

Turnaround Amid Chaos

Bible Study Discussion Questions

1. Foresight: Effective leaders are able to anticipate potential problems before making commitments.

A) Proverbs 22:3; 27:12

1) Contrast the wise and foolish person in this regard.

2) What potential dangers should a leader consider before making commitments?

B) Proverbs 20:25

1) Paraphrase this verse in regard to making commitments.

2) In what way(s) does making hasty commitments trap or ensnare a person?

C) How did Tom's letter of clarification, sent to the board before accepting the job offer, demonstrate foresight on his part?

D) What is the difference between foresight and needless worry warned against by Jesus in Matthew 6:31?

2. Fear: Effective leaders are not preoccupied with obstacles or giants, but by faith, they stay focused on God, viewing Him as bigger than the giants.

A) Numbers 13:1-14:38: Twelve spies were sent to explore the Promised Land and came back with positive reports about what they had seen. However, only two of the spies, Caleb and Joshua, determined that they could conquer the enemies in the land. What attributed to the difference in perspective between them and the other ten (13:26-33)? Explain.

B) Proverbs 29:25

1) How does the fear of man ensnare people?

2) According to this verse, what is the prescription for fearing people?

C) What fear did Tom's wife Linda help him recognize in his hesitation to respond positively to the job offer? What was one expression of that fear?

D) What fears do you struggle with as a leader?

3. Priorities: Effective leaders have clarity as to what should be their primary focus of resources.

A) Acts 6:1-7

1) What did the twelve apostles determine should be their highest priority and why?

2) How did they insure that the lower priority of feeding the widows was accomplished?

B) Proverbs 24:27

1) Paraphrase this verse.

2) What can we learn about priorities from this passage?

C) What are your top three priorities? How is this reflected in your weekly schedule?

D) What can we learn from Jesus regarding priorities from Mark 1:35-39?

4. Listening: Effective leaders know communication necessitates listening to others before talking.

A) What can we learn about mistakes that we can make regarding the discipline of listening from the following verses?

1) Proverbs 18:2

2) Proverbs 18:13

3) Proverbs 18:17

B) What correlations did Tom make between listening and team building in chapter 9?

C) What is one thing you can do to become a better listener?

5. Confrontation: Effective leaders are skilled at honestly confronting both people and difficult realities for the purpose of helping people or organizations move forward.

A) One form of confrontation is rebuke. What do we learn about this skill from the following verses?

1) Proverbs 27:5

2) Proverbs 28:23

B) What can we learn from Daniel about confronting a difficult situation in Daniel 1?

C) What can we learn from Tom's confrontation of Tami in Chapter 13?

D) What hinders you from effectively confronting negative realities when necessary?
Explain.

6. Delegation: Effective leaders are able to stay focused on what they should be doing because they are able to share the workload with others.

A) Exodus 18:1-27

- 1) From verses 1-6, what might have been Jethro's reasons for his visit with Moses?
- 2) What does verse 7 indicate about the relationship between the two men (remember that they had worked together in Midian for forty years)?
- 3) What was Jethro's response to how God had delivered the Israelites from Egypt (verses 8-12)?
- 4) What can we glean from the older man's advice to Moses from verses 13-23?
 - (a) Why should we delegate?
 - (b) To whom should we delegate?
- 5) How did Moses respond to his father-in-law's advice?

B) What benefits would be gleaned by Moses following Jethro's advice:

- 1) For him personally?
- 2) For the nation of Israel?
- 3) For those whom he selected as leaders?

C) Why do you think Moses had been operating as he had before Jethro's visit?

D) Application:

- 1) Would you consider yourself to be an effective leader?
- 2) What steps do you need to take to grow in this regard?
- 3) How do you think you would have responded to Jethro's advice?

E) According to chapter 29 in the book, how did Tom help his team in the area of delegation?

7. Position or Responsibility: Effective leaders are recognized as leaders by their actions rather than merely their title.

