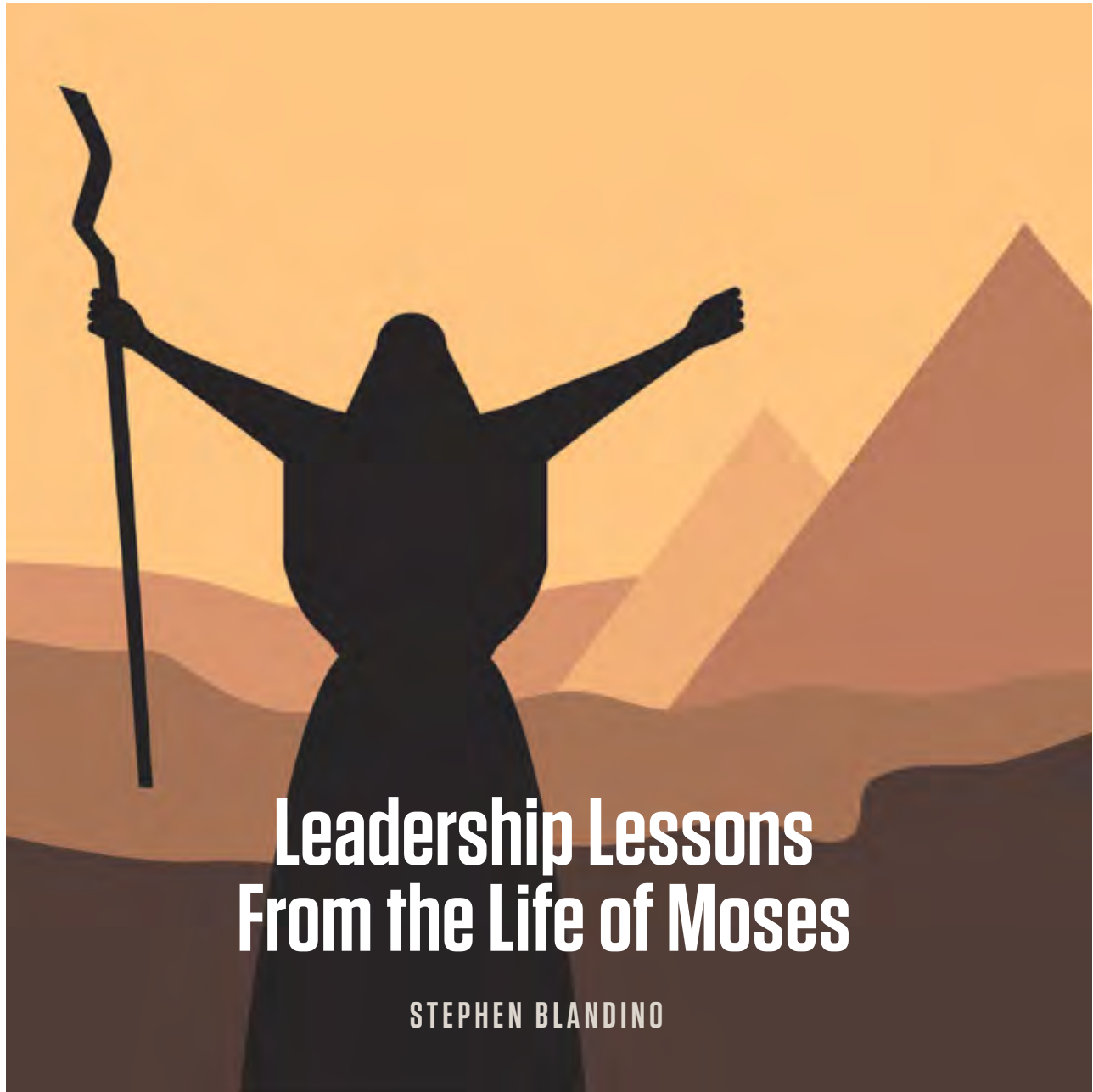


**Influence**  
MAGAZINE

**MAKE IT COUNT**

A ten-week study  
for leadership teams



# Leadership Lessons From the Life of Moses

STEPHEN BLANDINO

**DISCUSSION GUIDE**

## MAKE IT COUNT A Ten-Week Study for Leadership Teams

### WHAT IS MAKE IT COUNT?

Week after week, you invest time and energy into making every Sunday count. But you also have to think about staff meetings, board meetings, and meetings with key volunteers and other church leaders.

Juggling so many meetings can seem overwhelming, especially as you think about developing the leaders around you. Effective leaders are continually looking for great leadership content they can use to develop and mentor other leaders. Make It Count is a powerful, little tool to help you accomplish just that.

Each Make It Count lesson is easily adaptable for individual or group discussion, allowing for personal application and reflection among your ministry leaders and lead volunteers. The lessons are useful as devotionals in board and staff meetings and in departmental meetings with your lead volunteers.

Studying and growing together is an important practice of building strong, healthy relationships with your team members. It is also a necessary component of building healthy, flourishing churches. These lessons can help you make each moment count as you lead and develop the leaders around you.



**Blandino**

The following 10 easy-to-use leadership lessons on the life of Moses are written by Stephen Blandino, lead pastor of 7 City Church (AG) in Fort Worth, Texas ([7citychurch.com](http://7citychurch.com)). He planted 7 City Church in 2012 in a thriving cultural arts district near downtown Fort Worth. Blandino blogs regularly at [stephenblandino.com](http://stephenblandino.com) and is the author of several books, including *Do Good Works*, *Creating Your Church's Culture*, and *GO! Starting a Personal Growth Revolution*.

