



STRESS AT WORK



RELAX AT HOME



RELAX OUTDOORS



CAUSES OF STRESS

# PARKS AND WILDLIFE MANAGEMENT AUTHORITY

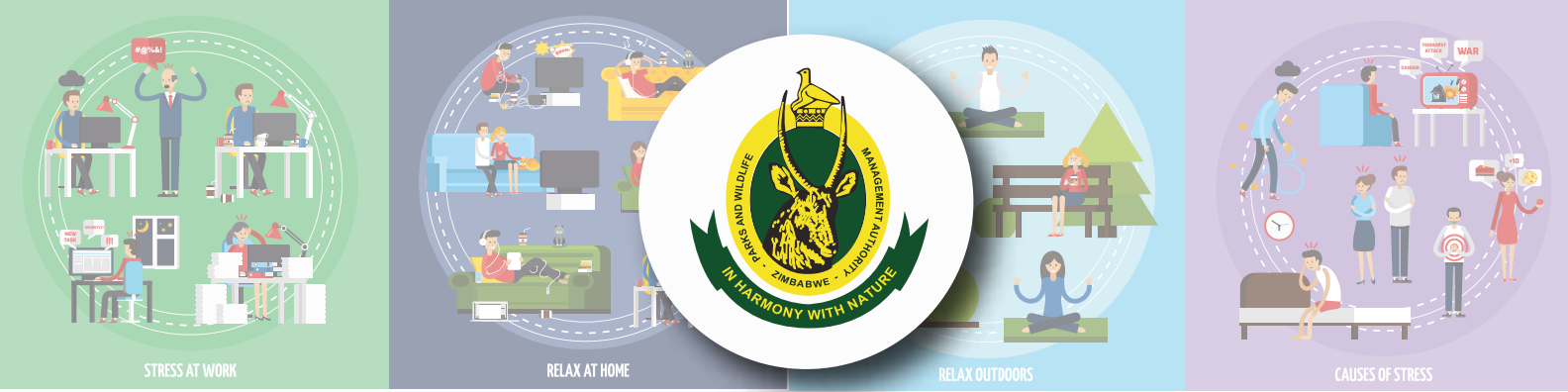
## COUNSELLING SERVICES



### The Jethro – Moses Model Leadership

According to Degbe, Moses had a Vision, and such Vision is the driving force of any vibrant and dynamic enterprise. A leader is one who sees more than other sees, who sees farther than other sees and who sees before others do. All great leaders possessed two things: 1; they know where they are going and 2; they are able to persuade others to follow as “leaders can never take their people farther than they have travelled. Maxwell says Like leader like people. Leonard Sweet submits that “visionaries” are not people whose eyesight can look into the future. Rather, they are those who can look around them, who can see life for what it is and who can see God for who God is. They are those who can heal the wounds of the past by offering new allegories around which we can shape a new focus for the future just like Moses. In addition to the above, it should be noted that the number 1 priority for Moses and his leadership was prayer. Number 2, Moses was to teach those he was leading the statutes and the law of God. Teaching is an important part of leadership. Number 3, Moses was to show those he was leading how to walk. He ought to be model of what he said and taught. Number 4, Moses was to select people who could bear some of his burden as he governed the people.

In Exodus 18:13-26, Moses’ father-in-law, Jethro, taught Moses division of Labour. He educated Moses on how to group his work into the component parts of 1000s, 100s, 50s and 10s. “Moses knew Jethro was speaking the truth so he honored him even though he had now been made a leader of the Israelites. (Akakudza mukarabwa wake) He heeded to wise counsel and was able to survive for forty years as the leader of the Israelites”. Every event in Moses’ story indicated that he understood his leadership as derived from his service to God. He was submissive, selfless, and faithful. His interactions with his



