

PRAISE FOR THE PREVIOUS EDITION

“One of our world’s great problems is egocentric, self-serving leadership—leaders who think people exist for their benefit, instead of vice versa. In stark contrast, Jesus modeled servant leadership, leading by example. He said, ‘I came to serve, not to be served.’ Now, two thousand years later, Jesus has over 2.1 billion followers, which makes Him the undisputed greatest leader of all time. No one else comes close! This is why you need to know how to lead like Jesus. He is the only flawless example. That’s why you should read this book!”

—Rick Warren, Author, *The Purpose Driven Life*

Named One of “America’s Twenty-five Best Leaders”

(*U.S. News and World Report*)

“I had the pleasure of hosting at our church one of Ken Blanchard and Phil Hodges’s Lead Like Jesus Celebrations. What an impactful day that was for those who participated. I know they will never think about leadership in the same way again. Reading *Lead Like Jesus* will provide you with that kind of experience. Don’t miss learning from the greatest leadership role model of all time.”

—Bob Russell, Bob Russell Ministries;

Retired Pastor, Southeast Christian Church

“Ever since writing *Leadership by the Book* with Ken Blanchard and Phil Hodges, I’ve watched them grow in their depth of understanding of what the Bible reveals about how Jesus would have us lead others. The best thinking the Lord has revealed to them, to this point, can be found in this book. If you want to be the servant leader that Jesus mandated His followers to be, then read *Lead Like Jesus*. It will change your life and the lives of people you are able to influence.”

—Bill Hybels, Senior Pastor,

Willow Creek Community Church

“You’ll find few men better qualified to address this topic than Ken Blanchard. His favorite name is *Jesus* and preferred verb is *lead*. Let him do for you what he’s done for me and millions of others—help you lead like Jesus.”

—Max Lucado, Minister of Preaching, Oak Hills Church; Bestselling Author

“Finally. Finally. Finally. A definitive guide to the connection between our faith and our work—one that is both theoretically elegant and immensely practical. This is, without a doubt, the most important management book I have ever encountered.”

—Patrick Lencioni, Author, *The Five Dysfunctions of a Team*

“Ken Blanchard and Phil Hodges continue to lead us deeper into the gold mines of God’s Word to the treasured truth of life. *Lead Like Jesus* promises a refurbishing, applicable perspective from the leader of all time!”

—Dan T. Cathy, President and COO, Chick-fil-A, Inc.

“For those who seek to lead like Jesus, this book is an important reflective tool in helping to better understand—who we are, where we are going, and why it is important for people to follow. It is a reminder to all of us that leadership is only a means. To what end is the ultimate question.”

—C. William Pollard, Chairman, Executive Committee,
Billy Graham Evangelistic Association; Former Chairman, ServiceMaster

“There is no greater leadership model than Jesus, and Blanchard and Hodges have taken years of experience identifying the leadership characteristics of Jesus that will affect your life and leadership. They have hit the nail on the head with *Lead Like Jesus*.”

—John C. Maxwell, Founder of the John Maxwell Company, the John Maxwell Team, EQUIP, and the John Maxwell Leadership Foundation

“Millions of people wish everyone could lead like Jesus. Ken Blanchard and Phil Hodges have dedicated their time and energy, insights and professionalism, to make it happen. Read this book and ponder the questions

raised, the ideas presented, and ask yourself if you too can take up the challenge in your own life. It's not just what would Jesus do, but especially, how would Jesus lead? This book will help you find the answers."

—Laurie Beth Jones, Author, *Jesus, CEO*;
The Path; *Jesus: Life Coach*; and *The Four Elements of Success*

"Ken has a divine passion for leaders to let Jesus live out His life through them in servant leadership. His book, *Lead Like Jesus*, is an extremely timely book that is both thorough and God-honoring. I highly recommend it to all who lead others."

—Henry Blackaby, Author, *Experiencing God*

"*Lead Like Jesus* is a gift to the sincere and a beacon of light to the lost. May the knowledge conveyed in this teaching help spread the message of truth around the world. It has spoken to my heart as well as my mind."

—Mary Anne Shula, Shula Enterprises

"*Lead Like Jesus* transcends all relationships and cuts to the heart of the matter—leading like Jesus will change you and the lives you touch. Choose this book today to be challenged and motivated to lead at a higher level everywhere! You'll never be or lead the same again!"

—Marjorie Dorr, Independent Director, Pharmacia Corporation;
Former Chief Strategy Officer, WellPoint, Inc.

"In *Lead Like Jesus* we learn that it is intimacy with Jesus that transforms our lives and leadership. The difference between this and other leadership books is that the focus on Jesus encourages the leader to actually learn, grow, and change behavior. There is no more effective way to becoming a great leader."