### HOW TO USE MAKE IT COUNT

We are pleased to offer the *Make It Count Discussion Guide* in a downloadable PDF, available through the “Downloads” button on [Influencemagazine.com](http://Influencemagazine.com). Each lesson in the PDF *Make It Count Discussion Guide* is divided into a *Leader's* page and *Team Member's* page.

We encourage you to print multiple copies of the PDF *Discussion Guide* from [Influencemagazine.com](http://Influencemagazine.com) for all your ministry leaders and the team members they lead in your church or organization.

You will notice that key words and concepts are underlined in each lesson on the *Leader's* page. These underlined words and phrases correspond to the blank spaces found on the team member lesson pages. Team members can fill in the blanks as you progress through each lesson's material.

We trust these lessons will help you make each moment count as you lead and develop the leaders around you.



# Leadership Lessons From the Life of Moses

STEPHEN BLANDINO

**S**cripture is full of leadership examples. Some are inspiring models of leadership, while others are tragic pictures of evil exertions of influence. While the Bible barely mentions the names of some leaders, it provides thorough detail of others. Moses is, of course, in the latter category.

God raised up Moses for one of the most inspiring missions we find in the Bible: the deliverance of Israel from 400 years of slavery so it could enter the land God had promised. Moses certainly wasn't perfect. In fact, Moses only completed half his mission — delivering the Israelites out of Egypt. His successor, Joshua, would lead them into Canaan.

In the story of Moses, we nevertheless discover some profoundly important leadership lessons. We can glean insights from his life that will help us grow as leaders. This edition of *Make It Count* focuses on 10 leadership lessons from Moses:

- 1. The breaking of a leader.* God has a way of breaking every leader of the things that can get in the way of God's perfect plan. God broke Moses of three issues that had the potential to undermine his leadership.
- 2. The role of faithfulness in leadership.* Faithfulness is the unglamorous part of leadership, but it builds within us maturity, humility and preparation for the future.
- 3. Leadership and God's presence.* Without God's

presence, leadership is limited by human wisdom and abilities. God's presence was the lifelong distinguishing factor in Moses' leadership.

- 4. Overcoming leadership insecurities.* Moses encountered five leadership insecurities from the very beginning, but he faced them and learned to overcome them.
- 5. Becoming a persevering leader.* Moses persevered through 10 plagues in Egypt and 40 years in the wilderness. Despite the difficulties, he never gave up.
- 6. Four keys to delegation in leadership.* Like many leaders, Moses assumed an unsustainable load. But with the help of his father-in-law, Jethro, Moses learned to delegate.
- 7. Forming a strategic plan.* Constructing the tabernacle was a massive undertaking. Moses employed a four-pronged strategy to make it happen.
- 8. Learning from leadership failures.* When Moses let his emotions get the best of him, he struck the rock and disobeyed God. From this failure, we learn three important lessons.
- 9. Leadership and miracles.* Through their reliance on God, miracles accompanied Moses and the Israelites. God wants to do the same today, and it can happen in your life and leadership.
- 10. Successful leadership succession.* There's no success without a successor. Moses modeled the way as he handed the baton to Joshua.

As you discuss these 10 lessons with your staff and volunteers, you'll mine important leadership insights from the life of Moses. Each one is essential, and each one will sharpen your leadership effectiveness. Not only will they help you lead better, but they'll also reveal the process God often uses to develop leaders today.

## Leadership Lessons From the Life of Moses

**The Breaking of a Leader**

**Assess:** What do you think it means for God to break a leader?

**Insights and Ideas**

**G**od has a way of developing and growing leaders over the course of their lives. This growth process comes with various seasons and multiple lessons. One method He often uses in this developmental journey is a time of “breaking.”

Every leader goes through a period of breaking. Moses did. When he saw a fellow Israelite being mistreated by an Egyptian, Moses came to his defense and killed the Egyptian. Moses thought he would receive recognition for his actions. Instead, Moses had to flee to Midian (Acts 7:23–29).

While he was in Midian, God began taking Moses through a breaking process. Why? Because leaders are made through brokenness before they experience breakthrough. God will break you down in order to build you up. So, what exactly happens in the “breaking” process? It often begins with three areas:

1. *God breaks leaders of their worldliness.* Moses was “educated in all the wisdom of the Egyptians,” but God called him to make a clean break from Egypt. Moses instructed the Israelites to do the same. Tragically, according to Acts 7:39, the Israelites “rejected him and in their hearts turned back to Egypt.” Despite God’s goodness, the Israelites longed for the life they left behind.

When we become followers of Jesus, God delivers us out of our spiritual Egypt. Yet in the days and years that follow, He usually has to deliver the Egypt out of us.

2. *God breaks leaders of their agendas.* Acts 7:23–24 says, “When Moses was forty years old, he decided to visit his own people, the Israelites. He saw one of them being mistreated by an Egyptian, so he went to his defense and avenged him by killing the Egyptian.” Moses was operating according to his own plan and agenda to bring deliverance. But God had a different plan. During the breaking process, God brings our agendas into submission to His will.
3. *God breaks leaders of their pride.* Acts 7:25 says, “Moses thought that his own people would realize that God was using him to rescue them, but they did not.” It must have been a blow to Moses’ pride to think he was doing God’s will, only to be rejected by his own people. During the breaking process, God forms humility within our hearts.

Breaking is painful but necessary. It’s an unwanted but critically necessary process that creates depth and maturity in the life of a leader.

**Reflect and Discuss**

1. How has God broken you in your leadership journey?
2. Which of the three ways in which God breaks a leader speaks most to you?
3. Which issue — your worldliness, agenda or pride — has most frequently undermined your life or leadership?

**Apply**

Spend some time in prayer asking the Holy Spirit to break out of you any worldliness, personal agendas, or pride. This process may be painful — and even lengthy — but it can produce a depth of spiritual maturity that builds a firm foundation for a lifetime of trustworthy leadership.

