

Integrating Biblical Wisdom into Experiential Servant Leadership Education: A Literature Review

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Abstract : *Human memory tends to be fleeting, and so too are the sacred principles of life that guide us. Leaders, despite their prominence, are not immune to this phenomenon. There are instances where they lose sight of their origins, forgetting the principles and policies that propelled them into leadership roles. Sacred principles, inherently subjective and occasionally mystical, are now under scrutiny in the digital age, examining why they seem to be fading away. This article takes an exegetic approach to delve into the ethical teachings leaders receive during their education. The exploration aims to understand how hermeneutically training emerging leaders on these sacred principles can foster their moral and ethical growth. While modern-day training equips leaders with various skills, the crucial question arises: does it truly enhance leadership quality in ethical and moral dimensions? This article delves into a comparative analysis between hermeneutic approaches rooted in sacred principles and conventional management approaches to discern the transformative potential of biblical sacred quotes. The research, employing an exegetic method, seeks to uncover sacred verses from the Holy Bible capable of shaping a leader's thought process towards intense positivity. The objective is to instil a sense of positive and spiritual leadership essential for thriving in the complexities of the modern era.*

Keywords: *Exegesis, Hermeneutics, Holy Bible, Training, Leadership, Sacred, Evolution, Spiritual.*

1. INTRODUCTION:

Reflection on timeless, ingrained sacred principles continues to hold relevance in our lives, extending to the realm of leadership development. The contemporary digital age and the advent of the fourth industrial era are reshaping the mindset of individuals, with leaders being no exception. The unfamiliarity of the digital age to the majority, coupled with a skill set that eludes many, has become the pivotal factor determining success or failure. In today's global economies, be they large or small, capitalist, socialist, or mixed, the pursuit of surplus wealth remains a guiding principle. Historical ideologies such as Marxism, Socialism, Capitalism, and laissez-faire have evolved, giving way to crony capitalism characterized by adaptability and restructuring according to needs. Consumerism, influencing tastes, preferences, and spending power, further shapes how individuals manage their finances. Consequently, leadership, once rooted in the age-old concept of "divine leadership" and determined by democratic processes in most countries, now revolves around the principles of "situational leadership." This discussion aims not to critique the flaws that have developed over the years but to acknowledge the new normal embraced by individuals of all professions. Leaders, from the smallest community positions to heads of state, have shifted their perspectives on life. The advent of powerful social media, facilitated by digital devices seamlessly connected and instantly streaming information, serves as a constant check on nearly everything and everyone. Leadership roles in organizations, ranging from elementary schools to healthcare centres to the highest political offices, are no longer defined solely by titles or designations. Instead, they hinge on personal charisma and the ability to resonate with the hearts of the people, albeit not without encountering challenges.

2. Objectives of the study :

- To recollect and reinvigorate the leadership thought process for further leadership skills.
- To triangulate various important age-old stimulating through-provoking sacred verses that can motivate modern leaders.
- To infuse positivity for leaders that improve their outlook towards life.

3. The findings of the study gather experiential learning from various leaders who found their qualities improvised by imbibing biblical quotes and verses.

A real leader is a real servant.

The sacred teachings from John 13:13-17 proclaim, "You address me as 'Teacher' and 'Lord,' and you are correct, for that is who I am. Having washed your feet, I urge you to do the same for one another. I have provided you with an example that you should follow. I assure you, no servant is greater than their master, and no messenger is greater than the one who sent them. Now that you are aware of these truths, blessings will accompany your actions if you put them into practice."

A leader should remember that he should not be delegating himself from the most humbling experiences.

A leader shouldn't explicitly instruct their followers to embrace humility; instead, it must emanate from within. Take, for instance, the example of Lord Jesus Christ, who, in his final lesson, willingly washed the feet of his disciples during their last meal. This act wasn't merely symbolic but a genuine service performed with the humility of a servant. Lord Jesus conveyed a timeless message to all, especially those in leadership roles, emphasizing that leaders should never consider any task or act of service beneath them. He urged leaders to delegate effectively, ensuring they don't miss out on the profoundly humble experiences inherent in servant leadership.

