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Captain Pete Brookshaw

Editorial Introduction

by Major Stephen Court, Editor

Welcome to the 104th edition of Journal of Aggressive Christianity. JAC104 is a special one - it will be informally known as the Brookshaw Issue, we expect, because every article is by Captain Pete Brookshaw, a corps officer in Australia, popular blogger, and author of HOLY!: Nine lies, half truths, and outrageous misconceptions of the more radical experience you've never lived. Here's a taste of Brookshaw's worldview:

We are soldiers of salvation. We are not soldiers of war as you consider war to be. We hold steadfast to a mission of allowing the love of God to permeate the lives of a broken humanity. When we confront this brokenness we realise we are at war. We are battling against the violent man who bashes his wife during the early hours of the night. We are hustling our way through the inner city to offer hope to a cold, shivering homeless boy. We struggle against the institutions that seemingly and unknowingly oppress the already marginalised and downtrodden. We hold governments to account. We lead people to Christ. We tear down the Devil's kingdom. We don't shelter in a country club on a Sunday morning. We appreciate that we are a global army. We equip ourselves, through the power of the Holy Spirit for the painstaking yet rewarding, gritty yet fulfilling work of the kingdom. We are not soldiers of war as you consider war to be. We are soldiers of salvation.

We asked him to contribute ten of his best pieces of interest to JAC readers. And here they are:

Pete kicks things off with 50 Salvation Army Officers I Admire. Why not make up your own list at home (and then invest a bit of time interceding for them)?

This article got a lot of traction in the salvosphere: Why The Salvation Army Is In Decline And What We Can Do About It.

Pete followed up the 'Decline' article with something a bit more hopeful: Why God Is Not Finished With The Salvation Army.

Brookshaw is also a student and practitioner of leadership. This is the first of several leader articles in JAC104: The Most Important Truth About Leadership.

Here's a prophetic word for salvos: Salvation Army: The Rain Is Coming.

I think the term is click-bait. Anyway, Brookshaw has mastered the means of coaxing folk to take a second look, and these next three titles are representative:

How To Cast Out Demons Without Shouting At The Devil.

10 Ways To Change The World.

What Every Corps Needs To Embrace

And we wrap up JAC104 with two more pieces on leadership: The Missing Ingredient Of Leadership

Pete's Mammoth Guide To Effective Leadership

That's it! Thanks to Pete for partnering with JAC like this. You can read more from him at <http://www.petebrookshaw.com>. Meanwhile, if you get through his 100 leadership tips before October (and Jesus hasn't returned yet), you are welcome to hit the archives and 100+ issues of Journal of Aggressive Christianity.

Godspeed.

50 Salvation Army Officers I Admire

By Captain Pete Brookshaw

Salvation Army Officers are a unique bunch. The 2014 [yearbook](#) highlights that there are 17,105 active Salvation Army Officers in the world and 9,252 retired officers.

For some unknown reason, I have found myself absolutely inspired by Salvation Army Officers around the globe in recent days. What a diverse, passionate group of Jesus-followers, each with varying personalities and giftings, each called to live out the [Officer's Covenant](#).

I want to highlight 50 Salvation Army Officers I admire. Now, this list is far from exhaustive, nor scientific, nor in any particular order and undoubtedly missing spouses and friends and colleagues. In fact, to tell you the truth, the list merely popped in my head one by one. Now, if I completed a list two weeks later, the list would be different. It of course, doesn't account for everyone and nor does it account for the plethora of amazing Salvationists the world-over who give The Salvation Army its flavour and contribute to a global Kingdom impact. I'm sure you understand this.

[I have tried to ensure the ranks of each person are correct, but this article is now over 12 months old!]

Here we are, 50 Salvation Army Officers I admire:

1. Captain Scott Ellery for his ability to bring Scripture alive through drama.
2. Major Vicki McMahon for her willingness to take in a young child and care for her for years to come.
3. Captain Aaron Stobie because of his capacity to plant missional congregations like it's a new Bono soundtrack.
4. Steve Simms because he advocates for the priesthood of all believers.
5. Commissioner Tracy Tidd because she facebooked me encouragement, even when she is dealing with national administrative tasks.
6. Commissioner Jim Knaggs, who spoke into my life even when I smelt like a cadet.
7. Lieutenant Simon Mapleback because he showed me spiritual gifts I hadn't thought much about a few years back.
8. Major David Eldridge, who has done more for the social services sector than I will ever do in three lifetimes.
9. Captain Lance Jeffrey who is a man of integrity and has a pastoral touch I really admire.
10. My mum (well, she's a newly enrolled soldier - I can break the rules; it's my article), because she found the courage and faith to make a commitment to the [soldier's covenant](#).
11. General Eva Burrows (Rtd), who took an interest in me and my local corps whenever I bumped into her.

12. General William Booth, who, along with Catherine and the power of the Holy Spirit birthed a movement that is still impacting the world today.
13. Lt. Col. Chris Reid who invests in the next generation of officers.
14. Commissioner James Condon. What a graceful leader in the midst of challenging organisational demands.
15. Lieutenant Michael Nally. Perseverance and focus on Jesus.
16. Captain Craig Farrell for standing up for children in detention centres.
17. Captain Mal Davies who has more literature in Army publications than I've had vegemite sandwiches.
18. Colonel Janet Munn for posting up Scriptures on social media like it's the air I breathe.
19. Major Stephen Court because of his discipline, accountability and holiness that keeps him and others focused on Christ.
20. Cadet David Mackertich, who has a dream for global, cross-cultural impact. Let it happen Lord.
21. Majors Gary and Julie Grant, who led an amazing Corps (Salvos 3064) and somehow, by the grace of God, Jo and I were privileged enough to take the baton for the next leg of the race.
22. Major Rob Evans, who makes leadership look like easy.
23. Lieutenant Meg who exemplifies compassion for Jesus.
24. Major Jennifer Mundy who spoke truth into my life as a cadet. An introverted dynamic servant.
25. Major Marney Turner, who turned adversity into prayer meetings and demonic strongholds could not handle it. In Jesus' name!
26. Major Gregory Morgan who lives and breathes a missional life.
27. Captain Kim Haworth who loves Jesus. And I love Jesus when I see that in Kim!
28. Captain Steve Haworth who has perfected the pastoral craft of, 'So what I hear you saying is...'
29. Lieutenant Tracy Marks. You better believe it; the way you live out your relationship with God is inspiring.
30. Captain Adam Couchman, who writes theological stuff that makes you want to be a couchman.
31. Captain Stuart McGifford who exemplifies hard work, grace and intellectual rigour that motivates the people.
32. Lieutenant Matt Kean. A straight-shooter with a prophetic edge.
33. Lieutenant Amy Stobie - Loves her family and therefore inspires me to love mine more!
34. Erin Main who just wants to help people and bring about God's kingdom on earth.
35. General John Gowans who challenged stale thinking with [innovation](#), passion and leadership prowess.
36. Major Gary Hart, who makes the minute book feel like a good Roald Dahl novel.
37. Major Graham Roberts who takes biblical truth and infuses it into people's lives. Ok, that sounded a little creepy.
38. Grace Choi (Are you a captain now?) because you can see Jesus when she smiles.
39. Olivia Munn for holiness taught and lived.

40. Lieutenant Adrian Hamond who is the big bloke with a big heart and big dreams. Change the world mate.
 41. Major Alan Laurens (rtd), who has spoken more prophetic words over people, than I've had cheeseburgers.... and I've had a lot of cheeseburgers.
 42. Captain Kevin Lumb who allowed me to preach and lead even when I had many sharp edges.
 43. Major Brendan Nottle who is a Melbourne icon because of his service and leadership to the disadvantaged.
 44. Sandra Maunder (are you Colonel now?!), who took a chance on Jo and I when she was a Candidates Secretary. She then fled to Pakistan to escape.
 45. Major Kaye Reeves who shows support in what we do in our local corps.
 46. Captain Peer Cathcart, who finds solutions for every problem.
 47. Major Joyleen Stewart who let me run a youth group. No children were permanently injured during this time.
 48. My friend and 'mate' Shaun Featherston for... wait? Are you still not an officer yet?
 49. Major Brian Pratt, who from a distance exudes compassion and kingdom-focus.
 50. My wife, Jo. Captain Brookshaw. Graphic designer. Worship Leader. Mother. Preacher. Leader. Amazing wife. What more could I say?
- I admire more than 50 Salvation Army Officers. Just I knew you wouldn't read past 20, so I shortened the list. If you're not from Australia, you would probably have an entirely different list!