## Leadership Lessons From the Life of Moses

**The Breaking of a Leader**

**Assess:** What do you think it means for God to break a leader?

Every leader goes through a period of breaking. Moses did. When he saw a fellow Israelite being mistreated by an Egyptian, Moses came to his defense and killed the Egyptian. Moses thought he would receive recognition for his actions. Instead, he had to flee to Midian (Acts 7:23–29).

While he was in Midian, God began taking Moses through a breaking process. Why? Because leaders are made through brokenness before they experience breakthrough. God will break you down in order to build you up.

Three Types of Breaking:

1. God breaks leaders of their \_\_\_\_\_.

Moses was “educated in all the wisdom of the Egyptians” (Acts 7:22).

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“When Moses was forty years old, he decided to visit his own people, the Israelites. He saw one of them being mistreated by an Egyptian, so he went to his defense and avenged him by killing the Egyptian” (Acts 7:23–24).

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**Apply**

Spend some time in prayer asking the Holy Spirit to break out of you any worldliness, personal agendas, or pride. This process may be painful — and even lengthy — but it can produce a depth of spiritual maturity that builds a firm foundation for a lifetime of trustworthy leadership.

## Leadership Lessons From the Life of Moses

**The Role of Faithfulness in Leadership**

**Team Review:** How have you reflected on the wilderness lessons we learned in our last session?

**Assess:** What does faithfulness in leadership mean to you?

**Insights and Ideas**

**L**eaders are made through faithfulness in the small things before they're entrusted with the big things. This is the pattern throughout Scripture, and it was certainly true in the life of Moses.

Before his encounter with God at the burning bush, "Moses was tending the flock of Jethro his father-in-law" (Exodus 3:1). Moses went from being the prince of Egypt to the shepherd of Jethro, to the deliverer of Israel. Had Moses not been faithful as a shepherd, he would never have been promoted to deliverer.

Acts 7:35–36 summarizes the journey: "This is the same Moses they had rejected with the words, 'Who made you ruler and judge?' He was sent to be their ruler and deliverer by God himself, through the angel who appeared to him in the bush. He led them out of Egypt and performed wonders and signs in Egypt, at the Red Sea and for forty years in the wilderness."

The Moses who had been rejected became the Moses who was promoted. Why? Faithfulness. What's the role of faithfulness in leadership? Consider three truths:

1. *Faithfulness humbles us.* There's nothing glamorous about faithfulness. In fact, it sounds quite mundane ... even boring. And that's why it humbles us. Faithfulness is formed behind the scenes, where nobody sees us, and nobody applauds us. It's formed in the silent places and developed in the hidden places. Faithfulness cultivates the humility that is critical in leadership and ministry.
2. *Faithfulness matures us.* There will be times in leadership when you will want to call it quits. But the most mature leaders understand they can't jump from place to place and opportunity every time things get hard. Faithfulness matures us. It builds a stick-to-it-ness within us that weathers the storms and endures through difficult seasons.
3. *Faithfulness prepares us.* When we are faithful, God can entrust us with greater responsibility. That's what happened in Moses' life. That's what happened with the faithful servants in the Parable of the Bags of Gold (Matthew 25). And that's what will happen in your life. When you're faithful, God is able to trust you.

Faithfulness is the quality every leader wants in his or her teams, but it's the quality we don't like to develop in ourselves. Welcome it. Embrace it. Grow from it.

**Reflect and Discuss**

1. Why is faithfulness hard to develop in today's culture?
2. How has faithfulness humbled you, matured you, and prepared you?
3. What is God doing in your life right now to develop and grow your faithfulness?

**Apply**

Read the Parable of the Bags of Gold in Matthew 25. What lessons can you learn from this parable about faithfulness? List your biggest takeaways, and ask God to show you how He wants to develop those qualities in you.

Leadership Lessons From the Life of Moses

## The Role of Faithfulness in Leadership

**Assess:** What does faithfulness in leadership mean to you?

“Moses was tending the flock of Jethro his father-in-law” (Exodus 3:1).

Moses went from being the prince of Egypt to the shepherd of Jethro, to the deliverer of Israel. Had Moses not been faithful as a shepherd, he would never have been promoted to deliverer.

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### Apply

Read the Parable of the Bags of Gold in Matthew 25. What lessons can you learn from this parable about faithfulness? List your biggest takeaways, and ask God to show you how He wants to develop those qualities in you.

## Leadership Lessons From the Life of Moses

## Leadership and God's Presence

**Team Review:** What lessons did you glean from Matthew 25 about faithfulness?

**Assess:** How have you encountered God's presence in the midst of leadership challenges?

**Insights and Ideas**

**M**oses was a leader who had multiple encounters with the presence of God. It was a defining quality of his life and leadership. Whether it was at the burning bush, on Mount Sinai, or inside the tent of meeting, Moses had continual encounters with God that profoundly impacted who he became and how he led.

God will break us, and God will shape us, but God will never leave us. He is with us and for us, and His presence plays an important role in us. Without God's presence, everything rests on our own wisdom and ability. But in God's presence, we receive supernatural resources. In God's presence, Moses received three things:

1. *Moses received God's purpose.* God intended to set the Israelites free from their Egyptian oppression, and He revealed this purpose to Moses at the burning bush. God said, "And now the cry of the Israelites has reached me, and I have seen the way the Egyptians are oppressing them. So now, go. I am sending you to Pharaoh to bring my people the Israelites out of Egypt" (Exodus 3:9–10).
2. *Moses received God's plan.* God not only revealed His purpose to Moses, but He also gave Moses a plan for how it would be fulfilled. In Exodus 3:13–22, God described His plan in detail, and He revealed what part Moses would play in this plan.
3. *Moses received God's power.* As God described His purpose and plan to Moses, He also equipped him with power to see it fulfilled. If you can fulfill God's purpose without God's help, then you have not discovered God's purpose for your life. God equipped Moses with power through his staff. "'This,' said the LORD, 'is so that they may believe that the LORD, the God of their fathers — the God of Abraham, the God of Isaac and the God of Jacob — has appeared to you'" (Exodus 4:5).

