

## THE LEADERSHIP STYLE AND CHARACTERISTICS OF MOSES

### 1. THE PROCESS OF LEADERSHIP DEVELOPMENT

(J. Robert Clinton, *The Making of a Leader*, Colorado Springs: NavPress, 1988)

#### A. Phase I Sovereign Foundations

“God providentially works foundational items into the life of the leader-to-be. Personality characteristics, experiences good and bad, and the time context will be used by God. The building blocks are there, though the structure being built may not be clearly in focus. Character traits are embedded. These same traits in mature form will be adapted and used by God. Many times the personality traits later will be seen to correlate with the spiritual gift-mix that God gives” (pp. 30-31). Turning point is usually conversion.

- A Levite and son of Amram (Ex. 2:1-4; 6:20; Ac 7:20; Heb 11:23)
- Hidden in a small basket (Ex 2:3)
- Discovered and adopted by the daughter of Pharaoh (Ex 2:5-10)
- Learned in all the wisdom of Egypt (Ac 7:22)
- His loyalty to his race (Heb 11:24-26)
- Takes the life of an Egyptian taskmaster; flees from Egypt; finds refuge among the Midianites (Ex 2:11-22; Ac 7:24-29)
- Joins himself to Jethro, priest of Midian; marries his daughter Zipporah; has one son, Gershom (Ex 2:15-22)
- Is a herdsman for Jethro in the desert of Horeb (Ex 3:1)
- Has the vision of the burning bush (Ex 3:2-6) (**Biblical Outline Adapted from Nave’s Topical Bible**)

#### B. Phase II Inner-Life Growth

Formal and informal training. Learning by modeling, apprenticeships, mentoring. “Superficially it may appear that ministry training is the focus of this development phase. But closer analysis shows that the major thrust of God’s development is inward. The real training program is in the heart of the person, where God is doing some growth testing” (p. 31).

- God reveals to him his purpose to deliver the Israelites and bring them into the land of Canaan (Ex 3:7-10)
- Commissioned as leader of the Israelites (Ex 3:10-22; 6:13)
- His rod miraculously turned into a serpent, and his hand was made leprous, and then restored (Ex 4:1-9,28)
- With his wife and sons, he leaves Jethro to perform his mission in Egypt (Ex 4: 18-20)

#### C. Phase III Ministry Maturing

Ministry as a major focus of life. Further training is formal and informal, geared toward specific ministry needs. Focus is on God’s working in the minister, although some fruit is appearing in ministry (p. 32).

- His controversy with his wife on account of circumcision (Ex 4:20-26)
- Meets Aaron in the wilderness (Ex 4:27-28)
- With Aaron assembles the leaders of Israel (Ex 4:29-31)
- Along with Aaron, Moses goes before Pharaoh and demands the liberties of his people in the name of Jehovah (Ex 5:1)
- Rejected by Pharaoh; hardships of the Israelites increased (Ex 5:1...)
- People complain against Moses and Aaron (Ex 5:20,21; 15:24; 16:2,3; 17: 2,3 Nu 14;2-4; 16:41; 20:2-5; 21:4-6; De 1:12, 26-28)
- Receives comfort and assurance from the Lord (Ex 6:1-8)
- Unbelief of the people ((Ex 6:9)
- Renews his appeal to Pharaoh (Ex 6:11)
- Under divine direction brings plagues upon the land of Egypt (Ex 7:1...8:1...9:1...10:1...11:1...12:1...)
- Secures the deliverance of the people and leads them out of Egypt (Ex 13:1...)
- Crosses the Red Sea; Pharaoh and his army are destroyed (Ex 14:1...)
- Composes a song for the people of Israel on their deliverance from Pharaoh (Ex 15:1...)
- Joined by his family in the wilderness (Ex 18:1-12)

#### D. Phase IV Life Maturing

“God uses one’s life as well as gifts to influence others” (p. 32). Mature fruitfulness, priorities in ministry established. Training consists of modeling and on-the-job experience.

- Institutes a system of government (Ex 18:13-26 Nu 11:16-30 De 1:9-18)
- Receives the law and ordains various statutes (Ex 34:29-35)
- Face of, transfigured (Ex 34:29-35 2Cor 3:13)
- Sets up the tabernacle (Ex 24-40)
- Reproves Aaron for Making the golden calf (Ex 32:22,23)
- Irregularity in the offerings (Le 10:16-20)
- Jealousy of Aaron and Miriam toward (Nu 12:1...)
- Rebellion of Korah, Dathan, and Abiram against (Nu 16:1...)
- Appoints Joshua as his successor (Nu 27:22,23 De 31:7,8,14,23; 34:9)
- Not permitted to enter Canaan, but views the land from atop Mount Pisgah (Nu 27: 12-14 De 1:37 3:23-29; 32:48-52; 34: 1-8)

#### E. Phase V Convergence

“The leader is moved by God into a role that matches gift-mix, experience, temperment, etc...Being and spiritual authority form the true power base for mature ministry” (pp. 32-33).

