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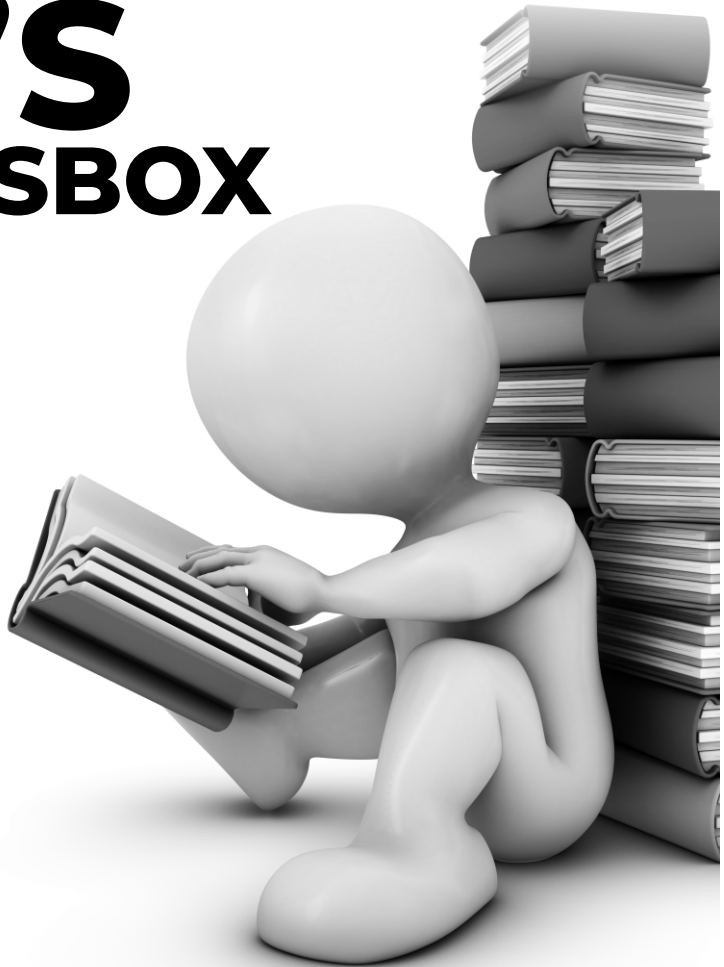
# THE LEAD ER'S TOOLSBOX

HANDY FOR  
ALL YOUNG  
LEADERS



LOVE ADUBIARAN

**THE  
LEADER'S  
TOOLSBOX**





## FOREWARD

**L**eadership titles sound great and of course make people feel great. But beyond the titles, leadership is responsibility, loads of it.

For so long we have heard the youths being referred to as the leaders of tomorrow (that is no doubt a cliché) but there are only a few of them taking responsibility for even the most little things around.

While some wait to get a title or platform to function, others with the title are not effectively using the platform as an opportunity to transform themselves and others.

I have also observed that the accolades that come with leadership can be so overwhelming to the point that if care is not taken, the leader is not only likely to forget the primary goal which is to transform others but also forget to improve himself. Being in this position of influence exposes one to all kinds of opportunities and threats. Ability to quickly identify what the threats are and sustain intelligence to keep them under your feet provides an edge. As we journey in leadership, it is important not to get carried away such that we forget there are pitfalls to carefully avoid.

The Leader's Toolbox therefore highlights some tools that will make for efficient and more effective leadership - ranging from accepting leadership as a life style to understanding what true leadership is. These tools were inspired by some of the experiences I had while serving in some leadership capacities in the past. It is a mixture of things I wish I knew and did better and I feel every young leader who wants to succeed must intentionally maximize.

This book is not in any way intended to serve as an ultimate authority in leadership. Of course not! It is also, not a pretense to provide an automatic, ready-made answers or

steps to efficient leadership. This is just an alarm to look out for pitfalls to avoid, while thriving in leadership.

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All correspondents should be forwarded to  
Love Adubiaran  
+2348054392573

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### **Design**

EddieconceptGraphix  
[eddieblaze01@gmail.com](mailto:eddieblaze01@gmail.com)  
+2347026106820



# DEDICATION

*This book is dedicated to all young leaders who are daily taking responsibility for both their lives and that of others just to make our world a better place.*



## ACKNOWLEDGEMENT

I give God praise for the inspiration to document this piece for the edification of Christ's body. I never thought I would be able to add a drop to the ocean of information already available in this sphere.

It has been consistently said that family is everything; I want to appreciate my family for their unflinching support.

To Sir Joseph Babajide Ebunoluwasimi, my dear friend and mentor who has consistently modelled a lifestyle of true leadership, "my right hand man" whose understanding and stance on leadership has changed my mindset, I say thank you sir!

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# **CHAPTER 1**

# **INTRODUCTION**



*"The success of a leader is measured  
by the quality of his people"*

**Love Adubiaran**

## CHAPTER ONE

INTRODUCTION  
TO THE BOX

**W**hile growing up, my mindset of who a leader was; was similar to that of Prophet Samuel in the Holy Bible when he saw the first son of Jesse. I used to think (then) that a leader was someone with a title, accolades, big stature and all the good physique; but thanks to a number of insightful books from different creative writers that have brought a balanced perspective to this view about a leader.

There are several schools of thought on the concept of who becomes a leader. One school believes that leaders are **BORN**. Another believes that leaders are **MADE**. Well, in my candid opinion, someone who was born to lead still has to be **MADE** a leader. In-born or out-born, an intending or natural leader still has to be forged in the crucible of several wilderness experiences.

Let me back it up with these two well-known stories in the Holy Bible. First, let's start from the dreamer, Joseph. Joseph had a dream of people bowing to him. Even his brethren and his father were irked that they would one day bow to their younger brother and son as their leader. So in the case of Joseph, we can say that leadership was inborn in him; the dreams confirmed that, even before he realized it. However, it was not a sprint to the thrones. **HE WAS MADE**. Joseph was beaten, thrown in a well, sold, suffered slavery, tempted, imprisoned, forgotten and the likes we can only imagine.