Today, leaders can also receive God's purpose, plan and power in His presence. It's in God's presence that we discover where to go, what to do, and how to do it. God's presence is an indispensable part of leadership, and without His presence, we'll find ourselves leaning on a constant shortage of wisdom, strength and ability.

**Reflect and Discuss**

1. How have you personally received God's purpose, plan and power in His presence?
2. What other benefits have you received for your life and leadership in God's presence?
3. What other lessons can you learn from Moses' encounters with God throughout his leadership journey?

**Apply**

Take some time to read about Moses' encounter with God at the burning bush. What stands out to you? How does this passage give you hope, courage and insight for today? Pray through this passage, and allow the Holy Spirit to speak to you.



Leadership Lessons From the Life of Moses

## Leadership and God's Presence

**Assess:** How have you encountered God's presence in the midst of leadership challenges?

Moses was a leader who had multiple encounters with the presence of God. It was a defining quality of his life and leadership. Whether it was at the burning bush, on Mount Sinai, or inside the tent of meeting, Moses had continual encounters with God that profoundly impacted who he became and how he led.

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“And now the cry of the Israelites has reached me, and I have seen the way the Egyptians are oppressing them. So now, go. I am sending you to Pharaoh to bring my people the Israelites out of Egypt” (Exodus 3:9–10).

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God not only revealed His purpose to Moses, but He also gave Moses a plan for how it would be fulfilled. In Exodus 3:13–22, God described His plan in detail, and He revealed what part Moses would play in this plan.

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### Apply

Take some time to read about Moses' encounter with God at the burning bush. What stands out to you? How does this passage give you hope, courage and insight for today? Pray through this passage, and allow the Holy Spirit to speak to you.

## Study 4

## Leadership Lessons From the Life of Moses

**Overcoming Leadership Insecurities**

**Team Review:** What other lessons did you learn from Moses' encounter with God at the burning bush?

**Assess:** What are some of the biggest insecurities you've faced in your leadership journey?

**Insights and Ideas**

**W**e typically view Moses as a strong leader, but he also struggled with a handful of insecurities. When God revealed to Moses His plan to deliver the Israelites from Egypt, Moses had to overcome five leadership insecurities:

1. *Insignificant (I'm not important enough)*. God told Moses He was sending him to deliver the Israelites (Exodus 3:10). Moses responded, "Who am I that I should go to Pharaoh and bring the Israelites out of Egypt?" (verse 11).

In other words, Moses felt too insignificant for the task. He was essentially saying, "God, I'm a nobody! Why would You pick me?"

2. *Incompetent (I don't know enough)*. Moses questioned God's plan, saying, "Suppose I go to the Israelites and say to them, 'The God of your fathers has sent me to you,' and they ask me, 'What is his name?' Then what shall I tell them?" (Exodus 3:13).

Simply put, Moses didn't have the spiritual knowledge he thought he needed. Moses felt his competence wouldn't cut it.

3. *Invalid (I'm not credible enough)*. Moses continued his protest: "What if they do not believe me or listen to me and say, 'The LORD did not appear to you'?" (Exodus 4:1).

Moses doubted his credibility. He had already blown it once, and Moses figured the Israelites would call out his credibility gap.

4. *Inadequate (I'm not skilled enough)*. After three failed excuses, Moses turned to his personal weaknesses and reminded God of a speech problem. "Pardon your servant, Lord. I have never been eloquent, neither in the past nor since you have spoken to your servant. I am slow of speech and tongue" (Exodus 4:10).

Put another way, Moses was saying, "God, I'm inadequate for the job. My skills don't measure up."

5. *Inferior (I'm not good enough)*. Moses tried one last tactic: "Pardon your servant, Lord. Please send someone else" (Exodus 4:13).

Moses was running out of excuses, so he essentially said, "God, if You lined up 100 other people, I'd be the last pick. I'm inferior to everyone else. Please, pick someone else."

John Maxwell says, "It's easier to go from failure to success than it is from excuses to success." Excuses are the exit ramps off the highway of obedience. And in leadership, when our insecurities rise, we have to choose obedience every time.

**Reflect and Discuss**

1. With which of Moses' insecurities do you most identify? Why?
2. What excuses have you found yourself using with God? How did He respond?
3. What can we do to shore up our insecurities and build our confidence?

**Apply**

Identify your greatest insecurities. Then, find a friend or coach to help you process each insecurity and come up with a strategy to face it. Doing so will build your confidence and help you lean in the direction of obedience.

Leadership Lessons From the Life of Moses

## Overcoming Leadership Insecurities

**Assess:** What are some of the biggest insecurities you've faced in your leadership journey?

We typically view Moses as a strong leader, but he also struggled with a handful of insecurities.

Five Insecurities Moses Overcame:

1. \_\_\_\_\_ (*I'm not important enough*).

"Who am I that I should go to Pharaoh and bring the Israelites out of Egypt?" (Exodus 3:11).

2. \_\_\_\_\_ (*I don't know enough*).

"Suppose I go to the Israelites and say to them, 'The God of your fathers has sent me to you,' and they ask me, 'What is his name?' Then what shall I tell them?" (Exodus 3:13).

3. \_\_\_\_\_ (*I'm not credible enough*).