God - Do a great work through the officers, soldiers, employees, friends and family of The Salvation Army. Collectively we can continue to transform lives, make disciples, care for people and reform society; in Jesus' name.

Why The Salvation Army Is In Decline and What We Can Do About It.

By Captain Pete Brookshaw

This may well be my most provocative article yet. Sometimes things are just painful. If you don't like pain, please turn away now. And this blog comes with a warning; these are my thoughts and my musings, not that of The Salvation Army, nor those of my wife. My children are only 2, 5 and 7, so it sure ain't theirs either. You can blame me if you disagree.

The Salvation Army is in decline.

The quicker we acknowledge the truth, the better.

Stephen Court highlights some sobering statistics in a blog back on January 20th at [Army Barmy](#). Let's look at the facts:

1. Number of Corps

2015 - 15636

2016 - 13826

Decline of 1810 in one year.

2. Junior Soldiers

2015 - 385994

2016 - 378881

3. Senior Soldiers

2015 - 1174913

2016 - 1056722

4. Soldiers (combined)

2015 - 1560607

2016 - 1435533

Decline - 125074

5. Officers.

2015 - 26497

2016 - 26675

Before I highlight why I believe The Salvation Army is in decline, we might as well admit that it is. One does not deal with their alcoholism until they admit they're an alcoholic.

Let me suggest some reasons WHY I think The Salvation Army is in decline and this is the bit that gets controversial:

We have promoted music over mission

We have placed the Holy Spirit into the pentecostal don't-dare-go-there basket
We have created an unnecessary divide between evangelism and social work
We have failed to call people to follow Jesus
We have relied on our Public Image, more than our Image-giver
We have taken our eyes off the radical mission God calls us to, and watered it down to a pew-warming, lovey-dovey environment that celebrates mediocrity. And yes, I spelt mediocrity wrong, because I couldn't be bothered fixing it. Call me apathetic.
Hmm... Should I go on?
We lost sight of the identity of the Army, within the trappings of the Army, and are only now seeking to reclaim the identity that we so quickly dismissed.
We call people to less than full salvation in Christ.
Maybe I've said too much and maybe the list is incomplete. Maybe we don't need to focus on such things? Maybe I'm being too pessimistic for once. Well, it's difficult to fix a problem you don't believe exists.

Have a read of this:

*Major Darren Elkington offers these provocative, yet insightful words, 'Sociologists would tell us that we are now living in a **new age** ... that the old is gone ... replaced by a new reality ... that we are no longer living in the age of **Christendom** ... but rather a **new era** ... **the post Christian era** where every area of life is steadily being divorced from Christian ideals and re-interpreted in humanistic terms. Meaning that for many today, that the things that we cherish: God, Christ, grace, the cross, Easter ... the church ... is considered meaningless, irrelevant, and for some they would even go as far as saying to believe in that stuff is just strange or bizarre.
Now, like all new ideas ... this is all debatable ... and it's certainly not my intention to debate whether or not this is indeed our new reality ... except to say ... **if it is true** ... then surely it requires a newness, a freshness, a new way of thinking and doing ... Because if we simply continue operating under an old premise ... or that this new division becomes no more than just the old division re-badged as new ... then my prediction is that this new division will go the way of the old ... each year producing less Soldiers, smaller congregations, fewer conversions, less ministry and more closures of corps.
And so we need to embrace the new ... new leadership, a new way of doing, new ideas, news initiatives, new possibilities, and as we do, I don't believe it means that we have to re-invent ourselves. This time last year, I arrived in back in Australia after being out of the country for the last 6 years ... and what I've encountered on my return is a busy army, a diverse army, a social army, a uniformed army, a caring army, a fundraising army, a compliant army ... and these are all good things in themselves to be ... But God raised us up to be a **Salvation Army** ... William Booth said it best. This is our speciality: Getting saved, keeping saved, and getting someone else saved, and then getting ourselves mightily saved again and again.'*

So what can we do about it?

We need to be The *Salvation Army*. We don't need more facebook groups celebrating old Salvation Army buildings that have closed down, brass bands that had glory days in the 1970s and social media communities that are designed to have a whinge about the past, the present and anything worthy of trying to better the future.

Fix your eyes upon Jesus, Salvation Army. God raised us up for more than good music, good social work and a comfortable Sunday morning. We are called to win the world for Jesus. Anything less is an insult to William Booth and a kick in the guts to Catherine. Re-embrace a radical, passionate, courageous faith in Christ, that causes you to substitute what is good, for what is great. Seek first the Kingdom of God. Pray like Jesus is coming back tomorrow. Live like you only have days left on the earth. Commit to sacrificial giving, disciplined obedience and compassionate gospel work.

Come on. Let's change the world.

Repent. Pray. Believe. Radically respond.

Why God Is Not Finished With The Salvation Army

By Captain Pete Brookshaw

The response was varied. The readership was huge. The viral nature of a previous article astounded me. I wrote a piece entitled, '[Why The Salvation Army is in decline and what we can do about it!](#)' For different reasons it sparked discussion right around the globe (especially in the West - and many are right when they assert that decline is most relevant IN the West). In one corner people agreed, and in another there was vehement disagreement. Some sought to sharpen up the original post, with some clarifying thoughts. Some pointed out that some of my assertions were general assumptions and not applicable to their setting.

Well, the dust has settled and I want to follow up that provocative post with Part 2: *Why God is Not Finished with The Salvation Army.*

I am convinced that Salvationists need a sense of urgency of the need for change, hence my previous post. One does not get a hair cut until they are dissatisfied with their current hair style (Ok, I do not speak from experience on that one...). You know what I mean? We cannot change the course of history by trying to solve the challenges we have with the same thinking that existed when the challenge arose. We must think outside the box. Give new things a shot. We keep what is absolutely essential to what makes us The Salvation Army, and allow the Lord to reveal to us new ways of expressing gospel-centered ministry to a broken world in our rapidly changing global environment.

So, that's why I have written this post. God is not finished with The Salvation Army. In fact, I think the best days are still ahead. No offense, Will and Kate. You did great things. Though God has planted something within this movement that desires to do greater things!

We could rewind to the vision imparted to The Salvation Army from William Booth, found within *In Darkest England and the Way out*. The vision was an army pulling people from the ills of society, and giving them the hope of full salvation. You can see workers straining to reach out to people in need. There is a passion for the transformative work of Jesus to transpire in people's lives.

Today we have Salvationists right around the globe still working tirelessly to draw people out of addictions, hate, pornography, apathy, homelessness, loneliness, anger, abuse, bitterness and the list goes on.

I think of the street ministries of Salvationists and volunteers that give cups of cold water to those who thirst, and the community lunches that feed the hungry. I know of a ministry that provides free legal advice to those on lower incomes. There are Salvation Army hospitals and schools, and rehab centres, and shelters from abuse. There are Corps that are ignited by a passion to lead people to Christ and disciple them in the

process. Some Salvation Army communities of faith meet in buildings, under trees, in houses, in fields, in large basketball arenas, in 'mission houses' and even in secret.

There is a passion to do something about our faith!

But one knows only too well, that there is still a job ahead of us.

This is why I believe God is not finished with The Salvation Army. See, within this movement is an embedded DNA that says, while there is still one lost soul, we'll fight. While there is still brokenness, we'll fight.

We're still fighting.

Until the fullness of the Kingdom of God has come among us, we will keep fighting.