Secondly, let's look at Moses. He was the promised saviour to the

suffering people of Israel in Egypt. That you can say as well was inborn. More so, he didn't fight his way to the palace. He was raised there as a prince (*a prince is an automatic leader of the people if you ask me*). Yet, for the true purpose of what God wanted to use him for, he faced his own wilderness for another 40 years in order to be truly MADE a leader.

So yes there may be advantages to people born into a rich home compared to those born to poor families; however, every true leader still has to be made.

No group or nation can succeed without a leader. While I was in the university, there was a particular interdenominational group I belonged to. As a group of friends, we agreed amongst ourselves that nobody was going to own up as the leader of the group. But as we went ahead to present our vision to individuals that could be of great help, surprisingly, they kept asking the same question "Who is the leader?"

This posed a great challenge because we thought we could pull through our big vision without anyone as the leader. As days turned into weeks and weeks into months, we discovered that the survival of the group was dependent on the kind of leadership it is subjected to. Hence, there was need for us to select a leader to chart the course of the vision and to make navigation and execution easier.

*"The success of a leader is measured by the quality of his people"* -  
Love Adubiaran

Leadership is not a right but a privilege! In recent times, we have seen leaders assume the position of a dictator solely because they forget to bear in mind that leadership is not a right (apart from Monarchical System of government which is hereditary)

Everyone has a seed of greatness within, but accepting to serve is what brings out that quality.

You can easily identify a leader amongst a group of toddlers. There's always that one child who leads others on a search around the house. He (*not gender sensitive*) would lead them to the door knob or to the tap as the case may be! He is just there selling a vision to his young colleagues, most times the missions lead them to get some spanking from their parents and/or guardian but that does not stop the toddler from gathering another group when the opportunity arises.

He just cannot be hidden! Leadership is a spirit, a mindset, a consciousness that is to be carried, location inconsequential!

In our society, when a situation arises that discomfits a particular community; while everyone keeps calm, cool and collected, prospective leaders will surface to challenge such situations and find solutions to it.

Now, unlike the general belief that the pursuit of leadership is for fame, true leadership has been proven to be an avenue for service. Not in bulks of projects done, but in the number of transformed minds produced by such leadership.

A Civil Rights leader, Martin Luther King Jr., said "*Not everybody can be famous but everybody can be great because greatness is determined by service*". This is another way to establish that true leadership is SERVANT LEADERSHIP.

Leadership is about taking responsibilities. No matter how little or how enormous the task may be, they are surmounted under the true leader. Anyone can be a leader! So many people sit and complain about the situation of things but a leader does not do that. He sees it as an opportunity and rises up to it.

In some countries, leadership is attached to titles, long list of incentives and comfort attached, whereas it's not so! Sacrificial leadership explains why some countries do better than some others. It's because these leaders are committed to guide, influence and help others grow.

Yes! Leadership is a platform for growth. You cannot give what you don't have. Leadership platforms therefore increase the scope of influence of the leaders such that they have more people to share their wealth of knowledge with; as such, developing themselves in turn. Subsequent chapters discuss more about this.

My leadership experience on campus began with an assignment as the Prayer Coordinator, a position I didn't know so much about. But I knew if I was ever going to successfully serve in that capacity that year, I needed to learn!

Before then, I had always attended the True Apostolic Students' Fellowship quietly, but my feathers were blown away when the call to service came. I never knew I could do that but I had to learn. When I handed over, I discovered that I was better than I used to be. I started a bit shy but became outspoken and bolder at the end of my service.

*Therefore, you are permitted to go into leadership as you are, but you are not permitted to end your service the same way.*

At the point of accepting to lead in certain capacities, it is human to have mixed feelings about how unfit (*you think you are*) for that position most times as a result of fear. But fear should never stop you from stepping out of your shell. This fear could be as a result of people's opinion about your personality, your gifts and potentials. And what makes you feel these opinions are right? Just asking!

Nonetheless, you can get going only if you believe in your God-given

abilities and the supply of grace to pull through. As an extra, you can get a story of a disadvantaged leader. Read it. It may or will help you. Simply put, whoever aims to be a successful leader, he needs quiet a number of tools in his box. And now you've been introduced to the Leader's Toolbox. Congratulations for making it this far. Flip the page and see what awaits you next.

# **CHAPTER 2**



## **PERSONAL DISCOVERY AND DEVELOPMENT**





*“...Every opportunity to serve is a  
preparation for a greater  
opportunity...”*

Love Adubiaran



## PERSONAL DISCOVERY AND DEVELOPMENT

**T**he first important tool is PERSONAL DISCOVERY AND DEVELOPMENT. History today has a lot of names especially in the Guinness Book of Records. In this historical book of records are many names of people who discovered one thing or the other. The truth is that the things they claim to discover were already in existence. These things were there even before they were born. However, why it is termed a discovery is because the world never knew these things existed.

Myles Munroe once said that the richest place on Earth is the cemetery because that is where people have died with ideas that could have changed the world. This therefore means that each and every one of us is loaded with brilliant and wonderful ideas that could take the world to a whole new level. However, the first step is for them to be DISCOVERED.

If you don't know you can sing, how can you sing? If you're not aware that you can write, you would never put pen to paper. Now let's look at this instance. Imagine a man who got home very hungry and lied on his bed wondering what to do in order to get food to eat. After thinking for about an hour, he decided to call his sister to bring him food if she had any. She informed him that she had come to the house earlier while he was not around and dropped food for him in a

but mind you, growth in this regard, is not accidental! No matter how great a leader is, it is erroneous to think that he has reached the best point because of a portfolio. There's always the temptation of plateauing at a certain point.

***“...The largest room in the world is the room for development...”***

Personal development consists of activities that develop a person's capabilities and potential, build human capital, facilitate employability and enhance quality of life and the realization of dreams and aspirations. Personal development is a life-time activity for true leader.

