who do not listen to and accept feedback inadvertently train people around them to not give feedback. Eventually, people feel it's just not worth trying to offer feedback anymore. And, if the leader gets angry over feedback, people may become fearful to share bad news with the leader, which can lead to a multitude of problems and jeopardize the entire company.

1 Samuel 12:1

Samuel said to all Israel, "I have listened to everything you said to me and have set a king over you.

15 Proverbs 12:15

The way of a fool seems right to him, but a wise man listens to advice.

BBB #12: Approachable

In order for staff to feel comfortable sharing ideas and information, the leader needs to be approachable. People tend to feel they can approach a leader who does most of the following: invites them to share, listens to them, focuses attention on them, is open to and accepting of the ideas, and acts on good suggestions.

Luke 9:1

1When Jesus had called the Twelve together, he gave them power and authority to drive out all demons and to cure diseases,

Matt 14:36

36and begged him to let the sick just touch the edge of his cloak, and all who touched him were healed.

Matthew 7:1-5

1"Do not judge, or you too will be judged. **2**For in the same way you judge others, you will be judged, and with the measure you use, it will be measured to you. **3**"Why do you look at the speck of sawdust in your brother's eye and pay no attention to the plank in your own eye? **4**How can you say to your brother, 'Let me take the speck out of your eye,' when all the time there is a plank in your own eye? **5**You hypocrite, first take the plank out of your own eye, and then you will see clearly to remove the speck from your brother's eye.

Biblical Building Blocks for Leaders in Making Decisions

Effective leaders are decisive and consider the potential impact of decisions on others. Ideally, leaders use all four of the personality functions (sensing, intuition, thinking, feeling) as part of their decision-making process. The two building blocks that address decision-making are as follows.

BBB #13: Fair & Reasonable

Leaders need to keep a healthy balance of what is fair to all team members and stakeholders and when it is appropriate to make an exception. Staff's perception of unfairness on the part of the leader can lead to employee disengagement and poor morale.

Colossians 4:1

1Masters, provide your slaves with what is right and fair, because you know that you also have a Master in heaven.

Psalms 33:4-5

4 For the word of the LORD is right and true; he is faithful in all he does. **5** The LORD loves righteousness and justice; the earth is full of his unfailing love.

Deuteronomy 1:17

17 Do not show partiality in judging; hear both small and great alike. Do not be afraid of any man, for judgment belongs to God. Bring me any case too hard for you, and I will hear it.

Psalms 119:144

144 Your statutes are forever right; give me understanding that I may live.

BBB #14: Decisive

Staff members need decisions from their leaders to move forward. Indecisive leaders can create work delays, business losses, and a decline in staff performance.

Proverbs 21:2

2 All a man's ways seem right to him, but the LORD weighs the heart.

Exodus 18:22-26

22 Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter, because they will share it with you. **23** If you do this and God so commands, you will be able to stand the strain,

and all these people will go home satisfied." **24** Moses listened to his father-in-law and did everything he said. **25** He chose capable men from all Israel and made them leaders of the people, officials over thousands, hundreds, fifties and tens. **26** They served as judges for the people at all times. The difficult cases they brought to Moses, but the simple ones they decided themselves.

Nehemiah 5:6-7

6 When I heard their outcry and these charges, I was very angry. **7** I pondered them in my mind and then accused the nobles and officials. I told them, "You are exacting usury from your own countrymen!" So I called together a large meeting to deal with them

Building Block to Maintain a Balanced and Resilient Workplace

BBB #15: Resilient & Balanced

Leaders need to maintain a balance between getting the work out and attending to life/work balance. It's optimal if leaders model a style of working hard, yet creating time for staff to refresh and recharge after long hours. Continuing demands along with unrealistic expectations for staff can lead to staff burnout and an eventual decline in productivity.

Psalm 46:1

1 God is our refuge and strength, an ever-present help in trouble.

Psalm 32:7

7 You are my hiding place; you will protect me from trouble and surround me with songs of deliverance. Selah

Matthew 7:13-14

13"Enter through the narrow gate. For wide is the gate and broad is the road that leads to destruction, and many enter through it. **14**But small is the gate and narrow the road that leads to life, and only a few find it.

Psalm 90:12

12 Teach us to number our days aright, that we may gain a heart of wisdom.

Psalm 25:4-5

4 Show me your ways, O LORD, teach me your paths; **5**guide me in your truth and teach me, for you are God my Savior, and my hope is in you all day long.

Exodus 18:14-23

14 When his father-in-law saw all that Moses was doing for the people, he said, "What is this you are doing for the people? Why do you alone sit as judge, while all these people stand around you from morning till evening?" **15** Moses answered him, "Because the people come to me to seek God's will. **16** Whenever they have a dispute, it is brought to me, and I decide between the parties and inform them of God's decrees and laws." **17** Moses' father-in-law replied, "What you are doing is not good. **18** You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone. **19** Listen now to me and I will give you some advice, and may God be with you. You must be the people's representative before God and bring their disputes to him. **20** Teach them the decrees and laws, and show them the way to live and the duties they are to perform. **21** But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens. **22** Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter, because they will share it with you. **23** If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied."

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NOTE: all scriptures are taken from the *New International Version* (NIV).