We may wrestle with what The Salvation Army looks like a decade from now. We may not be able to conceive of how God will shape us moving forward. No doubt we'll discuss uniforms and music and ecclesiastical structures. A commissioner here and there will make some tough decisions. We'll debate about how to do effective mission in the world and we'll work at finding alignment on such issues. But that being said, I know this: we'll keep fighting.

We'll keep fighting, because there is still something to fight for. And while there is still something to fight for, you'll find The Salvation Army.

The Most Important Truth About Leadership

By Captain Pete Brookshaw

Leadership is elusive. How can you gauge when you have mastered it (if there is such a thing)? How do you know if you are failing miserably? What is the most important factor in leadership?

It might sound crazy to you, but I think God downloaded a one-liner that will revolutionize my future. It will stop me thinking about things out of my control. It will keep me focused. So, I'm about to give you the most important tip on leadership anyone could ever give you.

John C. Maxwell drilled down leadership to 21 Irrefutable Laws. Posner and Kouzes in *The Truth About Leadership* nailed down ten truths that encapsulate good leadership. Others like Pastor Bill Hybels have knuckled leadership down to four fundamentals, like vision and character. Authors like Jim Collins offer us insights into developing level 5 kind of leadership. Stephen Covey leaved a legacy of the 7 Habits of Highly Effective People and added an overarching 8th Habit later on.

So, if I had to come up with my most important truth about leadership, what would it be?

This number one leadership idea came to me while on our Northern Territory Region (Australia) Youth Camp. I was laying on the dormitory bed, reflecting on the day that had just been. I was reflecting on the challenges I was facing. I was thinking about the future, the possibilities, the change that could happen, the difference that could be made... I prayed. I asked God to equip me to be a better leader.

Then something popped in my mind that had me sitting up straight immediately. I call it a 'Word from the Lord', and some of you might just call it an idea that sprung into my head. It nonetheless lifted me from any sort of slumber and made me take notice. Here it is...

"The greatest challenge you will ever face in leadership, is you."

If you consider any problem/conflict/issue, whether it be a broken relationship, an unfinished project, or an unrealised dream, the only thing you have control over is your action or response to the situation at hand. You cannot change many things; but you can change you.

As a Christian, the challenge for me, is to be more Christlike, to grow in holiness and to let my life encapsulate a deep spirituality found in Jesus and be gracious, compassionate, and assertive in leadership that draws people together to change the world for God! Therefore, my greatest challenge in leadership in a sense, is me.

For you, in whatever aspect of Salvation Army work you are in, and whatever your passions are, and whatever dreams keep you up at night, remember, the greatest challenge in leadership will always be... you.

Salvation Army: The Rain Is Coming

By Captain Pete Brookshaw

Salvationists have been praying.

Some are cranking it up with all-night prayer meetings. Other are getting groups together and praying 24/7. Many around the globe are praying every morning for The Salvation Army.

God is stirring something up. I feel like I'm in a large pot, sitting on the stove, with the temperature gradually getting hotter, and some of my Salvationist friends are becoming heated up molecules that are starting to bounce off each other and are starting to spread the anticipation. The pot is getting ready to boil over. The gates of hell will not prevail when that happens!

Let me side-track for a minute with a pertinent Scripture.

After Elijah's brave encounter with the prophets of Baal, he went up Mount Carmel (see 1 Kings 18:41-46). He told Ahab that there was the sound of heavy rain. What a second! What was Elijah talking about?! There was no rain. The land was dry. The vegetation was struggling. The Israelites had not seen rain for some time.

But; Elijah could hear the sound of heavy rain.

He went up the mountain and put his face between his knees (quite flexible) and prayed. He asked one of his servants to go and look toward the sea. The servant came back and mentioned to Elijah that nothing was there.

Elijah told the servant to go back and check.

Nothing.

No rain.

Zilch.

Elijah seemingly unwavering in his belief in the 'non-existent' rain, tells the servant to once again go back and check. In fact the servant is asked of Elijah to go the sea and check for rain seven times.

The seventh time the servant comes back with a different report. He says to Elijah that he has seen a cloud as small as a fist rising from the sea.

Not long later, the sky grew dark with clouds, the wind stirred up and heavy rain started pounding down.

God sent the rain.

Elijah must have looked like a goose. He must have sounded like a 'wacko'. Have a think about it for a minute. There IS NO rain! Is this man out of his mind? What man, in

their right mind, would suggest even for a moment that heavy rain was coming when there was not a cloud in sight?

Let me tell you Salvation Army - the rain is coming. The pot is going to boil over. Amazing, passionate, innovative, Spirit-filled ministry will permeate the entire Salvation Army! Salvation of the lost will be the norm. New initiatives to bind up the broken-hearted will increase. The decision-making will speed up. The soldiership enrolment list will be growing too quick to properly update. The PR departments will preach the whole gospel. Salvation Army publications will regularly print radical stories of people finding hope and full salvation in Christ. The Salvation Army will shift from *machine* to *movement*.

The rain is coming.

You may not be able to see it. You may not be able to sense it. You may even doubt what I am writing in this article. But for what it's worth, mark my words, the rain is coming.

If you are a Salvationist, it's time to understand the rain is coming. You must pray. You must up the ante of prayer. You must seek to characterise holiness in the footsteps of Jesus. You need the indwelling power of the Holy Spirit.

The rain is coming.
Go out and have a look.
Can you see it yet?

How To Cast Out Demons Without Shouting At The devil

By Captain Pete Brookshaw

Exorcisms sound scary. The whole idea of 'demon possession' and 'casting out demons' has been hollywoodified (to coin a new term), and thus has tarnished us from having a clearer picture of one aspect of spiritual warfare.

There's much to be said. Some argue about the existence of the demonic. Some argue about how much focus we should give to the devil. Some downplay the reality of the Christian's need to even explore 'spiritual warfare' and all that that entails.

I'm seeking to take the middle road. Please hear me first. I have blogged about the [grace of God](#), the nature of God, the [love of God](#), the need for [Godly leadership](#), the characteristics of Godly people, the need for [missional churches](#), [evangelism](#) and loads more. Now for a blog on casting out demons, that should be seen within the whole picture of following Jesus.

Do demons exist?

This has been a theological conundrum for some, who question the reality of the demonic realm. We clearly see Scripture that highlights Jesus casting out demons, and many references to the reality of the existence of the demonic. Have a quick look at these:

[Matthew 5:24](#) - 'News about [Jesus] spread all over Syria, and people brought to him all who were ill with various diseases, those suffering severe pain, the demon-possessed, those having seizures, and the paralyzed, and he healed them.'

[Matthew 8:16](#) - 'When evening came, many who were demon-possessed were brought to [Jesus], and he drove out the spirits with a word and healed all the sick.'

[Luke 8:27](#) - 'When Jesus stepped ashore, he was met by a demon-possessed man...' (Jesus subsequently cast out the demon).

I would argue that the difficulty is not so much on whether the demonic exists, but rather what form do they take. This is the difficult question, but I pose a solution.

Now, I have purposefully labelled the post with a somewhat provocative title to ignite your interest, but there is really not much that is provocative about this post.

Let me give you a scenario. Someone is clearly distressed. They are crying, feeling [depressed](#), are looking for hope, and they find themselves coming to you for support. Can I suggest, that whether or not the 'devil is at work' and the 'demons are seeking to devour' and whatever colourful language you want to use to help yourself describe the situation, that is somewhat irrelevant. Hear me right here. It is not irrelevant that the

negative emotions and feelings of the person are ones of distress and hurt. But it IS irrelevant whether or not the demonic is at work. Let me explain.

Helping the person connect on a deeper level with Jesus is what matters. [James 4:7](#) says, 'Submit yourselves, then to God. Resist the devil, and he will flee from you.' If you continually submit yourselves to God, the rest will take place. Without sounding too liberal for the fundamentalists, and too fundamental for the liberals, what I'm trying to say, is that by pointing people to Christ, the rest will take care of itself (whether or not the person was demon-possessed, merely emotionally hurt, etc). The healing will occur. Jesus will bring fullness of life.