***“...Every opportunity to serve is a preparation for a greater opportunity...”*** - Love Adubiaran

Bear in mind that every opportunity to serve, is a preparation for greater opportunity. A leader must not be off-guard in bettering himself - there's no excuse to be outdated. This of course means that one must say **NO TO COMFORT ZONE!** The journey of personal development is not something we can embark on haphazardly. Goals have to be set and knots have to be tied.

These goals are objectives we set to improve our character, skills and capabilities. Setting these goals involves assessing ourselves and identifying the areas in which we can improve to maximize our potential. To get started with personal development, we should create a plan with actionable steps. These goals have to be set on at least 4 areas of our lives; mental, social, physical, and spiritual. Let's take a quick tour around these areas.

## 1. Mental Development:

This deals with the development of the mind. The possibilities domicile in your mind are most likely to influence the possibilities around your life. So dear leader, you are not only responsible to guard your heart, you have also been saddled with the responsibility of building your mind.

So many people are limited in reality because they are limited in their mind. You can't afford to be small in your mind. Therefore, **"THINK BIG"**.

This explains one of the reasons David could defeat Goliath. While the Israelites saw a mountain-like giant before then, David saw nothing but a tiny piece he was capable of relieving his head. He won the battle first in his mind! So many people have a mediocre mindset and that reflects why they haven't been able to win certain life battles. It is dangerous to lead a people with a poor mental health status because the innovations and development strategy that would be brought to the people will be a function of the mind. It is much easier to bring a follower to a point of understanding and doing great things, but it proves more difficult to sell a jaw breaking idea to a leader with a mediocrity mindset.

While I was serving as the Director of Finance for Olabisi Onabanjo University Literary and Debating Society, we were to embark on a powerful Debate Competition, the first of its kind in the history of the School. A lot needed to be put together to achieve it. The idea seemed so impossible

smaller flask in the kitchen. Imagine how this man would feel; to know that there had been food all along in his kitchen and he was there on his bed starving and breaking his head as well. That is why discovery is very important. Whatever the food could do, would not be maximized if it is not first discovered. It would lay waste in the kitchen.

Another instance could be said of a woman who was given a plot of cassava farm as a gift. If she accepts it and does nothing about it, the farm and the cassava would waste. So what does she need to do? Good question! She needs to harvest and process it into a finished product before it can have use and relevance. This can also be said of what happens when we discover that we are leaders but don't get to develop (process, refine, groom) ourselves in order to cause the transformation we need in our families or any capacity we find ourselves.

For leadership to be impactful and transformational; the leader has to have something extra; something that is distinct from that of his followers. This can only come through development. Since leadership is majorly about guiding and influencing people to find their place in destiny and achieve great goals, only a transformed mind can transform others. It is better that it be settled that transformational leadership is taking tasks that require great prowess and skills, hence the need for development. I say again, you or any other person cannot give what you do not have.

As I mentioned earlier, leadership is an opportunity to grow,

because it was quite demanding. But thankfully, we had a set of leaders with a very healthy mind and we pulled through. Are you wondering how and why? Well, the answer is not far-fetched from the fact that we saw the great event first in our mind.

This might require that you sign up for classes that will help boost your mental health; listen to podcasts, watch videos online, read books about your areas of interest or even take up classes that will increase your productivity.

**2. Social Development:** This area deals majorly with improving your relationship skills. Relationship is an integral part of human existence and it is very important for a leader to understand that being in a leadership position is being at the cynosure where all verbal and non-verbal communication matters. Attempts should be made to improve your communication skills.

As a leader, situations might rise that will warrant having to address a group or more, you sure know that words cannot and should not be used carelessly.

**3. Physical Development:** It can be so disheartening to know that some leaders get so busy to the point that they forget that they are first humans before they are leaders. It is always very tempting for workaholics like me, to get busy all through the day to the point where we forget about our body! Your body is a vessel - the container that carries your potentials. It needs to be taken care of. As mortal beings, our

jacket (bodies) may wear out, before we are done.

**4. Spiritual Development:** A river that forgets its source will dry up in no time! No man receives anything except he is given from above. There has to be a working relationship with your Creator. So many people watch their relationship with God suffer as a result of their portfolio. Consistent study of God's word, prayers, listening to tapes is an important way to develop spiritually...

# CHAPTER 3



**FOLLOWERSHIP**





*"The season of followership is your  
sowing season, be prepared to reap in  
leadership"*

Love Adubiaran

## CHAPTER THREE



## FOLLOWERSHIP

***"He who cannot be a good follower cannot be a leader"***-Aristotle

In present times, there have been several clamours for "Leadership". Many organizations, groups, projects are looking for great people with leadership qualities but no one is talking about being a faithful follower perhaps because being a leader makes one feel more in charge than being a follower.

However, it is sacrosanct to be reminded that followership is an inevitable phase for anyone who wants to be a great leader. One precursor to great leadership is followership. Followership, a term dreaded by young people in our generation. We live in a generation where everyone wants to show up from nowhere and take up leadership responsibilities. Could it be because the term "followership" has been misinterpreted to mean "being enslaved" by somewhat kind of leadership?

Far from this misconception of being enslaved, followership is actually contributing to the progress of an organization, group or nation. Faithfully serving as a follower is same as undergoing leadership training. Joshua the son of Nun can give you more details, as he stood by Moses closely and watched him lead the stiff-necked people of Israel. His faithfulness in service made it impossible to pick someone

else to fit into Moses' shoes after his demise. One sure thing was that God was watching closely how the son of Nun remained in the temple with God's servant while the whole of Israel retired to sleep. His faithfulness exempted him from the death in the wilderness. That single act of faithfulness in service gave him an inheritance.

It is so disheartening to see young leaders on campus rebel against the leadership they serve with! They flout rules, dishonour the heads and refuse to deliver as and at when due and so many other unheard things these days.