"What if they do not believe me or listen to me and say, 'The LORD did not appear to you?'" (Exodus 4:1).

4. \_\_\_\_\_ (*I'm not skilled enough*).

"Pardon your servant, Lord. I have never been eloquent, neither in the past nor since you have spoken to your servant. I am slow of speech and tongue" (Exodus 4:10).

5. \_\_\_\_\_ (*I'm not good enough*).

"Pardon your servant, Lord. Please send someone else" (Exodus 4:13).

"It's easier to go from failure to success than it is from excuses to success." — John Maxwell

### Apply

Identify your greatest insecurities. Then, find a friend or coach to help you process each insecurity and come up with a strategy to face it. Doing so will build your confidence and help you lean in the direction of obedience.

Study  
5

## Leadership Lessons From the Life of Moses

**Becoming a Persevering Leader**

**Team Review:** How are you growing through your leadership insecurities?

**Assess:** When have you had to persevere the most in your leadership journey?

**Insights and Ideas**

**P**erseverance sometimes requires blood, sweat and tears. It's easy to become discouraged and tired when you have to keep on keeping on. Moses must have learned this lesson as well as anyone. Not only did he persevere through Pharaoh's continual refusal to let the Israelites go, but Moses also persevered with them for 40 years in the wilderness.

How did he do it? Consider these three keys to becoming a persevering leader:

1. *We must prepare for perseverance.* Before Moses endured 40 years in the wilderness, he spent 40 years in Midian where God formed him, shaped him, and prepared him.

Today's pain prepares us for tomorrow's purpose. The way we prepare for circumstances that will require perseverance is by proving faithful in the here and now. Author Sam Chand often says, "You'll grow only to the threshold of your pain." Leadership is painful, but perseverance will prepare you for what's next.

2. *God's presence is our source in perseverance.* In Exodus 33:11, Moses meets face-to-face with God in the tent of meeting. In verse 15, Moses says to God, "If your Presence does not go with us, do not send us up from here. How will anyone know that you are pleased with me and with your people unless you go with us? What else will distinguish me and your people from all the other people on the face of the earth?"

Moses knew the journey was too hard to do alone. God's presence was the distinguishing factor that made it possible. Only in God's presence would Moses find the purpose, plan and power to continue.

3. *We must practice perseverance.* It's not enough to *talk* about perseverance; we have to do it.

The hard thing about perseverance is that you need it most in the middle. You don't need it to get started, or when the finish line is in sight. It's in the middle that you have to persevere. Everything looks bleak in the middle. Everything looks like a failure in the middle. Everything looks like a defeat and a delay in the middle. But don't quit. It's messy in the middle, but God is still at work.

**Reflect and Discuss**

1. How has God prepared you in your past to persevere today? How might He be preparing you today to persevere in the future?
2. What difference has God's presence made in your efforts to persevere?
3. Why is a journey often hardest in the middle? How have you learned to persevere in the middle when you're long past the starting line but still a long way from the finish line?

**Apply**

One of the keys to perseverance is choosing to live life in community. With which friends, team members, and family members can you meet regularly to find the strength and encouragement to continually persevere?

Leadership Lessons From the Life of Moses

## Becoming a Persevering Leader

**Assess:** When have you had to persevere the most in your leadership journey?

Not only did Moses persevere through Pharaoh’s continual refusal to let the Israelites go, but he also persevered with them for 40 years in the wilderness. How did he do it?

Three Keys to Becoming a Persevering Leader:

1. We must \_\_\_\_\_ for perseverance.

Before Moses endured 40 years in the wilderness, he spent 40 years in Midian where God formed him, shaped him, and prepared him.

“You’ll grow only to the threshold of your pain.” – Sam Chand

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“If your Presence does not go with us, do not send us up from here. How will anyone know that you are pleased with me and with your people unless you go with us? What else will distinguish me and your people from all the other people on the face of the earth?” (Exodus 33:15).

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### Apply

One of the keys to perseverance is choosing to live life in community. With which friends, team members, and family members can you meet regularly to find the strength and encouragement to continually persevere?

## Leadership Lessons From the Life of Moses

**Four Keys to Delegation in Leadership**

**Team Review:** Who is helping you become a persevering leader?

**Assess:** How do you maximize delegation in your role as a leader?

**Insights and Ideas**

**M**oses learned the importance of delegation when Jethro, his father-in-law, visited him in the wilderness and observed Moses working alone from morning until evening (Exodus 18:13). Jethro told Moses, “What you are doing is not good. You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone” (Exodus 18:17–18). Then, Jethro gave Moses a four-step delegation process that still works today.

1. **Clarify your highest priorities.** Delegation doesn’t begin by deciding what not to do, but rather by identifying what only you should do. Jethro said, “You must be the people’s representative before God and bring their disputes to him. Teach them his decrees and instructions, and show them the way they are to live and how they are to behave” (Exodus 18:19–20).

Jethro reminded Moses of how he should invest his time, and advised him to delegate everything else.

2. **Select capable leaders.** Jethro said, “Select capable men from all the people — men who fear God, trustworthy men who hate dishonest gain” (Exodus 18:21).

To build effective teams, you have to know what to look for in leaders. Jethro pinpointed four qualities: capability, fear of God, trustworthiness, and a hate for dishonest gain. What do leaders need to model in your area of ministry?

3. **Create a leadership structure.** The next step was to create a robust leadership structure that made it clear who reports to whom. Jethro said, “Appoint them as officials over thousands, hundreds, fifties and tens” (Exodus 18:21).

Every person in your organization should understand the leadership structure. Without this clarity, every problem and request will end up on your desk.

4. **Release responsibility.** Finally, Jethro said, “Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves” (Exodus 18:22).