[Hebrews 12:2](#) speaks of fixing our eyes on Jesus, not the demonic. We don't need to shout at the devil and froth at the mouth. Without offending any pentecostal readers, I suggest you don't even need to speak in tongues to witness God bring peace and joy into someone's life. There may be a moment where you are prompted by the Holy Spirit to say, 'Get out in Jesus name!' but there may not. You may not even be able to discern what the reasoning is behind the hurt the person is experiencing. And does it even matter?

I am suggesting we lead people to Jesus, through the cross of Jesus, to the resurrection of Jesus. Through the cross there is forgiveness, and through the resurrection there is hope for eternal life here and now, and in the future to come.

Exorcisms may sound scary, and the whole idea of 'demon-possession' and spiritual warfare may be over dramatised by the media industry and some Christian churches, but what matters is turning to Christ for the fullness of life that he promises.

Here's a story from Sam Hancock (a retired officer):

'Give me somebody able to cast out devils, and I don't care whether they can read or write, or put a grammatical sentence together' (Catherine Booth, AGGRESSIVE CHRISTIANITY, p57).

There's a wonderful irony here. A few years ago I received a phone call from a journalist at a capital city paper asking me for a comment on 'casting out devils'. The Pope had issued a new statement on exorcism, and the religion writer was looking to put together an interesting article. She had rung the Uniting Church PR person, and he just happened to be the guy who had been my Pastor mate in our suburb. He had heard me tell stories about some of the 'casting out devils' that Ev and I had done.

I knew better than to make any comment to a city journo without contacting PR. So I rang the guy in charge at the time. He encouraged me to comment, as long as I simply described my experiences.

So I rang the journo back and told her some of our stories. I was excited at the prospect of a city daily publishing the promise of 'freedom in Jesus' Name' that people in bondage to the devil might read.

At 8.15 am the next morning I received a troubled phone call. Not from the demon possessed, but from the PR person. They were not happy! And I was to blame!

The PR person had composed a letter that he read to me over the phone. The letter was a complaint to the journalist and the Editor of the paper for their mis-reporting of what I had said. He said he was faxing it to me, and I should sign it and return it to him right away.

I told him I couldn't do that because the letter said things that weren't true. He sounded flustered, and asked me what I could say. I suggested some things, and later in the day turned the letter around for him.

I thank God for the courage and power to 'cast out devils' in Jesus name!

10 Ways To Change The World

By Captain Pete Brookshaw

Here are 10 Ways to Change the World. I'm not giving you a thesis on world transformation. 10 ideas. Take them or leave them. If enough people embraced them, the world would be changed for the better.

10 Ways to Change the World NUMBER 1:

Help alleviate world poverty: Sponsor a child, do a mission trip, advocate government for policy changes.

10 Ways to Change the World NUMBER 2:

Put a trolley away at the supermarket: Even better, simply clean up after yourself. Look after the environment. Put away your trash at the fast-food chain.

10 Ways to Change the World NUMBER 3:

Exhibit generosity: Buy a homeless person a meal. Pay for someone's parking. Give generously. Give of your time. Volunteer. Help the local club fundraise.

10 Ways to Change the World NUMBER 4:

Cook a needy family a Casserole: Show hospitality. Run a community lunch. Bake some bread for your next door neighbour. Be the one who gets the conversation started, and the people interacting. Even show hospitality to those who least expect it.

10 Ways to Change the World NUMBER 5:

Shout someone coffee. Well it might not change the world, but it may well help with a bad mood and a tiring afternoon.

10 Ways to Change the World NUMBER 6:

Smile as your walk down the street. Furthermore, let optimism characterise who you are. Lift people up, instead of tearing them down. Let your humour shine!

10 Ways to Change the World NUMBER 7:

If you are going to be a leader, lead from a servant perspective. Lead with conviction, purpose and integrity, not with control, authoritarianism and manipulation.

10 Ways to Change the World NUMBER 8:

Be a follower of Jesus. Live the way Christ lived. Follow him and the world will change for the better.

10 Ways to Change the World NUMBER 9:

Promote and Express Godly Values. Technology may shift and people come and go, but there are some values that should outlive all of them; namely love, compassion, joy and peace.

10 Ways to Change the World NUMBER 10:

Love Your Neighbours. Simple. And who is your neighbour? Everyone.

What Every Corps Needs To Embrace

By Captain Pete Brookshaw

God can do immeasurably more than anything we ask or imagine. Yes, that is true. Most of us know these words inside and out, quoted regularly from the letter to the Ephesians. We nod in agreement, and give a wry smile. We've heard it all before. I wonder though, whether we actually take heed of such words?

Let me suggest for a moment, that if we truly believed God was omnipotent, then prayer meetings would be overflowing, altars would be jammed-packed and corps gatherings would be bustling. But we don't and they aren't.

God can do immeasurably more than anything we ask or imagine.

The issue isn't that we don't believe God is all powerful per se but rather that we don't actually believe God cares enough for us to answer our prayers within his omnipotence. We embrace some sort of deistic approach to God, and unknowingly commit to an ideology that suggests God is inactive in the world we live in.

Convince me I'm not telling the truth.

If what I am saying is false, then tell me why Salvation Army corps struggle in their pursuit of well attended, passionate, vibrant prayer meetings? Surely one of the reasons is, whether we articulate it this way or not, is that we simply do not believe God is willing to hear our prayers.

You could suggest other reasons why fundamental expressions of Christian worship and discipleship are lacking in (primarily) western world contexts. You could say that people are 'time-poor' or apathetic. Though, the reason for their apathy is surely because they have not caught a revelation of the love of the father, and have failed to embrace the all encompassing greatness of the father, exhibited through the work of the father.

See, God *is* willing to hear our prayers and answer them according to his will in Christ Jesus. He absolutely cares for us and absolutely seeks the best for our lives and society.

The question is: do we *really* believe that? My observation, at least in my limited perspective, is no. We like to say we believe it. We love to recall the Ephesians 3:20 passage and other great bible verses that affirm God's greatness, but when all is said and done, Christians prefer to nibble biscuits while watching Master Chef, than attending a prayer meeting to seek salvation for the world.

You are welcome to disagree with me. That's fine. I just hope you are one who is speaking from a perspective that has a credible voice to disagree with the assertions I have made.

It is time that we grasp a revelation of the power of God, of the loving nature of God and of the intent that the Lord has to work through us to bring redemption to the world.

We don't need another ecclesiastical corps cumbering the earth.

We need Salvation Army soldiers who will have an increasing understanding of the power of God, and recognize God's desire to enact change to their communities through his people.

We must stop embracing a watered-down pathetic representation of God, who lives in some ivory tower, seemingly uninterested in the affairs of humanity.

God is surely looking for some passionate, committed, sold-out followers of Jesus, empowered by the Holy Spirit, who believe God is going to work through them to see a holy transformation of their world.

When these kind of faith-filled believers are on the scene, ministry is exciting. At times people get healed; and I mean, literally, physically, healed. You witness moments when someone speaks a 'word of knowledge' into someone's life and the brokenness that has characterised their life for the last two years is demolished. You see unbelievers choosing to follow Christ, because all of a sudden their God-conscience is pricked. Social justice goes from being a trendy option, to a Spirit-led imperative.

Oh that we would hear the call to radical, passionate, faith-filled prayer and discipleship. Every corps needs to embrace this. Every leader needs to promote this. Every soldier needs to live this.

Anything less is robbing God of what he intends to do through The Salvation Army. God can do immeasurably more than anything we ask or imagine.

The Missing Ingredient Of Leadership

By Captain Pete Brookshaw

Leadership is not an easy task; balancing finances, communicating vision, developing relationships, pleasing stakeholders, responding to urgent emails, leading team meetings and so it goes on and on.

But, there is something missing.

The business world don't seem to talk about this missing ingredient much and the Christian leadership environment forget to emphasise its importance.