Leadership is all about watching self and others.

The leaders need to keep watch on themselves and others, to keep up to date on the challenges ahead for them. Like the sacred verses (Courtesy /Ref: Acts 20:28), be the shepherds of the church of God, which he bought with his blood.

The leaders need to have confidence in the future

Every leader should maintain a strong sense of optimism for the future, akin to the sacred verses emphasizing the significance of self-confidence, as expressed in Romans 8:28: "And we know that in all things God works for the good of those who love him, who have been called according to his purpose." Leaders must bear in mind that perseverance is intrinsically linked to the belief in the Almighty's presence, serving as a paramount source of confidence in future endeavours. Let us delve into an exegetical analysis of select conceptual verses, shedding light on their contemporary applicability, often overlooked in practical leadership. Hermeneutic approach: Security is a feeling and a leader needs to work hard to get the feeling.

Courtesy/Ref: Romans 8:31, Every individual, including leaders, must seek the divine blessing for a sense of security, recognizing that true assurance comes from within, not external validations. Rejections will inevitably be woven into the fabric of a leader's journey, and they must ensure they stay on the correct path. This requires a constant awareness that they are being guided and supported.

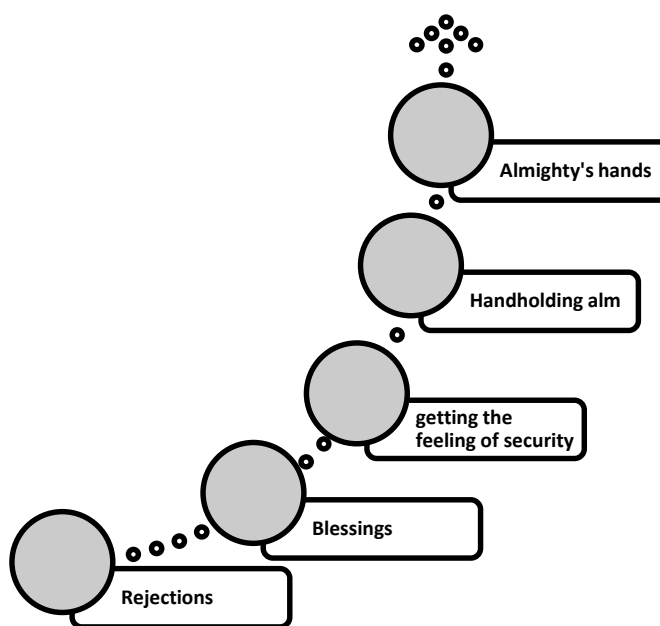


Fig 1: Hermeneutics Process of Incremental Confidence in Almighty with Prayers to get Almighty's Hands:
Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

General Management training of leaders using another approach: The foundation of a leader's security rests on several key aspects, including:

- Maintaining a healthy working capital to ensure a smooth cash flow
- Having comprehensive insurance coverage
- Building a strong brand presence
- Securing a significant market share
- Exerting political influence
- Cultivating media influence
- Garnering popularity, and so on.

However, it is crucial to recognize that these elements are fleeting. They can vanish in an instant, leading to a leader's downfall if they fail to cultivate inner strength and resilience. Relying solely on external, ephemeral factors without practising willpower can result in a leader's vulnerability and eventual collapse.