In other words, Jethro made it clear what each leader in this new leadership structure would do. Each member of your team needs a written description that articulates his or her role, to whom the team member reports, and expectations and responsibilities.

What was the outcome of this delegation plan? The load on Moses lifted, and the needs of the people were met (Exodus 18:22–23). Moses listened and implemented Jethro’s advice. Will you?

**Reflect and Discuss**

1. Which part of Jethro’s delegation plan most challenges you?
2. What do you believe a leader’s highest priorities should be?
3. What next step do you need to take to delegate more to your team?

**Apply**

Put together a delegation strategy. Clarify your highest priorities, identify what you’re looking for in a leader and who those leaders are, create a leadership structure, and release clear and written responsibilities to each person.

Study **6**

TEAM GUIDE

Leadership Lessons From the Life of Moses

## Four Keys to Delegation in Leadership

**Assess:** How do you maximize delegation in your role as a leader?

“What you are doing is not good. You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone” (Exodus 18:17–18).

Four Steps to Delegation:

1. Clarify your highest \_\_\_\_\_.

Delegation doesn't begin by deciding what not to do, but rather by identifying what only you should do.

“You must be the people's representative before God and bring their disputes to him. Teach them his decrees and instructions, and show them the way they are to live and how they are to behave” (Exodus 18:19–20).

2. Select capable \_\_\_\_\_.

“Select capable men from all the people — men who fear God, trustworthy men who hate dishonest gain” (Exodus 18:21).

3. Create a leadership \_\_\_\_\_.

“Appoint them as officials over thousands, hundreds, fifties and tens” (Exodus 18:21).

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“Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves” (Exodus 18:22).

What was the outcome of this delegation plan? The load on Moses lifted, and the needs of the people were met (Exodus 18:22–23).

### Apply

Put together a delegation strategy. Clarify your highest priorities, identify what you're looking for in a leader and who those leaders are, create a leadership structure, and release clear and written responsibilities to each person.



## Leadership Lessons From the Life of Moses

# Forming a Strategic Plan

**Team Review:** What steps have you taken to delegate more to your team?

**Assess:** How do you develop a strategy for accomplishing something big?

### Insights and Ideas

**L**eaders are entrusted with a vision and required to mobilize people toward its fulfillment. As we look at the life of Moses, we see strategic leadership in action during the construction of the tabernacle. A robust strategic plan always requires leaders to do four things.

1. *Cast vision.* You can't lead people toward a bright future without communicating where you're leading them. Moses gathered the people and cast the vision for the construction of the tabernacle (Exodus 35:4–19).
2. *Create engagement.* Casting vision isn't enough. Leaders also have to engage people in the vision. Moses did this by instructing everyone to bring an offering (Exodus 35:4–9), and by mobilizing the gifts and skills of the people to construct the tabernacle. Exodus 36:2 says, "Moses summoned Bezalel and Oholiab and every skilled person to whom the LORD had given ability and who was willing to come and do the work."

When people invest talent and treasure in a vision, their engagement increases sharply.

3. *Clarify strategy.* Throughout Exodus 35–39, Moses gave specific instructions for building the tabernacle and the furniture that would occupy it. He described the dimensions and materials in such detail that the workers had the equivalent of a blueprint to bring this vision to fulfillment.

Without a clear strategy, people will inadvertently work toward an outcome that's inconsistent with the vision.

4. *Celebrate progress.* Exodus 39:42–43 provides details about what happened after the project was complete: "The Israelites had done all the work just as the LORD had commanded Moses. Moses inspected the work and saw that they had done it just as the LORD had commanded. So Moses blessed them."

Celebrating progress requires both inspection and celebration. Moses inspected the work, but he didn't stop there. He also "blessed them."

Not every leader is gifted in every part of the process. Some are fantastic vision casters, but they may struggle with the strategy and the details. Others are great at putting together a strategic plan but find it difficult to engage people in the process. The key is to know your strengths and weaknesses, and then build a team that will help you accomplish what God has called you to do.

### Reflect and Discuss

1. Which part of strategic leadership is your greatest strength and your greatest weakness?
2. What practical and effective ways have you found to engage people in pursuing a vision?
3. Why is it important to celebrate progress, and how do you create a culture of celebration?

### Apply

What vision or project are you about to tackle? Use the four keys to strategic leadership outlined above to help you develop a clear path forward. Once you've outlined your plan, begin the implementation process.



Leadership Lessons From the Life of Moses

## Forming a Strategic Plan

**Assess:** How do you develop a strategy to accomplishing something big?

Leaders are entrusted with a vision and required to mobilize people toward its fulfillment. As we look at the life of Moses, we see strategic leadership in action during the construction of the tabernacle. A robust strategic plan always requires leaders to do four things.

1. Cast \_\_\_\_\_.

Exodus 35:1-19

2. Create \_\_\_\_\_.

Moses did this by instructing everyone to bring an offering (Exodus 35:4–9), and by mobilizing the gifts and skills of the people to construct the tabernacle.

“Moses summoned Bezalel and Oholiab and every skilled person to whom the LORD had given ability and who was willing to come and do the work” (Exodus 36:2).

3. Clarify \_\_\_\_\_.

Exodus 35-39

Moses described the dimensions and materials in such detail that the workers had the equivalent of a blueprint to bring this vision to fulfillment.

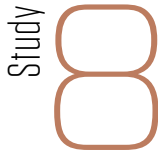
Without a clear strategy, people will inadvertently work toward an outcome that’s inconsistent with the vision.

4. Celebrate \_\_\_\_\_.

“The Israelites had done all the work just as the LORD had commanded Moses. Moses inspected the work and saw that they had done it just as the LORD had commanded. So Moses blessed them” (Exodus 39:42–43).