***"The season of followership is your sowing season, be prepared to reap in leadership"***- Love Adubiaran

Your period of followership is God giving you a permanent marker to write out your fate in leadership. That's why you hear that the great King David refused to seize what seemed like an opportunity to kill his enemy; God's anointed. Of course! God keeps records.

Elisha could only demand for double portion of his Master's anointing when it was time for him to lead, because he had served well.

No doubt, your leader is also human and there are tendencies that he or she might not do certain things right. As a follower you are not in the best position to sing his faults to the ears of his crowd. So, for effective followership, certain things must be settled in your mind that will make followership easy for you.

**1. Honour:** The concept of honour is being able to identify, respect and celebrate God's grace upon a man. It is not wisdom to see all men as the same. There's a measure of grace upon every man that should be honoured. Age, tribe, nationality notwithstanding, the LORD is involved in the enthronement of every government; hence there's no justification for dishonour.

Honour in followership is not negotiable. So many people turned out to be bad parents simply because they failed in followership under their parent's governance. The only commandment with a promise is the commandment of honour, to show how important this is.

The woman with the alabaster jar got her name etched in history because of a single act of honour! As the gospel kept and is still spreading, so did and will her fame continue to spread as well! It's sure not a small deal, it is a big deal.

Honour is fast reducing amongst the youth leadership administration due to puffed up knowledge. However, one must strive not to be caught in the web of dishonour! Do not belittle the grace of God upon a man! It is poisonous! Beware!

Despite all the miracles wrought in countries far and near to His home town, He (Jesus Christ) couldn't move a finger in His own town because of dishonour. You do not necessarily have to speak hurtful words, your actions and inactions are enough to dishonor a man! The sons of Eli wished they knew better.

Effective followership is made possible through active

participation and engagement, proactive self-management, dependence, critical thinking, adaptability, trust and commitment, courage and honesty.

**2. Service as unto God:** The Apostle Paul in his letter to Colossians charged that all services should be rendered as unto God and not to man. Focusing on the frailty of the human nature will unavoidably make followership a difficult thing to do. Humans are likely to melt when things heat up! Most advisable way to find followership easy is to constantly bear in mind that the services rendered can only be rewarded by God.

As a young leader (*a follower to someone in a higher position*), you might not get all the words of encouragement or accolades you might desire. With regards to this, some see it as also a way to get trained to keep moving whether you have a crowd to cheer you or not.

I remember serving as a sub-editor for a yearly published newspaper for my class back in the university. It really was a tough time for me and the crew. There were days I spent more time with our graphics designer than I spent in class or on my bed at home. Unfortunately, not even our supervisor saw all of that efforts as she kept sending us back to correct one thing or the other (mind you, we were not being paid. It was assignment we had to carry out within the shortest period of time). We had to push through, circumstances notwithstanding.

So I concluded in my heart that to serve men and expect

commendation is like signing up to be hurt and disappointed. Though this is not always the case but it is also a case to be considered as well. Therefore, do all to the glory of God is the best mindset to carry in service.

# CHAPTER 4



**TEAM WORK**



*“I can do things you cannot, you can  
do things I cannot; together we can do  
great things”*

————— Mother Theresa ————



## CHAPTER FOUR



## TEAM WORK

*I can do things you cannot, you can do things I cannot; together we can do great things - Mother Theresa.*

**H**ow possible was it to have rebuilt Jerusalem's ruined walls in 52 days? No way, it seemed! Nehemiah must have had something extra, no doubt! Well, you are right to believe he had something extra because he definitely had something extra which he maximized properly. And that was **A TEAM!**

Nehemiah was wise enough not to have thought that he could singlehandedly take away the reproach of Jerusalem at that time, especially not with enemies all around! He harnessed the human resources that he had at hand - courageous and sacrificial men, skilled in both building and the use of the sword. Though he was a governor but he was strategic enough to map out their route to successfully rebuilding the wall and that tool that later proved to be handy for him as leader then was **TEAM WORK!**

Teamwork is the coming together of different individuals to achieve a common goal. It is that secret that makes ordinary to do extraordinary exploits! Teamwork is that adhesive that binds people together to achieve a collective goal especially when tribe, age, educational status and other supposed hindrances are inconsequential.

Dear Champ, for every leadership to succeed, teamwork must be carefully considered. Its importance cannot be over emphasized! In recent times, there have been cases of certain heads of organizations seeing their followers as threats rather than strength for their leadership. While that is so obtainable in the world, it is saddening that Christian folks are beginning to adopt that mindset which of course, is an aberration. The beauty of leadership is seen when followers exhibit great virtues that can fast-track the achievement of the goals and visions.

Who knows if Israel's King Saul would have had a better leadership experience if he maximized the strength Little David had instead of making several attempts to eliminate him?

It was too late for him to realize what great deal he had missed out on; damaging his kingdom while he sought to damage God's beloved.

Remember before now, I had mentioned that being called to leadership might not necessarily mean that you are the best man for the job. It is only a privilege to bring out the best in you. But an attempt to position oneself as the *'all knowing set-man'* boxes you up such that you begin to act to impress and also keep your dignity and pride as a leader! Taking this posture is however like Saul, signing up for doom.

One of the assignments of a true leader is to give room for others to grow, helping them to find their strengths. In doing this, adequate room is given for team members to be at their best, thereby achieving set goals. There are gifts embedded

in every man, the good leaders searches it out.

Imagine being a choir leader who sings all the parts, plays all the instruments; that should sound beautiful, right? It is (I mean, who wouldn't want to be multi-talented) but the main problem comes when it's time for a ministration. You CANNOT sing all the parts and play all the instruments at the same time!

This shows that true leadership is not measured by the multitude of the abilities of the leader but the expression and growth of his followers.

Even Jesus Christ said greater works would be done by His followers. The leader needs to sustain confidence, such that he is not threatened by the growth of his followers.