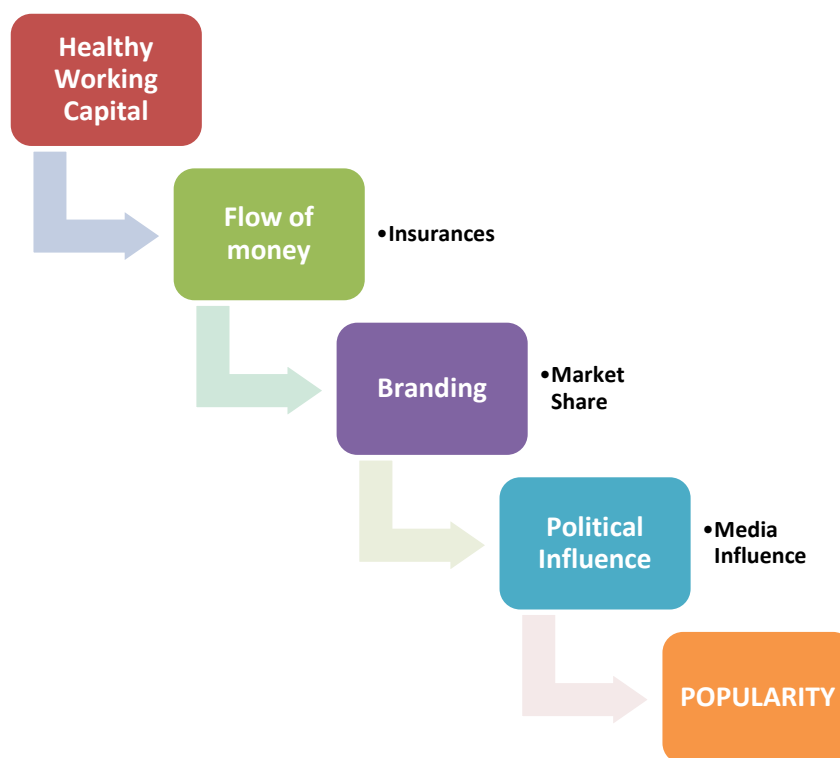


Fig 2: Normal Training Approaches from Corporates: Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

Hermeneutic Approach: Diligence is a god-given virtue, though can be practised, still requires the blessings of the almighty

- Courtesy/Ref: Romans 12:3-8 The essence of effective leadership lies in the inherent quality of diligence. Without this trait, a leader will find it challenging to endure over the long term.
- A leader must consistently practice diligence, avoiding any sense of superiority over others and instead viewing themselves as an integral part of the team. A leader must place trust in a higher power to guide them in making sound judgments while exercising diligence.
- The leader must recognize, with diligence, that although individuals may unite as a team, they possess diverse qualities within themselves. If a leader possesses the gift of prophecy, they should openly express it. Likewise, if gifted in service, teaching, or leadership, the leader should actively engage in those roles.
- Therefore, diligence is a divine virtue bestowed by a higher power. As an integral part of the organizational structure, the leader must acknowledge the responsibility to equip and empower others to bring forth their unique gifts. This approach not only enhances the leader's diligence but contributes to a more empowered and capable team.

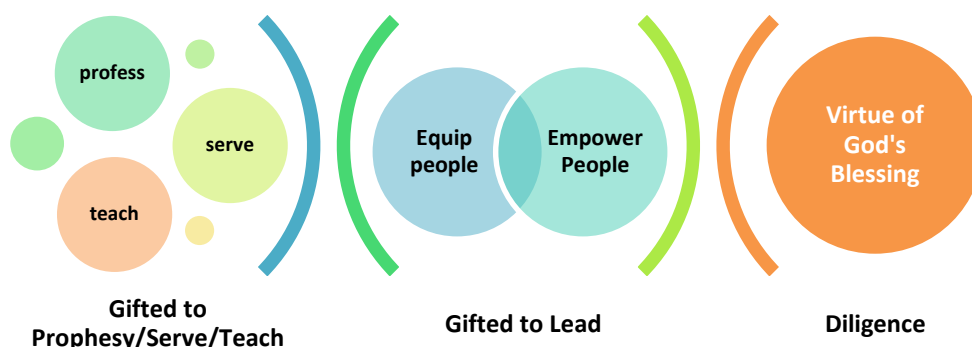


Fig 3: Hermeneutics Process of Incremental Diligence in Leaders : Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

Other Approaches: Consistent effort is key to enhancing productivity.