—Vince Siciliano, President and CEO, New Resource Bank

"A path-breaking book in every way. This book shows you how to live your faith in your world—without ducking, without offending. Follow the path and be changed in every way."

—Bob Buford, Author, *Halftime* and
Finishing Well Founder, Leadership Network

LEAD LIKE JESUS

REVISITED

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LESSONS FROM THE GREATEST
LEADERSHIP ROLE MODEL OF ALL TIME

KEN BLANCHARD
PHIL HODGES
PHYLLIS HENDRY



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CONTENTS

<i>Introduction</i>	xi
PART I: A BIBLICAL PERSPECTIVE ON LEADERSHIP	
Chapter 1: Are You a Leader?	3
Chapter 2: The Greatest Leadership Role Model of All Time	9
Chapter 3: Jesus the Servant	13
Chapter 4: Is Jesus a Relevant Role Model for Us Today?	17
Chapter 5: A Transformational Journey That Begins on the Inside	23
Chapter 6: The Four Domains of Leading Like Jesus	35
PART II: THE HEART OF A GREAT LEADER	
Chapter 7: What Does Leading Like Jesus Look Like?	43
Chapter 8: I Want to Lead Like Jesus, but My Heart Does Not	49
Chapter 9: The Results of a Heart Out of Order	53
Chapter 10: Warning Signs on the Path to Edging God Out	65
Chapter 11: A Heart Turnaround	73
PART III: THE BEING HABITS	
Chapter 12: The Habit of Accepting and Abiding in God's Unconditional Love	89
Chapter 13: The Habit of Experiencing Solitude	95
Chapter 14: The Habit of Practicing Prayer	99
Chapter 15: The Habit of Knowing and Applying Scripture	105
Chapter 16: The Habit of Maintaining Supportive Relationships	115
PART IV: THE HEAD OF A GREAT LEADER	
Chapter 17: Developing Your Own Compelling Vision	125
Chapter 18: Jesus' Compelling Vision	135

Chapter 19: Creating a Compelling Team/Organizational Vision	141
Chapter 20: Implementing Your Compelling Vision	155

PART V: THE HANDS OF A GREAT LEADER

Chapter 21: The Leader as a Performance Coach	167
Chapter 22: The Work of the Carpenter	173
Chapter 23: The Way of the Carpenter	179
Chapter 24: The EGO Factor	199

PART VI: THE DOING HABITS

Chapter 25: The Habit of Obeying God and Expressing His Unconditional Love	211
Chapter 26: The Habit of Grace	217
Chapter 27: The Habit of Forgiveness	221
Chapter 28: The Habit of Encouragement	227
Chapter 29: The Habit of Community	231
Chapter 30: Leading Like Jesus Begins in You	239

PART VII: NEXT STEPS TO LEADING LIKE JESUS

Chapter 31: Leading Positive Change	247
Chapter 32: EGOs Anonymous: Taking the First Step Toward Exalting God Only	259
Next Steps to Leading Like Jesus: Checklist	269
Next Steps to Leading Like Jesus: Resource List	271

<i>Discussion Guide</i>	275
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<i>Acknowledgments</i>	295
------------------------	-----

<i>Notes</i>	297
--------------	-----

<i>About the Authors</i>	303
--------------------------	-----

<i>Index</i>	307
--------------	-----

<i>Scripture Index</i>	315
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INTRODUCTION

The world is in desperate need of a different leadership role model. Written a decade ago, the original *Lead Like Jesus* book begins with this statement, which we believe is still true today.

Our experiences and learnings in the last ten years have continued to remind us that the most important thing in leadership is the leader; the most important part of the leader is his or her heart; and the most important connection to a leader's heart is God.

Most leadership resources focus on management techniques, competencies, strategies, and tactics while ignoring the most important part of leadership—the leaders themselves. At *Lead Like Jesus*, we believe that real, lasting change starts on the inside. When a leader chooses to allow Jesus to transform him or her from the inside out, that choice will have an effect on everyone and everything that leader influences. We are clear: you can't lead like Jesus without Jesus!

A tremendous benefit happens in the lives of people who lead like Jesus: freedom. Jesus is the only one who offers a model of leadership that's built on freedom and complete security in Him and His power at work within us. While the world continues to throw solutions at us that are built on self-empowerment, self-reliance, competition, peer pressure, and performance, leading like Jesus frees us to reach heights of influence we never would be able to reach on our own. When we are free from pride and fear, free to humbly accept feedback and admit our mistakes, and strong

enough to overlook offenses and forgive the errors of others, we can lead people and help them reach their full potential.

Still, in the perspective of some leaders, leading like Jesus is “soft” or impractical; for this reason, many leaders continue to bypass it. The results of this way of thinking are clear: continued struggles, dissatisfied employees, frustrated leaders, broken families, split churches, and chaotic, poorly performing teams and organizations.