It causes some leaders to fall because of a lack of it, and others to blossom because they embody it.

If I mention Martin Luther King Jr. or Mother Theresa you might begin to nail down what I'm about to say.

I'm speaking about 'Character'.

It caused Henry Cloud to take a step back in 2006 and write a book, entitled: *Integrity: The Courage to Meet the Demands of Reality*.

Cloud asks, 'How many of you have had a situation in your work experience where someone was very bright, talented, competent, and good at working deals, but there was something about who he or she was *as a person* that somehow got in the way of all of that ability?'

We understand that in leadership, character matters. In fact, it is the missing ingredient to successful leadership.

Cloud writes that leaders need more than mere competence. Some leaders have great skill sets and abilities yet without character they are missing a key ingredient. Interestingly though, Cloud defines character and integrity as encapsulating more than simply morality.

When we consider character we generally begin thinking about someone who is trustworthy and someone who won't steal our money out of our wallets when we're not looking.

Henry Cloud defines character more broadly than most of us would define the topic. He says that character is the ability to meet the demands of reality. It is not just about trustworthiness, but about how we conduct ourselves in front of others, how we emotionally react to a situation and how we connect with employees. Character and integrity is *the state of being whole and undivided*. Another definition for character relates to having *internal consistency*.

We must not miss this ingredient from effective leadership. Character cannot be and should not be swept under the carpet and only be embraced by those who are weak and deluded. Good character is surely a God-given imperative for effective leadership.

Competence in and of itself, is not enough. You must have good character. Don't compromise character for anything.

In The Salvation Army we call it holiness. And without holiness it's impossible to please God, let alone be a great leader.

Pete's Mammoth Guide To Effective Leadership

By Captain Pete Brookshaw

Here is a mammoth guide to effective leadership. 100 Leadership Tips. Plenty of leadership quotes. Read at your own leisure. These are leadership axioms aimed at equipping you to lead more effectively. If you find them helpful, please share.

Leadership Tip 1 - Visionary leaders impart exciting, gripping visions. Leaders understand that without vision, people wander aimlessly.

Leadership Tip 2 - Visionary leaders inspire action and harness buy-in.

Leadership Tip 3 - Most people can see out to the horizon, but it takes a visionary leader to see beyond the horizon and then call people to follow that which they cannot see.

Leadership Tip 4 - Kouzes and Posner speak of the importance of inspiring a shared vision. Leaders, 'envision the future, creating an ideal and unique image of what the organization can become' ([The Five Practices of Exemplary Leadership Model](#))

Leadership Tip 5 - In the [2010 Global Leadership Summit](#), founder of the Summit, Bill Hybels offered four insights into leadership. One of them was that a leader moves people from HERE to THERE. Sounds simple, but the fact is, this is difficult. One may argue that communicating a compelling vision is not enough. A leader must create a sense of discontent with the current circumstances so as to have others even begin to consider moving to THERE.

Leadership Tip 6 - Continuing on with [Bill Hybels insights into leadership](#), he suggests leaders need to identify fantastic people. He speaks about 'character, chemistry and competence' as foundational aspects for a leader. See, many projects, visions and dreams will rise or fall depending on the strength of the leader. This is not rocket science, but it's true. So find and retain fantastic leaders.

Leadership Tip 7 - Seek first to understand, then to be understood (Stephen Covey). Covey says we typically seek first to be understood. We need empathic listening skills to really harness this concept. Let me say it again; seek first to understand before you seek to be understood.

Leadership Tip 8 -Practice makes pretty perfect. Do you think famous basketballers just fell upon success? Do you think movie stars become great at their craft overnight? So, why then would you presume leadership skill and ability is a given? It is not. Grow as a leader and be intentional about it.

Leadership Tip 9 -Think outside the box to stay innovative. Innovative leaders are few and far between. Most leaders are too content with what is happening inside the box in front of them.

Leadership Tip 10 - Have good character. Good character is the foundation of good leadership. Albert Schweitzer (Nobel Peace Prize-winner) says, 'Example is leadership'. That is to say, leaders lead by example, through their character, their actions and their integrity. Who they are is what makes them a leader or not.

Leadership Tip 11 - Character precedes competence. You may be a great leader, but transformative leadership will crumble without understanding that character outweighs competence. When I say character I think of traits such as honesty, integrity, consistency and humility. Too many leaders have fallen because they slept with someone who was not their spouse, or embezzled money or showed nepotism. Competence without character will not last.

Leadership Tip 12 – Self-discipline is a requirement for every good leader. James R. Lowell says, 'No one can produce great things who is not thoroughly sincere in dealing with himself'. Leadership demands self-discipline. With urgent expectations, emails to answer, health to contend with and good character a necessity, self-discipline is a must.

Leadership Tip 13 – People follow what they see, not necessarily what you teach. If the actions of a leader do not line up with the words, people will dismiss the words. This is about authenticity in leadership and people can smell a hypocrite a mile away! Consider a child that you ask to, 'Speak nicely of others.' They will be more willing to proceed with the request, if you as a parent do the same thing. They will follow what they see, not necessarily what they hear.

Leadership Tip 14 - Prioritize character development; that is, spend time working on developing your character. This is a leadership tip that cuts to the heart. Try to be nicer to your spouse, do the laundry without whingeing, be aware of how you speak and act to other employees. Developing character is not a given. You do not just turn up to work one day, and 'character' is in an envelope waiting to be pried open. Jack Hayford says, 'Our human disposition finds it easier to spend time "tweaking systems" than prioritizing honest-to-God introspection and constant availability to transformation'.

Leadership Tip 15 - 'Leadership is not about personality; it's about behavior; an observable set of skills and abilities' (Jim Kouzes and Barry Posner). #leadership quote

Leadership Tip 16 - You may not consider this, but one of the best leaders in the world is Jesus Christ of Nazareth. Billions of followers today. He taught some radical ideas in relation to leadership. He spoke of serving more than status, he spoke of putting others first before yourself, and loving your enemies. Jesus exemplified leadership qualities. My leadership tip? Follow Jesus.

Leadership Tip 17 - Emotional resilience is of paramount importance in leadership. As the pressure increases from relational aspects of organisational life, a leader must be resilient in his/her emotions. A leader shouldn't 'crack under pressure' or 'flip out' when something doesn't go his/her way. You must find a way to be emotionally resilient.

Leadership Tip 18 - Nip it in the bud. Yes, that's right. When a people issue arises, do something about it. Cool it down before it flares up. Leaders take initiative in this respect.

Leadership Tip 19 - Ideas are only ideas until they are acted upon. Don't just be an ideas man. That's not leadership. Be an implementer.

Leadership Tip 20 - Good leaders 'model the way'. This is one of [five practices of exemplary leadership](#) as noted by Kouzes and Posner. Modelling the way is about creating standards of excellence; it is about setting the bar high and showing people through observable actions, how to reach the bar.

Leadership Tip 21 - Modelling the way may look like this: Show someone a task as they watch, then help them do the task, then let them do the task as you watch, and then finally, let them do the task themselves. Leadership is about modelling the way.

Leadership Tip 22 - I once spoke to someone about 'not having enough time'. Well, the response was the classic leadership response (and it's true), that everyone has 24 hours in the day. It's not about how much time you have, but how you prioritize your time that is important. That's priority management.

Leadership Tip 23 - Stephen Covey highlights the priority matrix in his classic *The 7 Habits of Highly Effective People*. He speaks of four quadrants:

Quadrant 1: URGENT tasks and VERY IMPORTANT tasks

Quadrant 2: Not URGENT tasks but VERY IMPORTANT tasks

Quadrant 3: URGENT tasks but not VERY IMPORTANT tasks

Quadrant 4: Not URGENT tasks and not VERY IMPORTANT tasks

Leaders will often spend time in quadrant one and quadrant three. It is the tyranny of the urgent. You have opportunities to delegate quadrant three tasks (urgent but not important tasks), e.g. responding to some emails, posting letters, etc. Great leaders will learn to spend time in quadrant two (not URGENT but VERY IMPORTANT tasks), as this is where visionary leadership comes from. These are the moments you step back and spend time developing leaders and investing in the lives of others. Quadrant two is about growing your own capacity. Stephen Covey would suggest to not get caught up in just quadrant one and three. And let it go without saying, that quadrant four is for lazy leaders, who sit around and play Candy Crush and Minesweeper while the day passes them by.