### Apply

What vision or project are you about to tackle? Use the four keys to strategic leadership outlined above to help you develop a clear path forward. Once you’ve outlined your plan, begin the implementation process.



## Leadership Lessons From the Life of Moses

# Learning From Leadership Failures

**Team Review:** What steps have you taken to form your leadership strategy?

**Assess:** What's the greatest lesson you've learned from a leadership failure?

### Insights and Ideas

One of the big challenges Moses and Aaron had to face with the Israelites was their constant complaining. Time and again, the Israelites quarreled with Moses, expressing their frustration with the wilderness and their desire to return to Egypt.

The Israelites' complaints drove Moses and Aaron into the tent of meeting, seeking the Lord for His direction and provision. According to Numbers 20:7–8, "The LORD said to Moses, 'Take the staff, and you and your brother Aaron gather the assembly together. Speak to that rock before their eyes and it will pour out its water. You will bring water out of the rock for the community so they and their livestock can drink.'"

However, Moses was frustrated. When he gathered the Israelites in front of the rock, he said, "Listen, you rebels, must we bring you water out of this rock?" Then Moses raised his arm and struck the rock twice with his staff. Water gushed out, and the community and their livestock drank" (Numbers 20:10–11).

At first, everything seemed good. God provided water, and the people drank. But God wasn't finished speaking. He said to Moses and Aaron, "Because you did not trust in me enough to honor me as holy in the sight of the Israelites, you will not bring this community into the land I give them" (Numbers 20:12).

Leaders can glean three important lessons from this leadership failure:

1. *Emotion management matters.* Moses was obviously frustrated with the Israelites.

That is evident in his address, "Listen, you rebels ... ." But Moses' emotional meltdown didn't end with his words. It moved into the realm of disobedience when Moses struck the rock twice when he was told only to speak to it.

When leaders fail to manage their emotions, they not only jeopardize their relational equity, but they also risk disobedience to God.

2. *God weighs a leader's motives.* Moses said, "Must we bring you water out of this rock?"

Notice his use of "we." Moses and Aaron weren't the source of the water. It's possible that Moses' uncontrolled emotions revealed unholy motives.

3. *Leaders are accountable.* God did not give Moses a pass when he struck the rock.

Instead, God held Moses accountable for his actions. Why? Because Moses did not trust in God enough to honor Him as holy. Leaders are not accountable to people alone; they ultimately answer to God.

Moses exhibited some great leadership qualities, but this was a leadership failure, and all of us can learn from it.

### Reflect and Discuss

1. When did your emotions get the best of you as a leader?
2. Why are motives so important to God?
3. What are healthy ways to cultivate accountability in leadership?

### Apply

Reflect on your emotions, motives and willingness to be held accountable. Which areas most need attention? What steps can you take to manage your emotions wisely, purify your motives fully, and establish accountability appropriately?



Leadership Lessons From the Life of Moses

## Learning from Leadership Failures

**Assess:** What’s the greatest lesson you’ve learned from a leadership failure?

“The LORD said to Moses, “Take the staff, and you and your brother Aaron gather the assembly together. Speak to that rock before their eyes and it will pour out its water. You will bring water out of the rock for the community so they and their livestock can drink” (Numbers 20:7–8).

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“Because you did not trust in me enough to honor me as holy in the sight of the Israelites, you will not bring this community into the land I give them” (Numbers 20:12).

### Lessons From Leadership Failure

1. Emotion \_\_\_\_\_ matters. Moses was obviously frustrated with the Israelites. That is evident in his address, “Listen, you rebels ...”
2. God weighs a leader’s \_\_\_\_\_. Moses said, “Must we bring you water out of this rock?” Notice his use of “we.” It’s possible that Moses’ uncontrolled emotions revealed unholy motives.
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### Apply

Reflect on your emotions, motives and willingness to be held accountable. Which areas most need attention? What steps can you take to manage your emotions wisely, purify your motives fully, and establish accountability appropriately?

## Leadership Lessons From the Life of Moses

## Leadership and Miracles

**Team Review:** What steps have you taken to manage your emotions, purify your motives, and establish accountability?

**Assess:** What's the greatest miracle God has done for our church?

## Insights and Ideas

**T**hroughout Moses' leadership of the Israelites, we see miracles: the burning bush, the plagues that came upon Egypt, the parting of the Red Sea, manna and quail in the desert, water from the rock, defeating the Amalekites, and more. God worked multiple miracles on behalf of His people, and He wants to do the same today. But leaders also play a role in miracles.

1. *Leaders believe for miracles.* In Exodus 4:21, the Lord said to Moses, "When you return to Egypt, see that you perform before Pharaoh all the wonders I have given you the power to do. But I will harden his heart so that he will not let the people go." Each time Moses stood before Pharaoh, he had to believe God would do what He said He would do.

Similarly, leaders today need to take the lead in believing God for miracles. Mark Batterson often says, "The best way to steward a miracle is to believe God for greater miracles." Don't limit what God can do to a single miracle in your church's past. Trust Him to do new miracles today and in the future.

2. *Leaders act in faith and obedience.* When the Israelites came to the edge of the Red Sea, Pharaoh's armies began to close in on them. In that critical moment, Moses made a faith-filled declaration: "Do not be afraid. Stand firm and you will see the deliverance the LORD will bring you today. The Egyptians you see today you will never see again. The LORD will fight for you; you need only to be still" (Exodus 14:13-14).

Then Moses stretched out his hand over the sea, and God parted the waters. Miracles are a sovereign act of God, but sometimes they are preceded by a leader's faith and obedience.

