

PRACTICAL STEPS TO
Develop
**LEADERSHIP
CHARACTER**



“Be thou an example of the believers”

1 TIMOTHY 4:12

UDEH TOCHUKWU LIVINUS

Practical Steps to Develop Leadership Character

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DEDICATION

*This book is dedicated to you, that you may be a workman
who does not need to be ashamed, rightly dividing the word
of truth and gracefully pulling down all empires of error.*

Great grace be multiplied to you.

Preparing end-time soldiers for the end-time harvest.

FOREWORD

Understanding and developing an effective leadership character is what defines you while you are living, and it shapes the legacy you leave on the sands of time. The foundation of life is built on strong character. Character is one's personal identity. It is a reflection of what resides inside of you (Proverbs 23:7). It is who you are when no one is watching you.

On several occasions I have come across the works of Pastor Tochukwu Udeh, and I have attended several symposiums, seminars and conferences he has organized, one of which was the fifth "Leadership Footprint." I was invited to address the friendly audience on "Crisis Management: Leadership Challenges." One of the things I have gathered about him over the years, as we grew up together, is that he is a man of deep insight and conviction. He is a born leader and a disciplined man, and he believes that tenacity and courage are among the solid qualities of a champion.

His ideas are fundamentally rooted in God's word. The thoughts he shares in this book are helpful to anyone who wants to grow in leadership capacity. In this book you will understand why "a leader's sin is a leading sin." He dissects the components of character that should be evident in every Christian's life, especially in leaders. He shows how we can change and influence the world around us by building and portraying true godly character. True character radiates from within to the outside world (Matthew 12:35).

Furthermore, his books, *Prevailing in Prayer* and other revelational books, have revealed the creative mind of Christ at work in his life. His

books are written for specific audiences: the body of Christ and the dying world. This book aims to redefine who a leader is and to show how character is the foundation of successful leadership, starting from the exemplary life of our Savior and Lord, Jesus Christ.

I believe you will find this book rewarding and draw many lessons from his great insight into leadership. It is indeed a privilege to be one of those who share the same perspective on what Christian character should look like and how it can help us to influence and change our world, to win souls for Christ, and to become pacesetters in every area of life.

Finally, I have personally requested that copies of this book be sent to my family, friends, professional associates and colleagues, because of the numerous insights I have gained into effective leadership and character. As his twin brother, who shared the same womb with him, I am grateful and happy that today he is changing and impacting his world. I hope that this life-enriching book will be of great benefit to its readers and to all mankind.

ENGR. EMEKA LONGINUS UDEH
CHAIRMAN, REUL RESOURCES & SERVICES NIGERIA LIMITED

PREFACE

This book was born in the meeting place. Over the years I have had the privilege of organizing conferences, workshops and seminars on leadership and character for communities, churches, organizations, businessmen and businesswomen, and students. In every one of these gatherings, whatever the setting, the same questions came up again and again: What kind of person must a leader be? Why do gifted people fail? How can character be built and not merely admired?

These pages gather the teaching I shared in those meetings, together with the lessons I have learned in my own walk with God and in serving others. They are written for anyone who leads or hopes to lead: in the home, the church, the workplace, the marketplace or the community. Leadership is not a title; it is influence, and influence that lasts must stand on character.

The book moves step by step. It begins by defining character and showing why it is the foundation of true leadership. It then examines why leaders fail in character and sets out practical steps to develop it. It looks honestly at the burdens every leader carries and how to bear them, explores strategic leadership for sustainable development, and closes with recipes for great leadership. Throughout, the Lord Jesus Christ stands as the perfect pattern of the leader we are called to become.

My prayer is that you will not only read this book but practice it. Read it slowly, return to its sayings, and let the word of God shape your heart, your habits and your decisions. If this book helps you become a leader whom God can trust and people can follow, its purpose will have been fulfilled.

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ACKNOWLEDGEMENT

I give all thanks to God, who began this work in me and has carried it to completion.

To my dear wife, Natania: thank you for your love, patience and unfailing support throughout the writing of this book. You gave me time and space when the work demanded it, encouraged me when I was weary, and covered every page in prayer. Your faith and your quiet strength are woven into this book, and I could not have finished it without you.

To our children: thank you for your joy, your understanding and your prayers. You shared your father with conferences, seminars and long hours at the desk, and you never stopped cheering me on. You are my first and most important followers, and you remind me every day why character matters.

This book is as much yours as it is mine. May the Lord reward your sacrifice and bless you abundantly.

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CHAPTER ONE

Developing Leadership Character

One of the most important things for good and effective leadership is character. You cannot do well in the course of your leadership if you do not possess good, Christlike character. Many people mistake charisma for character. Charisma is a quality in a person that enables him to influence and attract people. It is charm. But character is what defines you. It is what people see in you. It is what people will say about you after you pass away. Character is one of the most important things you have. How are you investing in yours? Do people see your faith in what you do? Is your character reflected in how you serve the kingdom? Is your character reflected in your ministry, your organization, your family and your business? What do people say about you? Character is who you are when no one is watching you. Character is your personal identity. You can acquire everything else in solitude, but not character.

Jesus will either say, “Well done, thou good and faithful servant” (Matthew 25:21), or, “I never knew you: depart from me” (Matthew 7:23). You have to decide right now where your future is. This means that the life you live and the character you portray, in public or in private, will show whether you truly belong to Him. We are saved by grace, and character is the fruit of that grace.

The Bible says:

“Not only that, but we rejoice in our sufferings, knowing that suffering produces endurance, and endurance produces

character, and character produces hope, and hope does not put us to shame, because God's love has been poured into our hearts through the Holy Spirit who has been given to us"
(Romans 5:3–5, ESV).

Genuine leadership is not just a role one plays; it is a life one leads. Therefore, character is very important if we want to leave a lasting legacy and our footprints forever engraved on the hallowed walls of history. We must develop our character.

Character is simply principles, norms, ethics, beliefs or a standard of doing things: what you do (actions) as a result of what you believe (values). In short, character can be described as follows:

1. Character is standing on a conviction without compromise.
2. Character is what you do, and what happens in you as a result of what happens to you.
3. Character is who you are when no one is watching you.
4. Character is your real identity, your personality and your true definition.
5. Your values are the source of your habits.
6. Your values are personal.
7. Your habits are your values in action. If you have a wrong value system, you will exhibit wrong habits.
8. Habits are not instincts. They are acquired reactions. They don't just happen; they are caused. As the saying goes, first we form habits; later those habits form us.
9. Your habits (actions) determine your habitat (destiny).
10. Character is made up of the spiritual virtues that you portray as your fundamental values.

Character comprises the following:

1. Integrity
2. Loyalty
3. Honesty
4. Faithfulness
5. Trustworthiness
6. Fairness
7. Self-control
8. Forgiveness
9. Respect
10. Courage
11. Love
12. Tolerance
13. Responsibility

Character is something that you hold fast to inside, and that people see in you on the outside. Jesus said, “Let your light so shine before men, that they may see your good works, and glorify your Father which is in heaven” (Matthew 5:16). Character makes a way for you. It introduces a man to nobility and greatness. “The path of the just is as the shining light, that shineth more and more unto the perfect day” (Proverbs 4:18). More importantly, character is something that God sees in you always.

Jesus promised that we would be hated (Mark 13:13). We will face trials and suffering on earth. Romans 5:3–5 shows us that true character is formed in suffering, and it pushes us to hope, because we have God’s love “poured into our hearts.” True character is manifested in how you act in any situation. Actions do speak louder than words in many circumstances, and you and I have to be on guard against the devil, so that when adversity comes our way we can still exhibit the fruit of the