Leadership Tip 24 - How do you [define leadership](#)? Kevin Kruse at Forbes.com defines leadership as, 'a process of social influence, which maximizes the efforts of others, towards the achievement of a goal.'

Leadership Tip 25 - Leaders need to have power. Let me qualify this by defining power. 'Power refers to the means leaders have to potentially influence others' (Day & Antonakis). Now there are different types of power, including coercive power, expert power, power that comes from example, etc. Power need not be negative, nor domineering, and status-seeking, but rather denotes the connection between a leader and a follower. How that power is expressed within leadership will speak clearly of the character of the leader. [French and Raven](#) suggest that there are 5 sources of power.

Leadership Tip 26 - Great leaders 'challenge the process'. Kouzes and Posner highlight one of the [five practices of exemplary leadership](#) as having the capacity in leadership to try and fail. Leadership pushes against the status-quo. Leadership breaks old paradigms and pursues new ways of thinking and new ways of acting.

Leadership Tip 27- 'Leaders have a significant role in creating the state of mind that is the society. They can serve as symbols of the moral unity of the society. They can express the values that hold the society together. Most important, they can conceive and articulate goals that lift people out of their petty preoccupations, carry them above the conflicts that tear a society apart, and unite them in the pursuit of objectives worthy of their best efforts.' (J. W. Gardner, 1965. #leadership quote)

Leadership Tip 28 - House and Shamir (1993) in their article *Toward the integration of transformational, charismatic, and visionary theories*, highlight seven important aspects of leadership: 1) visionary behaviour, 2) positive self-presentation, 3) empowering behaviours, 4) calculated risk-taking and self-sacrificial behaviour, 5) intellectual stimulation, 6) supportive leader behaviour, and 7) adaptive behaviour.

Leadership Tip 29 - When communicating (public speaking) to a small group that don't know you, I have learnt that you need to establish credibility very early on. Try and establish that credibility before you even start speaking, by breaking the ice with a few people beforehand. Trust me on this leadership tip, that a failure to create a sense of buy-in and respect beforehand, makes the communicating much harder, less responsive and overall, simply less effective.

Leadership Tip 30 - Many leaders are polymaths. Look that one up. Leadership requires that you have a grasp of many different topics and continue to learn across a broadstroke of relevant leadership teachings: communication, vision, teamwork, negotiation, spirituality, history, business, etc. Leaders have a desire to learn.

Leadership Tip 31 - 'Nothing is more difficult than to introduce a new order of things.' #innovation #leadership quote

Leadership Tip 32 - 'Teamwork makes the dream work.' #leadership quote

Leadership Tip 33 - 'There's no I in team.' #leadership quote

Leadership Tip 34 - Conflict and the ability to work through conflict can make or break a leader. Good leaders learn to not brush the opportunity for conflict resolution aside, but in fact embrace positive conflict to harness a positive outcome.

Leadership Tip 35 - Leaders understand their character is tested in times of stress. If you want to see a real leader's character and values, then put him/her in a place of testing and trial.

Leadership Tip 36 - Accountability is not the same as judgmentalism. Leadership requires at times, the need to hold people accountable (missed deadlines, unfulfilled expectations, character flaws, etc), but this is NOT the same as being judgmental. A good leader understands the difference, even if those being 'held accountable' do not. A leader holds someone accountable even if they become misunderstood, misrepresented and labelled as judgmental.

Leadership Tip 37 - Leaders can be well respected when they take a moral stand. Chief of the Australian Army David Morrison took a stand when he filmed a speech cautioning defence personnel against violence towards women in the ranks. He spoke of having a zero tolerance. In this YouTube clip, [found here](#), David Morrison shows leadership and moral authority. In the Australian Financial Review Boss Magazine, Morrison was selected amongst 17 other leaders for their leadership capacity and subsequent contribution to society. Of David Morrison's leadership, panellist Amanda Harkness said, 'He has sustained that position and he is another person who is fighting a system in some ways, he's a leader of a defence force which has had those cultural issues for some years and we should encourage people like that to continue their stand.'

Leadership Tip 38 - 'Methods are many, principles are few. Methods always change, principles never do.' ~ Warren Wiersbe. #leadership quote

Leadership Tip 39 - Create clarity and communicate clarity. Leadership involves the process of clarifying where you are heading and building clarity around how you're going to get there. Leaders must create clarity around their strategic direction. Leaders must communicate this strategic direction with the team.

Leadership Tip 40 - Following on from leadership tip number 39, a leader must harness the support and buy-in from the team in relation to the strategic direction.

Leadership Tip 41 - There is a difference between espoused values and actual values. An organisation may tell you that they value, 'everyone feeling welcome', and then the culture tells you the opposite. An espoused value is a value that is desired, but is not reality. Actual values are the values that in practice, characterise the organisation.

Leadership Tip 42 - You must 'enable others to act'. Building teams is an imperative in today's culture. Failure to build teams will cause you as the leader to have to shoulder

the burden and the simple truth is, you can only do so much! Enabling others to act is part of Kouzes and Posner's [five practices of exemplary leadership](#).

Leadership Tip 43 - Overcommunicate vision. Vision leaks; therefore overcommunicate it.

Leadership Tip 44 - Some employees and volunteers become bored, disengaged and indifferent, especially when fulfilling repetitive and undemanding leadership tasks. [Daniel Goleman](#) in *Focus: The Hidden Driver of Excellence* (2013), says, 'To get the disengaged workers any nearer the focused range demands upping their motivation and enthusiasm, evoking a sense of purpose, and adding a dollop of pressure.'

Leadership Tip 45 - Most of our biggest expenses are personnel. There must be accountability to an employee's performance. One of the difficulties is for volunteer-based organisations, like local churches, who attempt to performance manage volunteers. Bill Hybels in *Axiom: Powerful Leadership Proverbs*, says, 'If staff members are doing their jobs really well-- meeting or exceeding my expectations--then I give them more freedom and look over their shoulders less.' One of the leadership challenges is to balance holding people accountable to their performance and conversely disempowering them by micro-managing.

Leadership Tip 46 - Communicate with authority, competence and clarity. Here's a post I wrote on communication, called, "[Public Speaking: How to Speak without Notes](#)."

Leadership Tip 47 - Cut red tape. That's right. Do it. Don't make excuses that it's beyond your control. Make a difference and [cut red tape](#). Unnecessary bureaucracy burdens organisations. Most policy's are created because of incompetence and a fundamental distrust of employees to execute their work in a professional manner. Trust employees. Don't over micro-manage.

Leadership Tip 48 - In a post on [Public Speaking](#) I outline some tips for effective public speaking. If you didn't know, leadership requires taking the platform occasionally and communicating to a crowd! Some quick tips for you: Begin confidently. Know your content. Land the plane (that is, finish!). Understand the event. Know your audience/demographic and build credibility with your listening audience as quick as you can.

Leadership Tip 49 - You will not always be right. You will not always be understood. As Mother Theresa once said, 'People are unreasonable, illogical, and self-centered. Love them anyway. If you do good, people may accuse you of selfish motives. Do good anyway. If you are successful, you may win false friends and true enemies. Succeed anyway. The good you do today may be forgotten tomorrow. Do good anyway. Honesty and transparency make you vulnerable. Be honest and transparent anyway. What you spend years building may be destroyed overnight. Build anyway. People who really want help may attack you if you help them. Help them anyway. Give the world the best you have and you may get hurt. Give the world your best anyway.' #leadership quote

Leadership Tip 50 - Since we are halfway through the Top 100 Leadership Tips, let me offer you a [definition of leadership](#). David V. Day and John Antonakis offer a comprehensive study into leadership with their textbook, *The Nature of Leadership* (2012). As difficult as it is to define leadership, they offer their definition of leadership before proceeding with their 600 page volume. They write:

...leadership can be defined in terms of (a) an influencing process-and its resultant outcomes-that occurs between a leader and followers and (b) how this influencing process is explained by the leader's dispositional characteristics and behaviors, follower perceptions and attributions of the leader, and the context in which the influencing process occurs (: 5).