# PARKS AND WILDLIFE MANAGEMENT AUTHORITY

## COUNSELLING SERVICES

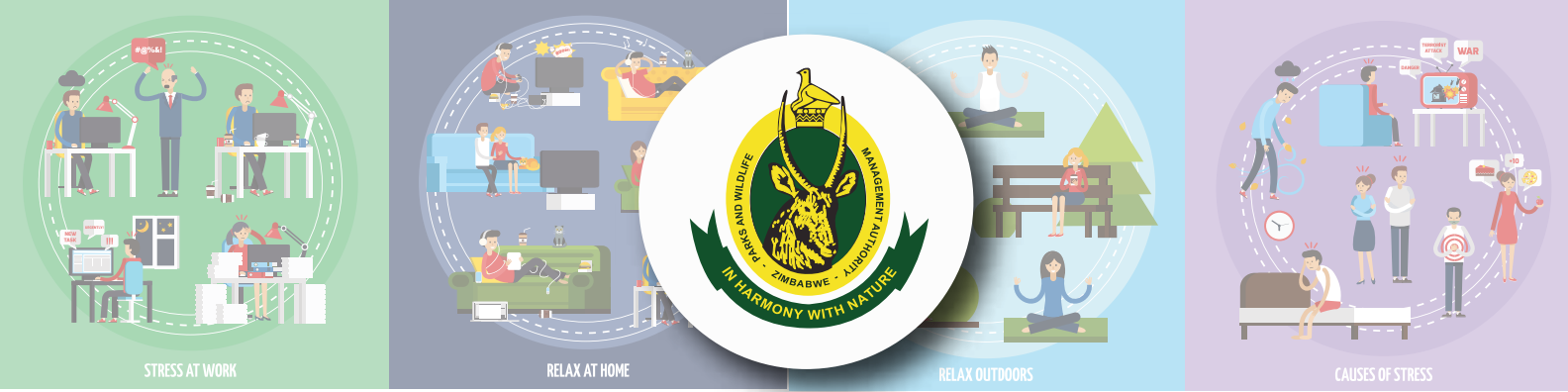
fellow Israelites were characterized by empathy, persuasiveness, and vision.

Contemporary religious and secular leaders should not do less than what Moses did for the Israelites as their leader. Jethro-Moses model of leadership reveals that, leadership requires influencing, directing, and managing people. It demands good stewardship. To be a leader, one must take the gifts and resources provided by God and focus them on the task assigned by God. Those who would lead in spiritual matters must be committed to excellence. Those tasks that the clergy is called to do will affect eternity (managing people.)

### Lessons from the Jethro - Moses Model Leadership

Leadership and teamwork are intertwined. This is because either of these concepts cannot function independently if maximum success is to be achieved. A group being led by one who lacks the ability of working with different people as a team, in order to bring to fruition, the vision of the group, will most likely, achieve little or nothing. The efficiency and effectiveness of any leadership is to a great extent, determined by how harmonious the leaders are in order to effectively harness all resources and abilities together, to achieve set goal and objectives according to Ishola & Oparinde. The life of Moses and his leadership role has a great significance. It is the record of full commitment in the essence of full confirmation that is surrender to the call of God without complete understanding of its implications for the future. As a pastor or leader in any organization, we need to consider these as the important factor because a leader without plan is like a boat without a captain. The captain is needed to direct the boat along a specific course, the bridle is the rein by which the rider directs the horse in a particular direction. Leaders, whether secular or Christian, should not be loners. They must have followers to be effective and for institutions to be efficient leaders wear out their followers and themselves when they try to lead alone, it is very important that leaders allow their staff members share in the blessing of working as unto God in the Organisation. Some writers stress that leaders must appreciate the value of those who surround them and allow them play the role they have been gifted and assigned to do. Moses, for instance, would have been "a frustrated commissioned leader if he had refused to work with Aaron as a team to accomplish the task before him." Teamwork is indispensable in any group. Organizations have a lot of benefits to derive from teamwork, some of which include:

