

“Leadership is the art and science of inspiring others to reach their full potential in the pursuit of a common vision”

Dr. James Bultman



Today Scripture Reference



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## The TCL E-Leadership Resource Your Authority Challenged – Part 3

### Matthew 21:23

Jesus entered the temple courts, and, while he was teaching, the chief priests and the elders of the people came to him. "By what authority are you doing these things?" they asked. "And who gave you this authority?"

### Numbers 14: 2-4

All the Israelites grumbled against Moses and Aaron, and the whole assembly said to them, "If only we had died in Egypt! ..... Wouldn't it be better for us to go back to Egypt?" And they said to each other, "We should choose a leader and go back to Egypt."

Today I will be finishing this series on authority. We will finish with a topic every leader will experience, that of rebellious and disobedient followers (RDF's).

Authority Part 1 and 2 was preparation to help you establish your mindset prior to handling RDF's. The reason for this is that when you reach the point of having to handle RDF's, everyone is waiting in the grandstands with their opinion on how you should perform. You cannot be ready for this phase of leadership if you have the wrong blend of positional authority and restraint. Remember, positional authority is something a leader must acquire. Restraining the authority within, along with the focus of helping people, is how effective Christian leaders think and live. You might review Part 1 and 2.

Why do I focus on the grandstands of people and not the RDF at hand? If leadership is "the art and science of inspiring people" ..... what can be so inspiring about handling a rebellious person? Friends, handling a RDF properly IS one of the most inspiring things you can do .... for everyone in the grandstands. There are a number of reasons it IS inspiring to people.

1. The rebellious person has probably impacted them in terms of their work and their own attitude but they would not say anything because they don't want to deal with it. Think I am wrong? Ask any organizational leader who loses a RDF, and you will find scores of people who affirm the good of their departure AFTER the person is gone.
2. They are desperately hoping you handle it well. Someday they might be considered a RDF, and want to see how fair the person who they work for really is.
3. People want to work for good leaders. Life is so much better when you enjoy your job and your leader.

Knowing you are being watched is where you are now. This is a critical point. What do you do next? Read our scripture verses above. What did Moses do? His situation was a very serious matter. Moses' followers wanted to replace him! How did Jesus respond to the challenge of His authority? Put in Jesus' circumstance, many of us would have liked to call down fire from heaven and say "you guys got any other problem with me?"

Along with a good written policy and process for disciplinary matters, you will find yourself dealing with each circumstance and each rebellious person differently. Maybe a few of you reading this are dealing with one right now. If you are, might I suggest that you review your written policy and coordinate your written policy with the following recommendations.

1. Be sure you have the positional authority to act.
2. Review the blend of your leadership. Too much bossing around? Begin to focus on restraint.
3. Pray for wisdom.
4. Shape your response and actions in fair measurements just as God did with Moses' RDF and the way Jesus did by His response to those that questioned Him.

I hope I have delivered to you a perspective of handling conflict that can actually help you inspire those you lead. Treat your RDF's as an opportunity for their correction, and for your growth as a leader!