Or as [John Maxwell](#) defines it simply (some say too simply), 'Leadership is influence, nothing more, nothing less'.

Leadership Tip 51 - Leaders find themselves on the [cutting edge](#). The problem with being on the cutting edge means at times you might get cut. You might fail. Though to not be innovative and creative might be to your demise and to the demise of your organisation (one may only consider Apple in its early days or Kodak).

Leadership Tip 52 - Nelson Mandela offers this quote: 'It always seems impossible until it's done.' There is much to say about [Nelson Mandela on leadership and life](#). One may mention his ability to forgive after 27 years of imprisonment. One may mention his passion for racial unity. One may mention the leadership capacity he had to draw people to the cause on his heart.

"It always seems impossible until it's done."

"It always seems impossible until it's done."

"It always seems impossible until it's done."

Leadership Tip 53 - In a great leadership book by Patrick Lencioni, he highlights [5 Dysfunctions of a Team](#) which are in summary:

1. Absence of trust—the inability to be *vulnerable* within a team setting
2. Fear of conflict—seeking *artificial harmony* over debate that is passionate and constructive
3. Lack of commitment—When there is a lack of trust and a lack of ability to deal with conflict in a team, there is a lack of commitment.
4. Avoidance of accountability—neglecting the responsibility to call other on the team to account
5. Inattention to results—focusing on personal success, *status and ego* before team success

Purchase Lencioni's book. It is worth the time. Find the book here: [Patrick Lencioni's 5 Dysfunctions of a Team](#).

Leadership Tip 54 - Did I mention the importance of perseverance? One political leader, namely, Abraham Lincoln had perseverance. Have a quick at his story here: [Abraham Lincoln: Failing Forward as a Leader](#).

Leadership Tip 55 - Even when you feel inadequate, continue to lead. Do not let your leadership involvement be dictated by your feelings. Some of us wake up in the morning and feel absolutely inadequate for the tasks at hand; though that does not presuppose one does not have the capacity within them nonetheless. Lead anyway.

Leadership Tip 56 - What does one believe is the ultimate reason for pursuing skills in leadership? Is it money? Is it fame? Is it corporate success? Is it church growth? I would suggest, that the moral question related to the ultimate purpose for any type of leadership is an important question. I am first and foremost a follower: that is a follower of Christ. You choose your own moral rationale for leadership success, though I would suggest that without acknowledgement of God and God's creation in which you inhabit, leadership will most likely be a walk in the park for the pursuit of useless ideals.

Leadership Tip 57 - Leadership and change management are closely aligned. In *Organisation Development & Change* (Waddell, Cummings and Worley, 2000), some tips for change management are highlighted. They say for effective [change management](#) you need to:

1. Motivate change
2. Create a vision of the change
3. Develop political support for the change
4. Manage the transition of the change
5. Sustain momentum after the change is complete

Leadership Tip 58 - The [U.S. Army's Military Philosophy](#) is: BE - KNOW - DO.

Leadership Tip 59 - Seth Godin, is always the one to say it as it is. To define leadership, he says, '[Leaders lead.](#)' Got it yet? That's what they do. Don't confuse yourself.

Leadership Tip 60 - Leaders do the occasional integrity check. Is your inner character consistent with your outward persona?

Leadership Tip 61 - Leadership requires emotional intelligence. Mayer & Salovey (1997), write, "Emotional intelligence is the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional and intellectual growth." #leadership quote

Leadership Tip 62 - In Daniel Goleman's Five Components of [Emotional Intelligence](#), [Goleman](#) highlights the need for self-regulation. 'The ability to control or redirect disruptive impulses and moods, and the propensity to suspend judgment and to think

before acting. Hallmarks include trustworthiness and integrity; comfort with ambiguity; and openness to change.' #leadership quote

Leadership Tip 63 - Stephen Covey speaks of developing habits. He says that a habit is the intersection of three particular things: *knowledge* (understanding what to do and why to do it), *skill* (knowing how to do it) and *desire* (motivation to do it). [#7HabitsOfHighlyEffectivePeople](#) [#leadership](#)

Leadership Tip 64 - Here's a quick recap of the 7 Habits in the *7 Habits of Highly Effective People* written by Stephen Covey:

Habit 1: Be Proactive

Habit 2: Begin with the End in Mind

Habit 3: Put First Things First

Habit 4: Think Win-Win

Habit 5: Seek First to Understand, then to be Understood

Habit 6: Synergize

Habit 7: Sharpen the Saw

Find a summary of Stephen Covey's [7 Habits of Highly Effective People](#) here.

Leadership Tip 65 - Leaders commit to their own [self-appraisals](#).

Leadership Tip 66 - 'The best leaders don't feel they have the answers to everything but surround themselves with people who are going to challenge and push them' ~ Paul Bassat (Co-Founder of SEEK employment search engine). #leadership quote

Leadership Tip 67 -What is the difference between management and leadership? Seth Godin says, 'Managers want authority. Leaders take responsibility.' He says more in his blog entitled, '[The Difference Between Management and Leadership](#).' In a popular blog of mine on the same topic of [management and leadership differences/similarities](#), I offer a leadership quote from Warren Bennis, 'Management is getting people to do what needs to be done. [Leadership](#) is getting people to want to do what needs to be done. Managers push. Leaders pull. Managers command. Leaders [communicate](#).' - Warren Bennis.

Leadership Tip 68 - [Commissioner Jim Knaggs](#) speaks briefly on the importance of [redemptive leadership](#). This is leadership that relates to redeeming the whole person. He says, 'Often, it's a leader who is dealing with conflict resolution and understands the full ramifications of repentance, forgiveness, restitution, reconciliation and healing in these difficult matters.'

Leadership Tip 69 - Gandhi challenged his people to be the change in their world and he expressed this through nonviolence. Nelson Mandela showed forgiveness to the highest degree through the way he dealt with being unjustly imprisoned for 27 years. There is something important about morality and its impact upon leadership. Don't be

devoid of good character and the having the ability to make strong, wise moral judgments.

Leadership Tip 70 - If you want to consider leadership in action, consider a young, ruddy, handsome boy named David, who when faced with a big obstacle, mustered up the courage to act. The story that is recorded in the Bible in 1 Samuel 17, speaks of a boy, who took on the likes of Goliath. When all the Israelite people wanted to run, David took a sling shot and five smooth stones and courageously knocked down his opponent. Leadership requires courage, and this is exemplified in the life of that young boy David, who was the future King of Israel.

Leadership Tip 71 - 'Give a man a fish, you feed him for the day; teach him how to fish, you feed him for a lifetime.' ~ Lao-Tzu. #leadership quote

Leadership Tip 72 - Paradigm shifts occur when there is a change of thinking that causes us to gain further understanding and insight to a problem at hand. Albert Einstein said, 'The significant problems we face cannot be solved at the same level of thinking we were at when we created them.' #leadership quote #paradigm shift

Leadership Tip 73 - Consider the art of listening. Are you hearing what I'm saying right now? Leaders do not just communicate, but they listen; they choose to understand. Many of us need to remind ourselves, that when people are chatting with us, to be *present*. To listen. It relates to [Stephen Covey's habit](#) of 'Seek first to understand, then to be understood.'

Leadership Tip 74 - 'The enemy of the best is the good' ~ Anonymous. This is really the premise of Jim Collin's *Good to Great*. Jim Collin's wrote, 'Good is the enemy of great. And that is one of the key reasons why we have so little that becomes great. We don't have great schools, principally because we have good schools. We don't have great government, principally because we have good government. Few people attain great lives, in large part because it is just so easy to settle for a good life.' #leadership quote

See [Rinse your Cottage Cheese and other great leadership tips](#).