- Strive diligently for your goals.
- Impress others with your hard work.
- Avoid time wastage and master time management.
- Monitor and enhance your daily working hours for increased diligence.
- Assess and elevate your organizational skills to boost diligence.
- Examine and eliminate excuses from your routine.
- Distance yourself from individuals lacking diligence.
- Evaluate and address your laziness while maintaining a diligent mindset.
- Take proactive steps to enhance your diligence.
- Value time as you would value money.
- Envision the impact of today's actions on your future self.
- Allocate time wisely and be mindful of time that has passed.
- Exercise prudence in allocating free time.
- Define when you will be available and free.
- Maintain consistency in your daily routines.
- accomplish planned tasks.
- Set specific timeframes for tasks and ensure timely completion

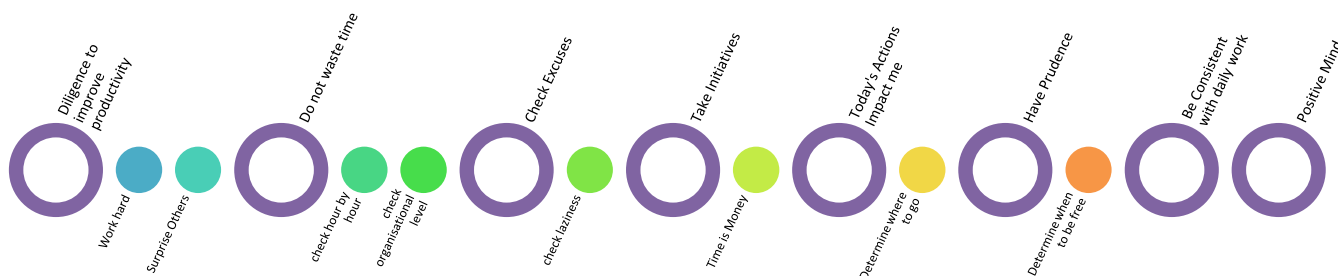


Fig 4: Management Training Approach to Improve Diligence in Leaders: Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

Hermeneutic Approach: leaders should know the art of developing their physical, mental and psychological stamina

- Courtesy/Ref: Galatians 6:9 states, Let us persist in doing good without growing weary, for in due time, we will reap a bountiful harvest if we persevere.
- Leaders, embracing a positive mindset and seeking divine blessings, should make enduring investments in long-term energy. They must understand that immediate results may not materialize.
- Recognizing the draining nature of planting seeds, leaders must be patient, acknowledging that organizational efficiency and productivity take time to develop. Expecting overnight transformations is unrealistic; instead, leaders should commit to the gradual growth of their organizations.
- Despite the challenges, leaders must stay dedicated to the journey ahead. The trials they face are not meant for them to evade or surrender. Instead, leaders should view these difficulties as opportunities to enhance their positive thinking and overall outlook on life.
- To overcome these challenges, leaders should avoid adopting an autocratic, authority-driven leadership style or attempting to accelerate the pace of change. Instead, they should navigate through difficulties with resilience and a positive perspective.