3. *Leaders express gratitude for miracles.* After God delivered the Israelites, Moses and Miriam led the Israelites in singing a song of praise. The song began with these words: "I will sing to the LORD, for he is highly exalted. Both horse and driver he has hurled into the sea" (Exodus 15:1).

Miracles are a gift from God, and we need to lead our churches in expressing gratitude for them.

God-inspired ministry and Spirit-led leadership should bring us to a place where we believe God to do the impossible. Our ministries should be marked by the limitless ability of God.

## Reflect and Discuss

1. What speaks to you when you see all the miracles God did in Exodus?
2. What miracles has God done in our church's past?
3. What specific miracles do we need to believe God to do in the days ahead?

## Apply

Begin praying for specific miracles you want to see God do in your church's future. Make these requests a regular part of your corporate team gatherings.

Leadership Lessons From the Life of Moses

## Leadership and Miracles

**Assess:** What's the greatest miracle God has done for our church?

Throughout Moses' leadership of the Israelites, we see miracles: the burning bush, the plagues that came upon Egypt, the parting of the Red Sea, manna and quail in the desert, water from the rock, defeating the Amalekites, and more.

The Role of Leaders in Miracles:

1. Leaders \_\_\_\_\_ for miracles.

“When you return to Egypt, see that you perform before Pharaoh all the wonders I have given you the power to do. But I will harden his heart so that he will not let the people go” (Exodus 4:21).

“The best way to steward a miracle is to believe God for greater miracles.” — Mark Batterson

2. Leaders act in \_\_\_\_\_ and \_\_\_\_\_.

“Do not be afraid. Stand firm and you will see the deliverance the LORD will bring you today. The Egyptians you see today you will never see again. The LORD will fight for you; you need only to be still” (Exodus 14:13–14).

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God-inspired ministry and Spirit-led leadership should bring us to a place where we believe God to do the impossible. Our ministries should be marked by the limitless ability of God.

### Apply

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## Leadership Lessons From the Life of Moses

**Successful Leadership Succession**

**Team Review:** What miracles are we praying for right now?

**Assess:** What's the most healthy leadership succession you've ever seen?

**Insights and Ideas**

**S**uccession planning is becoming increasingly critical as leaders age. While succession isn't easy — whether for a lead pastor, staff member, or key volunteer — we can learn from the life of Moses three keys to successful succession:

1. *Succession begins with the maturity of the predecessor.* When the time came for Moses to no longer lead Israel, he was mature about it. In Deuteronomy 31:1–2, Moses said to Israel, “I am now a hundred and twenty years old and I am no longer able to lead you. The LORD has said to me, ‘You shall not cross the Jordan.’”

Moses had the maturity and wisdom to admit his time was over. Similarly, leaders today need discernment to know when it's time to pass the baton and wisdom to facilitate the transition with maturity.

2. *Succession thrives in a positive environment.* When Moses prepared to conclude his ministry, he didn't focus on the negative. Instead, Moses said to the people, “The LORD your God himself will cross over ahead of you” (Deuteronomy 31:3). Moses went on to say, “Be strong and courageous. Do not be afraid or terrified because of them, for the LORD your God goes with you; he will never leave you nor forsake you” (Deuteronomy 31:6).

Then, in the following chapters, Moses gave final instructions to the Levitical priests and blessed the tribes of Israel.

When your time comes to leave, model a positive attitude and make the transition a win for everybody.

3. *Succession succeeds with the right successor.* Moses had been preparing Joshua for leadership for many years. In Deuteronomy 31:7–8, Moses summoned Joshua and said in the presence of Israel, “Be strong and courageous, for you must go with this people into the land that the LORD swore to their ancestors to give them, and you must divide it among them as their inheritance. The LORD himself goes before you and will be with you; he will never leave you nor forsake you. Do not be afraid; do not be discouraged.”

Moses selected, trained, commissioned, and blessed his successor. After Moses' death, we read, “Now Joshua son of Nun was filled with the spirit of wisdom because Moses had laid his hands on him. So the Israelites listened to him and did what the LORD had commanded Moses” (Deuteronomy 34:9).

A big reason Joshua succeeded was because Moses set him up for success. A healthy succession is like a crown on your legacy. Prepare the ministry you lead for long-term success by planning for succession.

**Reflect and Discuss**

1. Why is successful succession planning so difficult?
2. What challenges you most about Moses' succession process?
3. What can we do as leaders, and as a church, to facilitate healthy succession?

**Apply**

Give some careful thought to your own succession. Even if it's years away, what can you begin doing now to ensure the succession is smooth and healthy for everyone?

## Leadership Lessons From the Life of Moses

**Successful Leadership Succession**

**Assess:** What's the most healthy leadership succession you've ever seen?

Succession planning is becoming increasingly critical as leaders age. While succession isn't easy — whether for a lead pastor, staff member, or key volunteer — we can learn from the life of Moses.

Three Keys to Effective Succession Planning:

1. Succession begins with the \_\_\_\_\_ of the predecessor.

“I am now a hundred and twenty years old and I am no longer able to lead you. The LORD has said to me, ‘You shall not cross the Jordan’” (Deuteronomy 31:1–2).

2. Succession thrives in a \_\_\_\_\_ environment.

“The LORD your God himself will cross over ahead of you” (Deuteronomy 31:3).

“Be strong and courageous. Do not be afraid or terrified because of them, for the LORD your God goes with you; he will never leave you nor forsake you” (Deuteronomy 31:6).

3. Succession \_\_\_\_\_ with the right successor.

“Be strong and courageous, for you must go with this people into the land that the LORD swore to their ancestors to give them, and you must divide it among them as their inheritance. The LORD himself goes before you and will be with you; he will never leave you nor forsake you. Do not be afraid; do not be discouraged” (Deuteronomy 31:7–8).

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