Try to imagine leaders who lead like Jesus. Leaders who love those they influence so much that they help them get from where they are to where God would have them go. Leaders who hold people accountable, encourage them daily, confront challenges, and bring authenticity, character, and integrity to every interaction. Leaders who want to guide others on the same path. Imagine a world full of those leaders!

There is no need to search further. We have the perfect leadership role model in Jesus. We simply need to follow Him and allow Him to work in us and through us.

Even though we have been declaring for many years that Jesus is the greatest leadership role model of all time, we have not realized the full extent of the leadership gifts He offers us. Jesus is not only the greatest servant leader but also the greatest visionary, the greatest team builder, the greatest team motivator, and the greatest change agent of all time. In fact, we cannot think of any attribute of leadership that Jesus did not model for everyone as He trained His disciples. Now, more than two thousand years later, Jesus still has more followers than any leader the world has ever had.

We have also learned—or relearned—that leading like Jesus is love-based leadership. In fact, God intends the primary outcome of our leadership and influence to be showing people Jesus’ love.

Leading like Jesus is essentially a matter of the *heart*. It is also the highest thought of the *head*, it is the principal work of the *hands*, and it is both expressed through and replenished by the *habits*.

The formula *Everything – Love = Nothing* is not of our making. It is the irrefutable law of the kingdom of God, perfectly fulfilled by Jesus. It is also the defining characteristic of the leadership model of Jesus: leading like Jesus means loving like Jesus.

These timeless words of the apostle Paul have much to say to those who are leaders and teachers, who influence the lives of others:

If we speak with the tongues of men and angels, but do not have love (as our purpose), we have become noisy gongs or clanging cymbals. If we have the gifts of prophecy, and know all mysteries and all knowledge (about how to lead people); and if we have all faith (in our leadership), so as to remove mountains, but do not have love, we are nothing. And if (we engage in selfish acts of self-promotions and) we give all our possessions to feed the poor and if we surrender our bodies to be burned, but do not have love, it profits us nothing. (1 Corinthians 13:1–3, paraphrased)

In this book we will dig deeper into what it means to “love the Lord your God with all your heart and with all your soul and with all your mind” and to “love your neighbor as yourself” (Matthew 22:37–39). We will explore how our formal and informal influence on others can encourage them to develop a closer relationship with God and help them see the love He has for them—the love so beautifully demonstrated through His Son, Jesus.

Included are the following new or expanded lessons we’ve learned during the past ten years:

- If a leader's heart and motives are not right, all the brightest thinking and most skilled leadership cannot progress beyond the limits of artful, self-serving exploitation and manipulation.
- The Being Habits and the Doing Habits of Jesus provide practical ways to put into action the desire to lead like Jesus.
- Connecting powerful personal testimonies with biblical truths brings added relevance and authenticity to the Lead Like Jesus message for people of different generations and cultures.
- Leadership is about change: initiating change, responding to change, guiding the process of change, reinforcing change, and modeling change for others.
- To lead like Jesus calls for engagement in an interactive personal relationship with God through Jesus Christ and the Holy Spirit.

Ken and Phil are excited that Phyllis Hendry, our dear friend, our sister in Jesus, and the president/CEO of the Lead Like Jesus ministry, is joining us as a coauthor. Her passion for the Lead Like Jesus message and her personal experience of the power of love and leadership greatly enrich this book.

Our prayer is that this book will strengthen your relationship with Jesus and that you will accept Him not only as your Lord and Savior but also as your leadership role model. As you are transformed, people around you will be influenced and drawn to the same model whether they are leading a business, a nonprofit organization, a community initiative, a church, or a family.

No matter how difficult your leadership role may seem, remember what Jesus said: "Come to me, all you who are weary and burdened, and I will give you rest" (Matthew 11:28). Jesus' invitation is still open. And it is open to you.

INTRODUCTION

We invite you to become part of the movement so that someday everyone, everywhere, will be impacted by someone who leads like Jesus.

On the journey with you,

KEN BLANCHARD

PHIL HODGES

PHYLLIS HENDRY

PART I

A BIBLICAL PERSPECTIVE ON LEADERSHIP

Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful. Let the message of Christ dwell among you richly as you teach and admonish one another with all wisdom through psalms, hymns, and songs from the Spirit, singing to God with gratitude in your hearts. And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him.

Colossians 3:15–17

People often see leadership based on an “It’s all about me” approach. In all kinds of organizations and institutions, the rewards of money, recognition, and power increase as an individual moves up the hierarchy. Self-promotion (pride) and self-protection (fear) dominate today’s leadership style. Many leaders act as if the sheep are there only for the benefit of the shepherd. In personal relationships, leadership based on mutual respect, loving care, self-sacrifice, and

openness is often undermined when pride, fear, and indifference replace intimacy with isolation. That's the bad news.