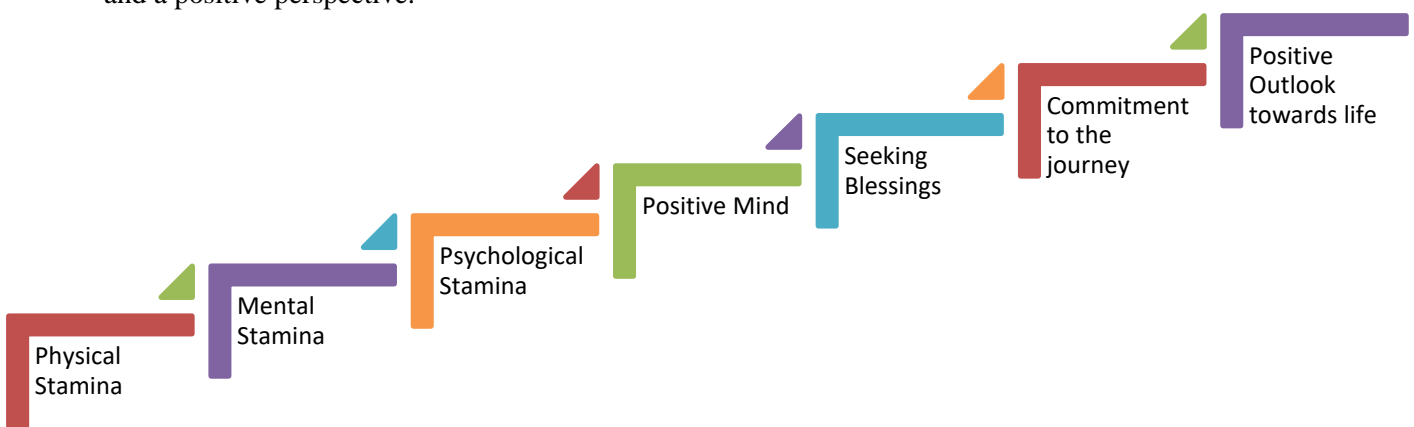


Fig 5: Hermeneutics Process of Incremental Stamina to Think and Act in Leaders: Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

Other Approaches: Enhancing productivity involves bolstering physical, mental, and psychological stamina. Key management techniques integral to leadership development include:

- i. Cultivating emotional stability: Maintaining composure to uphold objectives and make sound decisions.
- ii. Augmenting emotional capacity: Ensuring consistent performance through an expanded emotional range.
- iii. Developing perspective: Leaders should adeptly manage challenges while staying focused on their goals.
- iv. Embracing change and fostering flexibility: Being prepared for continual adaptation and improvement.
- v. Practicing detached attachment: Overcoming setbacks with resilience to emerge stronger.
- vi. Concentrating on controllable factors: Directing energy toward areas within one's control.
- vii. Building and enhancing strength under stress: Nurturing resilience and readiness for challenges.
- viii. Maintaining a positive attitude towards setbacks: Cultivating the right mindset in the face of adversity.
- ix. Validating self with patience and self-control: Acknowledging personal growth through endurance.
- x. Mastering the art of non-complaining: Focusing efforts on issues within one's sphere of influence.
- xi. Sustaining endurance to tackle failure: Staying positive and resolute in the face of setbacks.
- xii. Preserving self-contentment: Finding satisfaction within oneself amid challenges.
- xiii. Persevering under all circumstances: Never giving up in the pursuit of goals.
- xiv. Strengthening the inner compass with unwavering standards: Upholding a steadfast commitment to personal values.

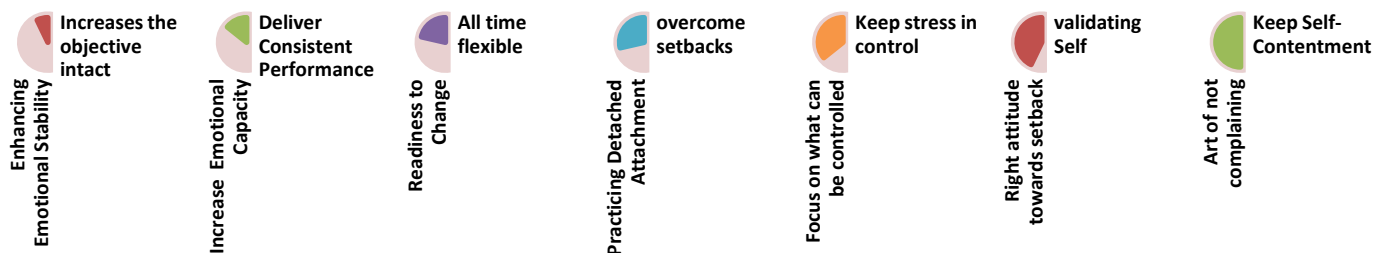


Fig 6: General Management Training in the Leaders for Psychological Stamina: Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