- Death and burial of (Nu 31:2; De 32:50; 34:1-6)
- Body of, disputed over (Jude 1:9)
- 120 Years old at death ( De 31:2)
- Mourning for, thirty days in the plains of Moab ( De 34:8)
- Present with Jesus on the Mount of Transfiguration (Mt 17:3,4 Mk 9:4 Lu 9:30)
- A type of the Messiah (De 18:15-18 Ac 3:22; 7:37)

(The Development Phases tend to dovetail into each other, especially Phases III-V. The Lord was teaching Moses and working through him at the same time, the man being developed and the Lord having the freedom to work through him, receiving the glory. Convergence is truly seen after the death of Moses, through the life of Joshua, the on-going life of Israel, the establishment of the Law, and ultimately in the fulfillment of the Law through Jesus Christ. This fulfillment is manifest in Moses’ appearing with Jesus at the transfiguration).

Deut 34:10-12

- 10 Since then, no prophet has risen in Israel like Moses, whom the LORD knew face to face,  
 11 who did all those miraculous signs and wonders the LORD sent him to do in Egypt-- to Pharaoh and to all his officials and to his whole land.  
 12 For no one has ever shown the mighty power or performed the awesome deeds that Moses did in the sight of all Israel. (NIV)

## 2. TEN COMMITMENTS OF LEADERSHIP

(James M. Kouzes and Barry Z. Posner, *The Leadership Challenge*, San Francisco: Jossey-Bass Publishers, 1995)

### Challenging the Process

#### 1. Search out challenging opportunities to change, grow, innovate, and improve.

- Learned in all the wisdom of Egypt (Ac 7:22)
- His loyalty to his race (Heb 11:24-26)
- Takes the life of an Egyptian taskmaster; flees from Egypt; finds refuge among the Midianites (Ex 2:11-22; Ac 7:24-29)
- Joins himself to Jethro, priest of Midian; marries his daughter Zipporah; has one son, Gershom

(Ex 2:15-22)

-Is a herdsman for Jethro in the desert of Horeb (Ex 3:1)

**2. Experiment, take risks, and learn from accompanying mistakes.**

The whole Exodus experience. Moses's leadership experience was a total walk by faith. His time in the desert with Jethro (40 years was a breaking and molding experience).

**Inspiring a Shared Vision**

**3. Envision an uplifting and ennobling future.**

-God reveals to him his purpose to deliver the Israelites and bring them into the land of Canaan (Ex 3:7-10)

-Commissioned as leader of the Israelites (Ex 3:10-22; 6:13)

-With Aaron assembles the leaders of Israel (Ex 4:29-31)

-Institutes a system of government (Ex 18:13-26 Nu 11:16-30 De 1:9-18)

-Receives the law and ordains various statutes (Ex 34:29-35)

-Face of, transfigured (Ex 34:29-35 2Cor 3:13)

-Sets up the tabernacle (Ex 24-40)

-Present with Jesus on the Mount of Transfiguration (Mt 17:3,4 Mk 9:4 Lu 9:30)

**4. Enlist others in a common vision by appealing to their values, interests, hopes, and dreams.**

-With Aaron assembles the leaders of Israel (Ex 4:29-31)

-Institutes a system of government (Ex 18:13-26 Nu 11:16-30 De 1:9-18)

-Blesses the children of Israel (De 33:1...)

**Enabling Others to Act**

**5. Foster collaboration by promoting cooperative goals and building trust.**

-With Aaron assembles the leaders of Israel (Ex 4:29-31)

-Along with Aaron, Moses goes before Pharaoh and demands the liberties of his people in the name of Jehovah (Ex 5:1)

-Institutes a system of government (Ex 18:13-26 Nu 11:16-30 De 1:9-18)

**6. Strengthen people by giving power away, providing choice, developing competence, assigning critical tasks, and offering visible support.**

-Institutes a system of government (Ex 18:13-26 Nu 11:16-30 De 1:9-18)

-Sets up the tabernacle (Ex 24-40)

-Appoints Joshua as his successor (Nu 27:22,23 De 31:7,8,14,23; 34:9)

**Modeling the Way**

**7. Set the example by behaving in ways that are consistent with shared values.**

.Respected and feared (Ex 33:8)

.Faith of (Nu 10:29 De 9:1-3 Heb 11:23-28)

.Called the man of God (De 33:1)

.God spoke to, as a man to his friend (Ex 33:11)

.Magnified of God (Ex 19:9 Nu 14:12-20 De 9:13-29)

.Magnanimity of, toward Eldad and Medad (Nu 11:29)

.Meekness of (Ex 14:13,14; 15:24,25; 16:2,3,7,8 Nu 12:3; 16:4-11)

.Obedience of (Ex 7:6; 40:16,19,21)

.Unaspiring (Nu 14:12-20 De 9:13-29 Ex 32:30)

**8. Achieve small wins that promote consistent progress and build commitment.**

-Under divine direction brings plagues upon the land of Egypt (Ex 7:1...8:1...9:1...10:1...11:1...12:1...)

-Secures the deliverance of the people and leads them out of Egypt (Ex 13:1...)

-Crosses the Red Sea; Pharaoh and his army are destroyed (Ex 14:1...)

**Encouraging the Heart**

**9. Recognize individual contributions to the success of every project.**

-Joshua and Caleb (Nu 14)

**10. Celebrate team accomplishments regularly.**

-Composes a song for the people of Israel on their deliverance from Pharaoh (Ex 15:1...)