The great Apostle Paul expatiates on the importance of every member of the body in the twelfth chapter of his letter to the Corinthian folks. Every part of the body has a specific assignment no matter how small, and the functionality of each of them is what makes a man healthy and complete. Any day the eyes choose to stop functioning, the body better gets ready to work and walk in thick darkness. Hence, it is key to recognizing that every member of a team is important. The earlier a leader realizes this, the better for him and the vision. Wise up! Bear in mind that there are no personal ambitions. Placing personal ambitions over organizational goals is the easiest way to impede or paralyze a vision.

Greatness is not attained in isolation, so you see God Almighty partnering with men to reconcile the whole world to Himself!

Now, if teamwork is therefore pivotal to achieving success in leadership, then how does one build it?

Yeah! Just as you know, Jesus Christ is the greatest example of true leadership and His exemplary lifestyle is enough to draw key points for building teamwork from. Let's take a close look at some of them.

- **Consider Delegation**

The thought of this might create some kind of unease in the atmosphere for the leader; especially, the "perfectionist leader" who finds it difficult to accept mistakes. You really don't need to do everything by yourself. Stop dry your bones with cancerous thoughts like:

"Oh! What if they make mistakes or what if they do not meet up with deadlines?"

"How sure am I that they would be able to effectively deliver?"

What if! What if! What if!

You might really need to let go of the "what ifs" like Jesus Christ did when He allowed the disciples go out and preach; also when He charged them to coordinate the people and serve them. He even sent Peter to fish and get the money they needed to pay tax. He could have done all of those things faster but He still chose to allow them despite His super powers!

You as well my dear friend and young leader might need to take a few steps to the back of the stage and watch them perform. It is by doing this that you can correct their errors

like Jesus Christ did when the 70 came back rejoicing that demons bowed to them. He gave them a different perspective from that which they are to view the happenings. He told them to rejoice not necessarily because those miracles were recorded but because their names had been written in the book of life.

Here is a bitter truth, if your followers only do well when you are around to coordinate, then, you might need to work on your leadership skills. Jesus Christ left and was confident that His disciples could handle things in His absence. He chose Peter to look after others because He was sure that He had taught them what they needed! Build your confidence by teaching your followers as well.

For instance, during childhood, the mother would always stay at home with the kids, cook the meals and even do the dishes but it gets to a time when she would not only leave them to cook the meals and do the dishes, she would also leave them at home by themselves. Why? Because she is sure that she had done the right thing by teaching all the children what they needed to know for that stage of life.

Why is it that upon gaining admission into the higher institution, some teenagers find it difficult to cook or even wash their own clothes? If you're laughing right now or maybe thinking that cannot be true, I urge you to stop and believe me when I say it is 100% true and is still happening till this very moment you're reading this book. When you see such, it is the effect of bad leadership on the part of the parents!

My encounter with the transitional leadership phase of the Nigerian Christian Corpers' Fellowship in Bauchi State during my NYSC service year in 2020, gave me an idea of what could be achieved when the environment encourages team members to find and exert their strengths. The level of organization and order in events, services, outreaches was an offshoot of effective teamwork.

The liberty, love and purity that saturate a particular territory would be reproducible elsewhere if teamwork among other principles of great leadership is encouraged.

You are not omniscient neither are you omnipresent, that's a hard pill but you have to swallow it! The earlier, the better! You are a leader in charge of other leaders.

Learning to delegate and constantly assign duties is one way to bring out the best in your team, so dear leader, **DELEGATE!**

- **Set Stretchy Goals**

Sometimes, we don't know what we are capable of doing until we have certain goals before us that cannot be boycotted. One major way you can help your followers become better is to enable them to discover their super powers by setting goals that stretches them. The mind is elastic, if it is not stretched, possibilities become limited. Would you want to have limited possibilities? Of course not! Not even the devil wants that talk more of you a child, light and salt of GOD.

Peter thought Jesus Christ was joking when He beckoned

on him on that water that night. If Peter was told that he was going to walk on water just an hour before that incident, he would have argued but there he was, walking gallantly on the water, a goal his Master had set to bring him into the realm of the supernatural.

The more we stretch, the easier it becomes to take up some challenges. Assigning new assignments to team members would help them a great deal in discovering amazing things about themselves.

I remember when my class chose me to be the treasurer during our final year. It was the first time in my entire life when I had to oversee over a million naira and give detailed account. I wasn't an Accounting student. It was a strange field entirely but I had to learn it. I learnt how to be accountable, taking note of details. I remember the sleepless nights just to balance accounts. (Smiles) It was tough but it stretched me, so I don't think it is impossible to manage a company's account. Really!

I wonder if you attended a school like mine or my fellowship where you had to be in church as early as 6:30am and as a chorister you leave by 12 pm and still hold executive meetings on a Sunday! Oh my, oh my! Those experiences were not rosy but without any iota of doubt, they built us. Talk about serving in NCCF BAUCHI, then, you must be stretchy. (Smiles)

Therefore, set stretchy goals, pull them out of their comfort zone, they would thank you later!

- **Give Power Out**

I know that this sounds like I'm trying to strip you of your powers, but no, that's not it! It's even very far from it! So very far that I can't measure it! But the truth is this – read the next paragraph.

Giving power out simply means that you don't necessarily have to say a 'yes' or 'no' before your followers take certain decisions. It's as simple as that! Happy now?

Jesus Christ gave authority to the disciples should cast out demons and heal the sick. He also gave authority to the 70 He chose at some point. He wasn't physically there with them everywhere to give approval of whether or not this person deserved to be healed or not. likewise, when a people must have being with you for a certain while, they must have understood what you stand for, as such not derailing from the core values of your leadership is guaranteed to a commendable percentage. Does it mean that they won't make mistakes? Of course not! They likely would make mistakes; hence care should be taken to ensure that they are corrected accordingly, in love and understanding. This is very germane to the growth and success of a team. Ensure to sample feedbacks (in form of a written or oral report) from them in order to know how well they handled the project, their challenges and their observations. Also, it would come in handy to know if they met the deadline, how they were able to handle the challenges they faced and how they in turn were able to lead themselves as a sub-committee without your supervision to



achieve what was committed into their hands.