Through the aforementioned approaches, numerous management methods serve as both stimuli and training tools to enhance the qualities and endurance of leaders, fostering their evolution into resilient individuals. These methods emphasize the importance of practical application, while the hermeneutic approach underscores the cultivation of positive habits and the elimination of detrimental ones, paving the way for meaningful progress.

Hermeneutic approach: leaders who can equip themselves with the blessing and faith in the almighty can become mature enough to handle any situation.

- Courtesy/Ref: Ephesians 4:11-13, Leaders who embrace the blessing and faith in the Almighty can develop the maturity needed to navigate any situation successfully. Drawing inspiration from Ephesians 4:11-13, where the apostles, prophets, evangelists, pastors, and teachers were empowered by the presence of the Almighty to equip people for service, leaders should strive to build their organizations into mature entities. This maturity enables individuals to find and express happiness while collectively addressing challenges.
- It is crucial for leaders to avoid establishing artificial hierarchies that promote top-down authority. Instead, they should cultivate humility and seek continuous personal growth to enhance their effectiveness. A leader's focus should be on fostering harmony within the team, leading by example, and guiding the group convincingly through challenges.
- By promoting a democratic environment, leaders empower their team members to embrace the blessings of the Lord and support each other. New believers can thrive when leaders instil the belief that the entire team is divinely guided and that the leader is entrusted to lead from the front.
- A leader's unwavering belief in their ability to serve at their best contributes significantly to the well-being of both the community and the organization.
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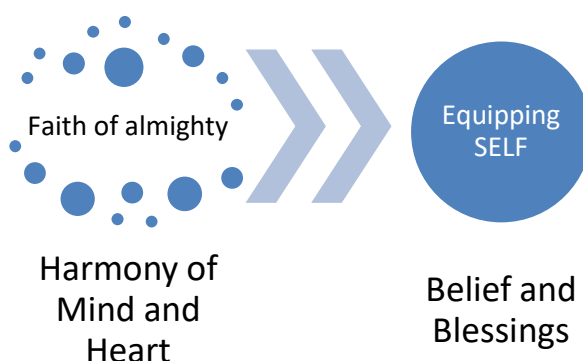


Fig 7: Hermeneutics Process of Incremental Confidence in Almighty with Prayers to get Almighty's Hands: Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

Other training approaches: A successful leader's aspiration should prioritize contributions of strength and willpower rather than personal gain. Effective leadership can be cultivated through various approaches:

- Leaders should invest more time, including informal interactions.
- Despite potential contradictions, leaders must strive to be purposeful in their actions.

- iii. Leaders should display spontaneity, adapting their demeanour to the situation, including the ability to share laughter and maintain an approachable attitude with employees.
- iv. Lessons should be imparted subtly, ensuring that team members learn and grow in nuanced ways.
- v. Leaders should empower and guide team members to work collaboratively and efficiently.
- vi. Encouraging the personal growth of team members is essential for holistic development.
- vii. Creating opportunities for time away from work, such as sabbaticals and conference participation, contributes to team well-being.
- viii. Leaders should promote freedom by allowing team members the flexibility to pursue their interests.
- ix. Training team members to make sacrifices for the organization's greater good is a crucial leadership aspect.
- x. Exposing the team to challenging competitions enhances their skills and resilience.
- xi. Structured gatherings and regular worship sessions can foster a sense of unity and purpose.
- xii. Planning leadership training programs contribute to the continuous development of the team.
- xiii. Implementing a culture of skill development ensures that the team remains adaptable and proficient.