- A) According to II Samuel 5:2, how did David distinguish himself as a leader even while Saul was in the position of leadership?
- B) From I Kings 1-3, what can we learn from Solomon as the new king of Israel:
 - 1) What challenges did he have to address in chapters 1-2?
 - 2) According to chapter 3, how did he further distinguish himself as the new leader?
- C) According to chapter 18 in the book, what examples from Tom's past did Paul site regarding Tom's history in establishing himself as a leader?
- D) What steps do you need to take to better establish yourself as a leader? Explain.

8. Character or Competency: Effective leaders operate with high character and competency.

- A) What do we learn from David as a leader from Psalm 78:70-72:
 - 1) What do you think he learned as a shepherd that would help him in leading people?
 - 2) What is integrity?
 - 3) Why is integrity an essential trait for leading others? Explain.
 - 4) Why is competency also important for effective leaders?
- B) How do people grow in character? In competency?
- C) In chapter 16, what character flaw does Tom recognize in Tami and how does he address this flaw?
- D) Which should a leader put more emphasis on in selecting and developing people-character or competence? Explain.

9. Personal Growth: Effective leaders put a high priority on their own growth.

- A) I Timothy 4:12-16 (Paul's advice to his protégé Timothy):
 - 1) What did Paul point to as the highest priority for Timothy as a young leader?
 - 2) What kind of power does *example* give a leader in their influence on others?
 - 3) Why should a leader put the highest priority on exemplary character?

- 4) Why are the development of one's gifts and abilities, discipline, and diligence essentials for personal growth?
- B) Respond to this statement: Attention to one's own spiritual growth is an essential prerequisite for helping others to grow.
- C) Identify one area in which you need to grow this year and your plan for achieving this growth.

10. Equipping Others: Effective leaders are committed to developing others.

- A) Matthew 4:19
 - 1) What promise did Jesus make to those He recruited as followers?
 - 2) Why did He use the picture of fishing for men? How would they know what that looked like?
- B) Ephesians 4:11-12
 - 1) According to this passage, what is the primary responsibility of church leadership?
 - 2) What does it mean to equip others? How is that different than merely giving people work to do?
 - 3) In what way(s) are leaders to be equippers in the workplace? Explain.
 - 4) What risk do we take by investing in the development of others?
- C) As evidenced by your use of time and money, how high a priority do you put on this responsibility in your leadership? What changes do you need to make?

11. Team Building: Effective Leaders forge relationships by working together.

- A) What can we learn about team building from the Israelites rebuilding the wall as recorded in Nehemiah 3-4?
 - 1) Chapter 3: What is the significance of the word *next* in this description of the Israelites' efforts in rebuilding the wall?
 - 2) Chapter 4: What occurred in this chapter that helped the team grow? Explain.
- B) What was the result of Tom working together with team members in chapter 9 of the book?
- C) What steps can you take in forging relationships with your team members?

12. Humility: Effective leader lay aside self-interest in leading other.

- A) Philippians 2:3-8(Learning from Jesus):
- 1) Define humility from verses 3-4.
 - 2) How did Jesus demonstrate the attitude of humility according to verses 5-8?
- B) Why is humility essential for team building?
- C) According to John 3: 27-30, how did John the Baptist demonstrate humility when Jesus came on the scene?
- D) How does apologizing demonstrate humility toward others (Tom toward Calvin in chapter 34)?

13. Leaving a Legacy: Effective leaders prioritize people over projects, so that they leave other leaders behind when they move on.

- A) According to chapter 32 in the book, what did Tom learn from Marby Thompson about leaving a leadership legacy?
- B) What do we learn about Moses' from Numbers 27:12-23 and Deuteronomy 31:1-7 regarding his legacy as the leader of Israel?
- C) What do we learn about Jesus regarding his legacy from Matthew 28:18-20 and his prayer as recorded in John 17:20-23?
- D) What steps do you need to take in order to better follow the example of Moses and Jesus in leaving a legacy in your leadership efforts?