Jesus Christ told the disciples not to go with clothes, food or shoes. The feedback He sought from them was to know how they fared in the absence of all these. And they told Him that they lacked nothing. Feedback breeds confidence in you that you can send them back again or assign them a new task. It also instills confidence in them to believe that if they could achieve such a task with such challenges (like time, limited resources, and the likes), then they can do it again and again. What a powerful mindset you have built in them!

- **Reiterate the Shared Mission**

A Christian brand strategist, Smart Olawale once said ***"Many eyes with one vision gives a better focus"***

When a vision is clear to every member of a team and they constantly keep their gaze on it, the team tends to run faster and accurately in profound unity. Jesus Christ, a perfect example, gave His team a common goal to pursue and that is the great commission; the assignment to reconcile the world to God. This helped in keeping the body of Christ in the right direction.

Just maybe you may be wondering that when power is being delegated, how one can coordinate the affairs of these delegates. Well, that's a fine thought. It shows that as you're reading this book, you're engaging your mind already to be excellent leader.

Now, just to still your wondering thoughts. There should be the foundation of alignment to the common goals such that

organizational goals supersede personal goals. This way, your delegates remain in check. That you have delegated a certain duty to them does not exempt them totally from company laws and regulations. There are cases where some people that are assigned a task would use it as an excuse to go late to work (most annoying is when they make it habitual)

Such people have to be called to order and reminded that punctuality is one of the traditions of the company whether you are assigned the highest task in the world or not. Checks and balances do not only apply to the legislature in Nigeria. If you know how to apply it well, it can work for you as well.

So as a way of summarizing this chapter but you progress we progress to the next which I believe is very powerful, I want to reiterate that there are diversities in abilities. Rather than seeing this as a threat, tame it to your advantage. Let it become a major strength in your leadership. Do this and watch your exceptional leadership become contagious. Now let's proceed to the next chapter which talks about.....



**CHAPTER 5**

**SHUN**

**SECRET SINS**



*“Leadership position pulls you to the center of attraction”*



## SHUN SECRET SINS

I must confess that indeed leadership is very demanding, hence my attempt through this book to arm us all with some tools necessary to be in our box if we're to scale through some of the hurdles of leadership. One of which we're looking at in this chapter is secret sin.

Take it from me for free. One of the easiest ways to short-live relevance in God's plan is to continually abide in secret sins. Oh my! But I am a leader, how do I explain this?

Who do I tell? Oh no!

I must keep this a secret.

I can't stand the shame? What would people think of me?

Worse of all, I might be suspended or dropped. Imagine the disgrace! Would I ever be able to lift my face again in the church, in the school, at home among my siblings or in that group?

These and several other reasons you know too well are the things that fuel secret sin(s). These are the things that have made persons (leaders to be précised) to sweep several abominations under the carpet forgetting that GOD sees all things. King David was wondering if there was any place he could hide from GOD, obviously he found none; not in the depth of the sea, buried in the Earth, in the sky or even in any closet.

No one likes shame, not even me. Who welcomes disgrace?

No one! These are bitter realities that I must admit to as a human being and as a young leader. One question that has entertained comments from several corners is this, why would Nicodemus go to Jesus Christ in the night and at a separate corner? I know you must be thinking of your own answer by now, but here is mine.

Nicodemus was a leader. He knew the penalty of consulting with Jesus Christ especially with the attitude of other priests and Levites towards Jesus Christ. They might (please I said might) suspend him for the act. They might sanction him or totally excommunicate him and that would be such a great disgrace on his reputation.

Let me also add one question for the Christian community to look into. Is there any possibility that Nicodemus told other priests and Levites that he consulted with Jesus Christ? I leave the answer to you.

Shame, disgrace and other embarrassment is what people (leaders in particular) most times avoid. It equally happened to Peter, out of fear of what might happen to him, he denied Jesus Christ thrice. So every leader gets to that point where you have to dare the consequences or humble yourself enough to accept what is and correct your ways.

This is a situation that we find playing out every day in our houses. Some of us are from families where our parents do not accept their wrong but use their authority to stamp their verdict. They see it as shameful and embarrassing to accept that they are wrong in front of their children. This is bad parenting if you ask me. That child would equally grow up (if

care is not taken) to be a Mr. Right as his father was.

This is also a situation we find common in our schools, from primary level, secondary and even to the tertiary institutions. We have professors that can never accept in the class that they have made a mistake. They fear it would diminish their image not knowing the image they are trying to protect is more endangered by acting that way.

Something happened in Nigeria in 2020. There was an END-SARS protest especially by the youths. This protest left scores of youth dead. Yet the government till date is yet to accept their wrong and offer an open apology to the citizenry. Instead, they form small investigation committees across the states to look into and then compensate families of late victims with change. What amount of money can buy back the blood that was shed on the street? Worse of all, some leaders in government went ahead to say that the bullets that were used were 'rubber bullets' meant to scare and chase back the protesters. People began wondering how a rubber bullet can crack someone's skull and his brain would be splashed on the floor. It was so obvious that they were trying to cover their sins.

These and many more are things that play out right before our eyes every day – be it in the market place, the courts, the banks, in the security outfits, everywhere and anywhere.

It is said that if someone steals and lies that he was not the one, that person has committed two sins. First, he stole. Second, he lied to cover up the stealing. The more he is questioned, the more he would keep lying.

Let's not go too far. Remember David in the Bible? Yeah, the same David that killed Goliath? Do you remember him now? Thank you! The Bible said that this David committed adultery and in order to cover this shameful act, he came up with a plot to get Uriah drunk and send him to his wife to lay with her (maybe) but this plan failed. He eventually killed Uriah. Not only that, took his wife and made her his own. You see? One thing leading to another. But something always singled David out in his relationship with GOD. He knew how to despise the shame and repent of his ways. He gave no room to secret sins.