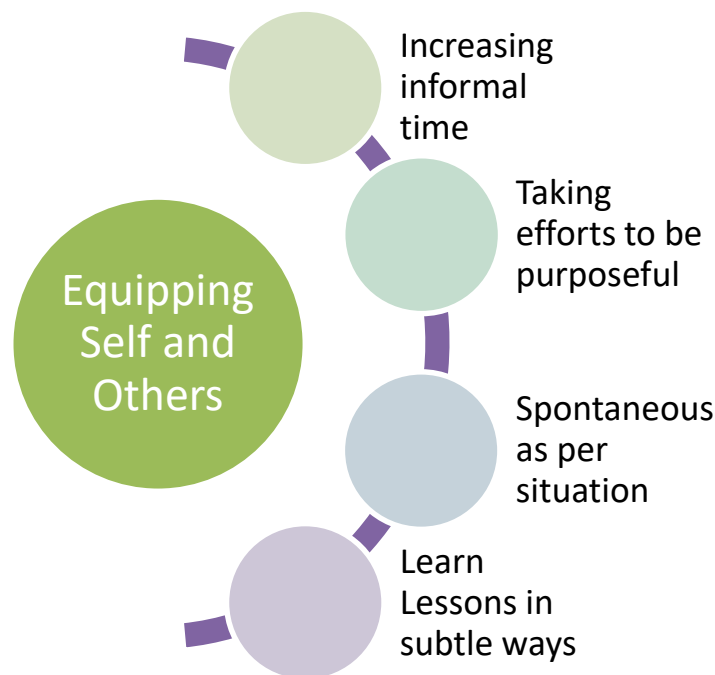


Fig8: Management Training for Leaders for Developing Ambition: Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

Hermeneutic approach; true leaders never are ambitious to get their gain.

- Courtesy/Ref: (Philippians 2:3), One of the sacred teachings emphasizes the importance of avoiding selfish ambitions and vain conceit, urging individuals to prioritize others with humility.
 - i. Leaders should remain focused on their goals, inviting divine blessings through worship to navigate challenges effectively.
 - ii. To prevent self-aggrandizement, leaders should rely on willpower and regular prayers, recognizing that leadership is a commitment to serving others.
 - iii. Leaders must steer clear of greed and empty ambitions that do not align with positivity and the essence of their profession.
 - iv. Avoiding leadership pitfalls is crucial for respecting the emotions of fellow members, emphasizing that leadership is fundamentally about serving others.
 - v. Acting with humility for the well-being of others is considered godly, leading to automatic improvement in leadership abilities.



Fig 9: Hermeneutics Process of Incremental Ambition in leaders when sacred principles are used in training:
Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

- i. Other Training Approaches: Ambition is indeed a crucial internal quality that can significantly enhance a leader's potential for growth and success. Here's an expanded discussion on the importance of ambition in leadership:
- ii. Continuous Improvement: Ambition propels leaders to consistently push their performance boundaries. This drive for improvement fosters a culture of continuous learning and development.
- iii. Results-Oriented Approach: Ambitious leaders are driven by outcomes. They set clear goals and work tirelessly to achieve them, bringing tangible results to the organization and its members.
- iv. Educational and Income Attainment: Ambition motivates leaders to pursue higher levels of education and skill development. This, in turn, increases their competence and potentially leads to higher income levels.
- v. Life Satisfaction: Ambitious individuals often find satisfaction in their pursuits, as they actively work towards their goals and objectives. This sense of purpose contributes to overall life satisfaction.
- vi. Ambition and Achievement: Acknowledging that great achievements are often linked to ambition reinforces the idea that a leader's ambition can be a driving force behind groundbreaking accomplishments.
- vii. Healthy Ambition: Emphasizing the need for a leader's ambition to be healthy underscores the importance of balancing personal and professional ambitions in a way that supports overall well-being.
- viii. Goal Setting: Ambitious leaders excel in setting clear, attainable goals. They don't dwell on these goals but instead channel their energy into actively working towards achieving them.
- ix. Self-Motivation: Ambitious individuals are inherently self-motivated. This internal drive keeps them focused and propels them forward, even in the face of challenges.
- x. Risk-Taking: Ambitious leaders are willing to take calculated risks. This willingness to step outside their comfort zone can lead to innovation and positive change within the organization.
- xi. Autonomy and Purpose: Ambitious leaders act with purpose on their own, demonstrating a level of autonomy that is crucial for making informed and impactful decisions.
- xii. Innovative Change-Makers: Ambitious leaders are often at the forefront of innovation. Their drive to achieve more encourages them to explore new ideas and embrace change.
- xiii. Exploration and Exposure: Ambitious leaders allow themselves the space to explore new avenues and ideas, exposing themselves to diverse perspectives and approaches.
- xiv. Individuality and Resourcefulness: Ambitious leaders maintain their individuality by stepping away from the group when necessary. This independence fosters resourcefulness and unique problem-solving skills.
- xv. Focus: Ambitious leaders remain focused on their goals, ensuring that their efforts contribute directly to the success of the organization.
- xvi. Healthy Competition: Rather than competing with others, ambitious leaders compete with themselves, striving for continuous self-improvement.

