

Lessons on Leadership Succession from Moses and Joshua

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Intro

Joshua's Leadership

Moses vs. Joshua

There are two ways to evaluate the ministries of Moses and Joshua:

- 1.
- 2.

Joshua	Moses

Jim Collins, *Good to Great*, p. 25-26:

A key trait of Level 5 leaders [is] ambition first and foremost for the company and concern for its success rather than for one's own riches and personal renown. Level 5 leaders want to see the company even more successful in the next generation, comfortable with the idea most people won't even know that the roots of that success trace back to their efforts. As one Level 5 leader said, "I want to look out from my porch at one of the great companies in the world someday and be able to say, 'I used to work there.'"

In contrast, the comparison leaders, concerned more with their own reputation for personal greatness, often failed to set the company up for success in the next generation. After all, what better testament to your own personal greatness than that the place falls apart after you leave?

Blanchard and Hodges, *Lead Like Jesus*, p. 45-46:

One aspect of a job well done as a servant leader is how well we have prepared others to carry on after our season of leadership influence is completed. Our leadership legacy is not just limited to what we accomplished, but it includes what we leave behind in the hearts and minds of those with whom we had a chance to teach and work...

Your personal succession planning efforts speak volumes about your motives as a leader. It is unlikely that anyone leading from an EGO involved in the promotion and protection of self—Edging God Out—is going to spend much time training and developing their potential successor...

During His time on earth, Jesus modeled sacrificial passion for ensuring that His followers were equipped to carry on the movement. He lived His legacy in intimate relationship with those He empowered by His words and example. In his book *Transforming Leadership*, Leighton Ford notes, "Long before modern managers, Jesus was busy preparing people for the future. He wasn't aiming to pick a crown prince, but to create a successor generation. When the time came for Him to leave, He did not put in a crash program of leadership development—the curriculum had been taught for three years in a living classroom."

A good way to gauge your progress in leading like Jesus is to ask yourself the following questions:

- How well am I doing in preparing others to take my place when the time comes?
- Do I consider them a threat or an investment in the future?
- Am I willing to share what I know and provide opportunities to learn and grow for those who will come after me? If not, why not?" A few moments of brutal honesty regarding your motives as a leader are worth years of self-deception...
- Do you view training your successor or the next generation as a threat, a burden, or an opportunity to extend your leadership impact beyond your season of influence?
- How does your successor planning impact your daily, weekly, quarterly, or yearly priorities?

There comes a point...

Lessons from Jethro

1.

2.

3.

4.

Conclusions