Leadership Tip 75 - Leaders understand the holistic nature of the human being. We can equip someone intellectually with particular insights, but what about their emotional state? We can pursue the lifting of one's self-esteem, but what about their physical health? Stephen Covey highlights in *The 8th Habit*, the need to consider different facets of the life of a leader/follower, namely a person's IQ, but also their emotional intelligence (EQ), their spiritual intelligence (SQ) and their Physical intelligence (PQ). Read more about that in my post: '[Stephen Covey: 4 Human Intelligences](#).'

Leadership Tip 76 - A leader doesn't make excuses. Take the old story of God calling Moses to leave the countryside and confront the king of Egypt and request of him to free the Israelite people. Moses was full of excuses. Sometimes the potential we have

within us, is greater than our mind's ability to recognise. We could call that latent potential. Don't make excuses.

Leadership Tip 77 - Is leadership even important? Is this merely an immoral grab for power in the midst of an ego-centric world? We know by now that people exert leadership whether we label it that or not. We know 'leadership happens' in families, organisations, churches, etc. The very make-up of a family consists of parental leadership. Without leadership we often have anarchy and this is less than favourable. It is not about whether leadership is right or wrong, it's about whether the leader is leading in a way that is right or wrong.

Leadership Tip 78 - As John C. Maxwell would say, leaders are not developed in a day. He says, 'Becoming a leader is a lot like investing successfully in the stock market. If your hope is to make a fortune in a day, you're not going to be successful' - Click here for more [leadership quotes from John C Maxwell](#). Grow as a leader daily.

Leadership Tip 79 - Leadership and attitude is closely aligned. John Maxwell likes his little quips and says, 'Attitude determines altitude.' Victor Frankl said, 'We who lived in concentration camps can remember the men who walked throughout the huts comforting others, giving away their last piece of bread. They may have been few in number; but they offer sufficient proof that everything can be taken away from a man but one thing: the last of the human freedoms -- to choose one's attitude in any given set of circumstances, to choose one's own way' (*Man's Search for Meaning*).

Leadership Tip 80 - Spiritual leadership is not just leadership in the secular sense, but leadership that is birthed from a relationship with God and empowered by the Holy Spirit. Spiritual leadership can look dramatically different from other leadership, in that what characterises these leaders is servanthood, humility, a God-reliance and a strong moral ethic. There of course may be overlap with leadership in the business arena, but while business leaders may espouse these characteristics at times, great spiritual leaders will espouse these characteristics ALL the time.

Leadership Tip 81 - Leadership = Humility. I have heard it said, humility is not thinking less of yourself, but thinking of yourself less. #leadership quote

Leadership Tip 82 - Biblical leadership is about looking to the content of the words contained in the Christian Scriptures to inform one's leadership. Christian leadership is centered around the person of Jesus Christ, and allows the focus and character of the leader to be built around the example and teachings of Jesus.

Leadership Tip 83 - Christian leaders hear [whispers from God](#).

Leadership Tip 84 - Psychology expert Kendra Cherry in her blog post, [10 Ways to Become a Better Leader](#), highlights a few reminders about leadership, including: Be passionate, encourage creativity, learn more about your personality type and serve as a role model.

Leadership Tip 85 - This is not a leadership tip, but click here for my [Top 10 Leadership Books of all Time](#).

Leadership Tip 86 - When hiring you need someone with [competence and character](#). I've heard it said, if you have to choose between the two, choose character. A leader with both competence and character is of course even better.

Leadership Tip 87 - Leaders make decisions. Now, don't let me get too simplistic here, but you know what I am referring to right? How many so called leaders can you think of who hesitate to make a decision? Leaders make decisions. They may consult, sure, but they make decisions.

Leadership Tip 88 - Leaders need to be FAT. That is, Faithful, Available and Teachable. Teaching unteachable people is difficult but one thing I know is that, [leaders ARE teachable](#). Others may not be teachable, but leaders surely are. To not be teachable is to hold on to some egocentric philosophical outlook that suggests you know everything. You don't. Be teachable.

Leadership Tip 89 - Just because you have an opinion on something does not mean you are right. In fact, some people will hold religiously to an idea or viewpoint, irrespective of whether it is right, to simply justify their own behaviour. One may argue, for instance, against the merits of eating vegetables on a regular basis, when deep-down all they are doing is perpetuating their own bad behaviours of how they eat. I remember Dale Carnegie making the point in [How to Win Friends and Influence People](#), when saying, don't bother showing people are wrong. They will rarely admit it, and most times they will simply find ways to justify their 'wrongness'.

Leadership Tip 90 - In Aristotle's work, the *Rhetoric*, he highlights three key means of being persuasive: Ethos, Pathos and Logos. Ethos is about having credibility. Pathos is about the ability to emotionally connect with your listeners and logos relates to using rationality to logically convince someone of your content. Interestingly Aristotle's writing still resonates in leadership circles today.

Leadership Tip 91 - An emotionally resilient leader is able to 'encourage the heart' of others. They recognise contributions and celebrate achievements. This kind of empathetic leadership is able to genuinely allow others to feel appreciated. You can find more about this from Kouze and Posner's [five practices of exemplary leadership](#).

Leadership Tip 92 - 'Retail king Gerry Harvey claims top communications skills, impeccable timing and knowing what customers want are the key talents of successful salespeople' - Anthony Black. I would say this also characterises leadership in general.

Leadership Tip 93 - [Jim Collins](#) suggest that if you want to stimulate progress in an organisation, then set BHAGs; that is, have Big Hairy Audacious Goals. If you don't aim high, you won't reach the heights. Simple. People don't achieve big goals by accident.

Leadership Tip 94 - What are the results of great leadership in those who are following? People will have increased levels of self-esteem, increased self-worth and increased self-efficacy. (See *The Nature of Leadership*, page 270).

Leadership Tip 95 - Let me suggest a biblical leader who is etched in my mind. His name is Nehemiah. In short, he hears that in his home town, Jerusalem, the walls around the city have been destroyed. He cries and prays before God. He grabs a hold of a vision for restoration and he rallies the troops to rebuild the wall. Now, he gets the wall half built around the entire city and opposition occurs. What does Nehemiah do? He does what leaders do; he calls his helpers to continue to finish building the wall and finish what they started. Read more about the story of [Nehemiah](#) here.

Leadership Tip 96 - There was a man named Barnabas, as recorded in the New Testament of the Bible, who was known as an encourager. [Barnabas](#) 'bridged the gaps of differing opinions'. He stood by John Mark for instance, even when the Apostle Paul wanted to desert him. Encouragement characterised his leadership.

Leadership Tip 97 - The Apostle Peter had an up and down career! If you know much about Peter, he denied any allegiance to Jesus when Jesus was heading to the cross to be crucified. This was a defining moment for Peter, who realised he had just rejected Jesus Christ in the midst of other peers. What would happen now? Peter chose to get back up, and following some extraordinary circumstances, Peter became the first person to preach up a storm following the death, resurrection and ascension of Jesus. He went from being broken and bruised to being bold and courageous.

Leadership Tip 98 - Interestingly after all my prattling on about leadership, we see in the Biblical Scriptures that the word leadership is not used. What word is used? *Diakonia*: this refers to service and servanthood. Let me iterate this, leadership is synonymous with servanthood.

Leadership Tip 99 - 'Transforming leaders theoretically raise the consciousness of followers for what is important, especially with regard to moral and ethical implications, and make them transcend their self-interest for that of the greater good.' (Antonakis and Day, *The Nature of Leadership*) #leadership quote

Leadership Tip 100 - Even when you think all is said and done about leadership, there is always more to be said and more to be done.

A mammoth guide to effective leadership! Compiling the Top 100 Leadership Tips was an enriching task. This Top 100 Tips on Leadership is an attempt to draw out helpful, practical tips that will enhance your own capacity to lead.