Therefore, to you my great and dear leader, to think that holding a leadership position immunizes you from the tendencies of falling into youthful lust. It is a hazardous mindset you must defeat! I hope you are not too quick to think that certain sins waved you goodbye because you became a leader of your fellowship? Well, if you have thought in that direction causing you to relax, then it's time to WAKE UP! Even while you were sleeping, the wicked one was sowing tares!

Jesus Christ said whatever is not planted by His Father would be uprooted out. However, it is for only those who bring their hearts to God and not cover their sins that He would mercifully root out and restore them. Remember that he that covers his sins shall not prosper. Could that be why you're not prospering in that leadership position you find yourself? It calls for urgent attention.

One of the worst leadership positions a person can have is



the conductor position. You strive so hard, shouting under in the Sun and in the rain, carry passenger's heavy bags, plead with those who are tired of waiting to exercise patience, cross the road to convince a passenger to board your bus, struggle with other conductors; yet at the end, you did not partake of that journey. If you're not careful and heavily armed with certain tools, leadership will lift you so high and leave you to fall drastically crushing your bones and closing your chapter with a very bad reputation.

Leadership position pulls you to the center of attraction. Leadership positions are like highlighters in the face of war. Every enemy makes attempts to take out the Commander so they can clear the army.

Hence it is not the time to feel relaxed thinking all is well. Both good and evil would be attracted to you. You know why? It is because you are in a position of authority. What were you even expecting? Jesus Christ had three major commanders (Peter, James and John). He told Peter, "The Devil desires you but I have prayed for you. When you are strengthened, do strengthen others" When the devil couldn't get Peter initially, he tried James and he succeeded in killing him through evil King Herod. Not satisfied with this victory, he attempted to get Peter again and locked him in prison waiting for a fine day to separate his head but thanks to GOD who intervened. If that had happened, it would have been left with only John. You can imagine the workload meant for three now handled by one!

Let it be settled in your body, spirit and soul that the day you

accept to follow Jesus Christ, hell was let loose to fight you but when you take on a leadership position, hell would position a very special battalion of demons to fight only you. Once the leader is done, the battle is over.

Back then in secondary school, our teachers liked flogging those big boys in the class. It was for a purpose. If the teacher could break the big boys in the class, then imagine those of us who were small? No hope to show signs of stubbornness at all!

It's also true (or possible) that when the devil gets the father of the house, he can use that man to influence his wife and children as he pleases. He can use such man to attack and weaken the faith of the woman that is burning for God. He may stop her from attending weekly activities, rehearsals and more. When the devil lays hold on the leader, it makes it easier to get the followers! You cannot afford to joke with sin or hide it. You will never prosper – not my words, it's in the Bible.

In the book of Acts we were admonished to take heed of ourselves and the flock that God has committed into our hands. That explains how the enemy is on the lookout for a loophole in our walk with God. May we guide against it!

Youthfulness comes with a whole lot of package on its own, temptations capable of ruining God's plan for our lives.

It's saddening but really, we have seen cases of leaders who fall utterly into immorality, even though scriptures warn sternly against it. The truth is, something must have gone wrong because it is not in God's design that a regenerated

heart stays in sin! No! But these things happen when we neglect things that should be our focus! Some of these things include:

## **1. Dealing with our Tendencies**

Until a man finds himself in certain situations, he might not fully grasp what he is capable of doing. King David has more information about that! Who would have for once thought that the little shepherd boy who loved the LORD with all his heart and bravely led the flock in the wilderness would ever be in a situation where he desperately had to kill a fellow human being just to cover up his own deadly mistakes. If anyone had told him an hour before he approached Bathsheba he would have argued, and probably boast of how much he feared the LORD too much to have done something treacherous. But the truth remains that he did! He committed that crime under pressure. Are you sure you know how you would react to certain situations that will come your way as a leader? It is rather not a time to boast but a time to continuously submit to pruning by He who has called us.

Our tendencies pop out when we are under pressure. They should be dealt with such that even when the world decides to press us hard and squeeze us, we would manifest nothing less but godly virtues.

## 2. Rightly Handling the Opposite Sex

As individuals, relationships are integral parts of our lives as no man can exist in isolation. All that we need to lead incredibly well have been bottled up in different vessels, gender inconsequential. However, relationship with the opposite sex can either be a blessing or a curse, and the choice is ours to make, depending on how well we are able to wisely handle it.

As leader, while dealing with the opposite sex, it is dangerous to make assumptions about what our relationship represents in order to avoid frictions and waste of time. We should be able to correctly place people where they ought to be with mutual understanding. These are matters of the heart, as such they shouldn't be held at the feather but at the neck. Do not forget, that you have blood running through your veins; your emotions have not been suspended despite being a leader.

Never assume he/she doesn't feel anything special for you! Neither should you think he/she is doing all he/she does just because he/she is a caring lady or gentleman. In most of my conversations with female folks, I take my time to reiterate what I mean by DEFINE YOUR RELATIONSHIP simply because I have heard of cases where some assume their position in people's lives. It can be very heart-breaking to realize that you were wrongly investing your all, all along.

In dealing with the opposite sex, different measures should be put in place to guide the activities. These measures can include but not limited to ensuring that each party

understands their place, ensure not to meet in private places alone! Do not tempt the Lord thy God. Avoid giving too much unnecessary information during conversations amongst others.

### **3. The Right Company**

The power of association can never be overemphasized in leadership. Since we are a product of our association, it therefore holds that we must ensure to surround ourselves with the right minds that can help put us in check, strengthen our convictions and help cheer us up when we are down. Bearing in the mind the possibility of such gloomy days should emphasize better the importance of having the right persons around you.

In the record of the apostles, Peter and his colleague had to return to their own company after their encounter with the hostility of the society where they had gone to preach God's Word. Having the right company is a great gift any leader can be blessed with.