1. Task is divided among team members, thereby, leading to effectiveness and efficiency. No member of the team will be overworked, and none will be underutilized, since everyone has a role to perform towards mutual success and benefits
2. Teamwork makes room for synergy of skills. The skill and gift of each member of the team are fused together as a single entity. It is a reality that no man is an expert in all fields: the only option that can help harness all gifts to achieve a common vision is to work as a team.
3. Teamwork is vital to any organization because the task is accomplished based on a collaborative effort, and members of the group offer necessary help to each other. Maxwell says it is important to have good relationship to any group of people who must work together under any umbrella, most especially in a multi-staff institution. He believed that cordial and quality relationship are the glue that hold team members together in multi-staff scenarios. Moreover, leaders should be encouragers to those around them, regardless of their personal feelings of the time. Moses was an encourager to his people even though he experienced discouragement from time to time. When the Israelites were being pursued by the Egyptians, he told them not to be afraid (Exodus 14:13. Furthermore, like Moses, leaders can train their team in the rules to be followed and communicate expectations from them. Select capable leaders who have the fear of God, and trustworthy and hate dishonest gain. A leader can be a role model for followers – a good example that people will want



# PARKS AND WILDLIFE MANAGEMENT AUTHORITY

## COUNSELLING SERVICES

to follow. Moses showed them the laws, explained their duties to them and modelled proper behaviour to his subordinates. The leader serves when he equips others and “teams” with them to reach the goal of mission together. According to Ishola and Oparinde as servant leaders, pastors and organizational leaders should provide an enabling environment in which people can learn and grow as they work and share together. Moses yielded to his father-in-law, Jethro and this gave him room for creativity in his ministry. No leaders in local churches need to allow younger generation coming into churches and organizations colour outside the lines in which they have drawn in order to have their own chance to put their mark on the ministries God has given them. One day they will be responsible to take up the mantle and lead, and they will certainly not do it the way we did Finzel retorts. Churches are very vital as congregations, considering that the pastor has to work with various people in the church in order to advance the church and accomplish the functions of the church.

4. The following can be done to ensure teamwork in the leadership at the church. First, the pastor should value and respect all leaders and workers, this will allow them to be dedicated and willing to share ideas and suggestions that will add value to the church.

5. Second, the pastor should engage the leaders and workers of the church. Assigning responsibilities that engage people shows that they are part of the team, and hence, can utilize their gifts and potentials in enhancing the growth of the church.

6. Third, the pastor should “foster collaboration.” Here, the pastor should create a forum for opportunity to ensure that all church workers and leaders in various capacity within the church interact together in order to establish relationship and harmony that will lead to cross fertilization of ideas and unity. In addition, the pastor, in order to foster teamwork, must of a necessity “be with the people. Teamwork is not established and fostered in leadership of a church if the pastor is aloof, and does not have time to be among the people. Such barrier will create the feeling of inferiority and irrelevant leaders can learn from Christ himself who is the greatest model of Christian leadership. He was accessible to his disciples and all who desired to communicate with him at each point in time.

### IN CONCLUSION

the analysis of the Jethro-Moses model of leadership revealed that God called Moses to lead Israel out of Egypt, he thought he should solely do the work. He was subdued in problem solving that limited his vision for onward movement of the Israelites. His father-in-law, Jethro had to influence his thought by advising him to plan, organize, delegate and measure his job by training his followers and then select able persons from among them and assign the selected specific duties. Moses hearkened to Jethro and when this was done, his work load became very light as the other appointed leaders were doing their own aspects of the job. This gave Israel the impetus to move forward dialogically, dramatically and dynamically according to Adeniji. However, Jethro-Moses of leadership has a great effect and impact on the contemporary pastoral ministry in a local church as well as other human organizations. As leaders in our sections, units, departments, organisations and country lets take a cue from this model.

References: Adeniji, Maxwell etal and other Contemporaries  
For further inquiries : [tmashingaidze@zimparks.org.zw](mailto:tmashingaidze@zimparks.org.zw)