The good news is that there is a better way. This alternative approach to leadership is driven by four basic beliefs that have become central to our ministry:

- Leadership happens anytime we influence the thinking, behavior, or development of another person.
- Jesus is the greatest leadership role model of all time.
- Servant leadership is the only approach to leadership that Jesus validates for His followers.
- Effective leadership begins on the inside, with our hearts.

As you explore these four beliefs, we hope you will gain an entirely different perspective on leadership. May you come to see leadership as a journey that begins with your own transformation and progresses to your leading another person, then to leading a small number of people, and finally to leading an organization. May you also see that leadership is the alignment of four essential domains: the heart, the head, the hands, and the habits.

Let's get started!

ARE YOU A LEADER?

Jesus called [his disciples] together and said, “You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all.”

Mark 10:42–44

In our Lead Like Jesus workshops, we often ask, “How many of you think of yourselves as a leader?” We are amazed that only about 20 to 25 percent of the people raise their hands, even though our audiences are always predominantly made up of managers and supervisors at every level of a business, an educational institution, a government agency, or a faith-based organization. The reason most people don’t raise their hands is they assume that leadership has to do with a workplace position or title. Many people feel they are not high up enough on the organizational chart to say that they are leaders.

We always follow up our first question by asking people to think about the person who has had the most significant impact on

their lives, the person who has played a major role in who they are today as human beings. Then we ask, “How many of you named a manager or a supervisor you’ve worked for over the years?” Hardly a hand goes up. Then we ask, “How many of you identified your father, your mother, a grandmother or grandfather, aunt, uncle, or friend?” Almost every hand in the room goes up. Why is that? Because in reality, every human being is a leader in some part of his or her life—because *leadership is an influence process*. We believe that *anytime you seek to influence the thinking, behavior, or development of someone in your personal or professional life, you are taking on the role of a leader*.

As a result, the only way to avoid leadership is to isolate yourself from the outside world.

Leadership can be as intimate as speaking words of guidance and encouragement to a loved one or as formal as passing instructions along extended lines of communication in an organization. Leadership can be nurturing character and self-worth in children and promoting greater intimacy and fulfillment in personal relationships, or it can involve distributing resources in an organization to reach a specific goal or accomplish a given task.

Thus, there are two types of leadership: life role leadership and organizational leadership.

As a spouse, parent, family member, friend, or citizen, you have multiple life role leadership opportunities every day. What leadership role could be more important than these? Consider some examples:

- a husband and wife who seek mutual agreement on day-to-day finances
- a mother who teaches her toddler how to eat with a spoon
- a son who provides aging parents with advice and guidance about living arrangements

ARE YOU A LEADER?

- a person who risks alienation when confronting a friend about a moral failure
- a citizen who helps find housing for the homeless

Different from life role leadership, organizational leadership usually comes with an official position or title that empowers you to serve the perceived needs of an organization. Again, examples might help:

- a corporate executive who rejects offers of insider information that would give his company a competitive edge
- a middle school teacher who excites curiosity in her students
- a rehabilitation nurse who patiently handles a stroke victim's anger
- a pastor who comforts a grieving member of his church
- a high school football coach who focuses more on molding his players' character than on winning games

A key difference between life role leadership and organizational leadership involves the permanence of the relationships involved. Life role leaders function in enduring relationships as parents, spouses, siblings, friends, and citizens; duty and obligation cannot be easily relinquished or discarded.

Organizational leaders, on the other hand, operate for a season in an environment of temporary relationships and fairly constant change. People can come and go very quickly for all sorts of reasons. This lack of stability in organizations often breeds a degree of reserve and qualified commitment evident in competitive office politics.

Most of the significant leadership that shapes our lives does not come from leaders with titles on an organizational chart; it comes

from leaders in life role relationships. It is instructive to note that in the early church, a candidate's life role leadership was a prerequisite for assuming organizational leadership. In 1 Timothy 3:1–7 we read this:

Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respect. (If anyone does not know how to manage his own family, how can he take care of God's church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

One person who exemplified servant leadership in Jesus' life was His mother, Mary: "I am the Lord's servant. . . . May your word to me be fulfilled" (Luke 1:38). She passed on to her Son a legacy of obedience, submission, faith, and service. Mary epitomized the essence of a servant heart. In her life role as a mother, she was positioned to have strategic influence on the life and spirit of her Child. The relationship between mother and Son—between a soul already tested and found willing and a Soul to be nurtured, between a spiritual teacher and a Student—was part of God's plan to prepare Jesus for leadership.

PAUSE AND REFLECT

Take a moment to think about the people who have most influenced your thinking, your behavior, and your life path. As you recall their names and faces, you will realize that leadership titles and positions of organizational authority are only part of the leadership landscape—and usually not the most significant part.