Remember, you might be always right with your actions and some decisions but having a company you can always fall on to watch your back will provide a constant check to your actions.

Rehoboam suffered war with Jeroboam all the days of his life thanks to the company he had around him at the beginning of his administration. Good company is a gift that should be treasured.

One of the greatest God can give to a leader is, the right

company! If God wants to bless a man he sends him men and of course if the devil seems to destroy a man, he will also send men! Evaluate your circle! You need the right people around you!

#### **4. Accountability**

The only magnificent being in existence that owes no man an explanation is God. And even God talks to His loved ones about the things He resolves to do, when He pleases. So in summary, never feel too sovereign to be accountable for your actions. As much as you might be highly placed in your leadership position, be sure that you will give account for your life and the assignment given to you. Hence, to avoid engaging in secret sins, get ready to constantly carry the mindset that accounts and takes responsibility.

# CHAPTER 6



**DEAR UNSAVED  
LEADER**



*One of the dangerous things that can happen is to step into leadership without being saved first!*



## CHAPTER SIX



## THE UNSAVED LEADER

The building technologist cannot underestimate the importance of following due building processes. With years of experience in the profession, it is hoped that he must have keenly observed and understood how crucial every part of a structure is to the longevity of the edifice. Even if he decides to improvise the use of some materials to some parts of the structure, he knows that the foundation must be well laid if his building will ever be safe for use.

***One of the dangerous things that can happen is to step into leadership without being saved first!***

This happens a lot of times in our places of worship where titles are conferred on persons because of their zeal, passion and commitment to service. These acts leaves the leadership jaw-broken, so much that they find it difficult to even conduct a check on the foundation of such individual (s). However, even if the leadership errs on its part, it is your duty to ensure that you do not assume salvation.

It's quite unfortunate that people assume salvation today because they are born into a clergy's household. They have gifts and talents that are ministry-friendly, whereas, unlike inheritances passed down from ancestors, Salvation is a personal business that must be minded squarely...

I was in church for over 16years, yet I wasn't saved, though I sang in the choir, dropped my offering, attended service but

still remained unsaved. But I knew I wasn't saved! Despite all my gymnastics, there was a vacuum that the display of gifts and talents couldn't fill. It was then I knew that I had to get serious with my Christian journey.

***May I reiterate that manifestation of gifts will never equal salvation!***

In case you have also found yourself in that shoe, it is not too late to get saved but mind you, the next minute might be too late!

You must have heard about the collapse of different structures before. More stories might pop up in the nearest future. While we do not pray for evil, if builders continue to erect structures with faulty foundations, they will continue to get bad publicity. Same applies to an unsaved individual in leadership, He is a disaster gallantly waiting to happen and of course, he will draw people down with him on his way down.

Let's think about what happens to a soldier who skipped the basic training and runs to join others at the war front with no form of training whatsoever. Oops! Your guess is as good as mine.

You can fake salvation but as time goes on and you get exposed to other demands of true leadership, in no time, you would be exposed!! Bad enough, that would happen after you must have sustained bad injuries some of which might take a lifetime to recover from.

There is a story of how an unsaved folk made it to the top of a choir as the leader. He professionally succeeded in planting

“songs” in the wombs of female choristers. In no distant time, their bellies “melodiously” protruded with something more than a song.

The scriptures compared being an unbeliever to being in darkness. So no matter how hard you try, you can never do the light's work, being darkness.

***Describing your gentility as that of a dove, your innocence as that of a lamb, will never relegate the fact that you need to be saved.***

I wish Cornelius was here to grant an interview but never mind, his story made it into the Holy Book and how he as a devout man he still had to be saved! Your virtues and nature cannot do the work God designed the death of Jesus Christ to do.

Repenting from your sins, believing in the potency of the death of Christ, confessing his Lordship, accepting his offer to save. That's it!! As silly as it sounds, it's the power of God unto salvation!

Do not postpone what should be done as soon as possible because of what you think people would say about you. It's a personal journey.

**DEAR LEADER, GET SAVED!!  
IT'S THE FIRST IF YOU WANT TO BE BEST.**

LOVE ADUBIARAN

**THE  
LEAD  
ER'S  
TOOLSBOX**



## ABOUT THE BOOK

The saying goes that everyone is a leader; the difference is that some are with portfolios, others are not. A wise African once said that the problem with leadership in Africa is that those in power have no ideas while those with ideas have no powers.

# LEADER'S TOOLBOX

It therefore goes to state that the progress of an individual, a group or even a nation is not guaranteed without the emergence of effective and efficient leaders.

The popular axiom, "youths are the leaders of tomorrow" thus place this burden more on the younger generation with the belief that they are vibrant, strong, innovative and bold.

However, so many temptations bedevil young leader; ranging from balancing leadership with other responsibilities, handling the realities and tendencies of the unguarded moments of a leader and many more.

In (book title) the author draws from her 7 years of experience as a youth leader in some capacities and shares with the reader some ordeals and pitfalls of leadership. This book promises to serve as a guide to avoid past mistakes of some leaders across different sectors. Keep your mind open and glued as you journey.

## ABOUT THE AUTHOR



**LOVE ADUBIARAN** is young and passionate about building the distinct Kingdom mindset in young people especially through speaking, writing and acting. She holds a Bachelor's degree in Mass communication from the prestigious Olabisi Onabanjo University (OOU), Ago-Iwoye, Ogun State.

Having served in over 10 leadership capacities both in religious bodies, social and academic sectors within the space of 7 years, she's out to pour out her quota to help young leaders like her come to terms with the dynamics and pitfalls of leadership, especially on campus. She has served as the President of The True Apostolic Students' Fellowship(OOU), once an Assistant General Secretary of the Joint Believers Summit (OOU), Assistant General Secretary of the Nigerian Christian Corpers' Fellowship, Bauchi State Chapter, amongst others.

Her areas of interest includes but not limited to: Purpose Discovery, and Relationship matters.