xvii. Surrounding Oneself with Ambition: Ambitious leaders understand the importance of surrounding themselves with like-minded, ambitious individuals. This creates a positive and driven organizational culture.

In summary, ambition is a driving force that can elevate a leader's effectiveness, leading to personal and organizational success. However, this ambition must be balanced and aligned with overall well-being to ensure sustainable growth and positive outcomes.



Fig 10: General Management Approach for Incremental Leaders Ambition: Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

Hermeneutic approach: good and stable leaders are always content with what they get in every situation and focus.

- (Courtesy/Ref: Philippians 4:12-13), States that leaders aspiring to be content must undergo hermeneutic training by the biblical principle: "I know what it is to be in need, and I know what it is to have plenty. I have learned the secret of being content in any and every situation, whether well-fed or hungry, whether living in plenty or want. I can do all this through him who gives me strength."
- Leaders should find contentment in the quality of their work and the achievement of goals. • Leaders must strike a balance between pain and pleasure to safeguard the essence of their work. • Leaders, working with unwavering faith, will naturally become individuals who please the Almighty through their results. • Leaders should believe that their dedication to duty enhances the pleasure of God. • Leaders should consistently remind themselves that true contentment arises from dedicated service, avoiding the trap of measuring success by comparing it with others' situations.



Fig 11: Hermeneutics Process of Incremental self-content in leaders with sacred principles applied in training: Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

4. Other training approaches: Enhancing the leader's satisfaction can be achieved through various training methods, including:

- Cultivating long-term leadership contentment requires perpetual motivation.

- ii. Leaders should find inspiration and visualize their goals consistently.
- iii. Prioritizing the well-being of the entire team is essential for a leader's contentment.
- iv. Eliminating negative traits within themselves is crucial for leaders.
- v. Recruiting positive individuals and avoiding toxic relationships contributes to leader contentment.
- vi. Leaders should appeal to values to maintain team cohesion.
- vii. Recognizing and rewarding even small achievements boosts leadership contentment.
- viii. Trusting and delegating responsibilities are vital aspects of effective leadership.
- ix. Involving the team in regular tasks fosters contentment among leaders.
- x. Transparency and openness about challenges are necessary for leader satisfaction.
- xi. Congratulating and rewarding the entire team, including students, is part of effective leadership.
- xii. Leaders should focus on developing the potential of their team members.
- xiii. Demanding high-quality work and steering clear of mediocrity are essential for leader satisfaction.
- xiv. Understanding the motivations of team members is crucial for leaders.
- xv. Embracing risk-taking is a quality that leaders should not shy away from.
- xvi. Completing initiated tasks is imperative for a leader's sense of accomplishment.
- xvii. Perseverance and not giving up are fundamental traits for effective leadership

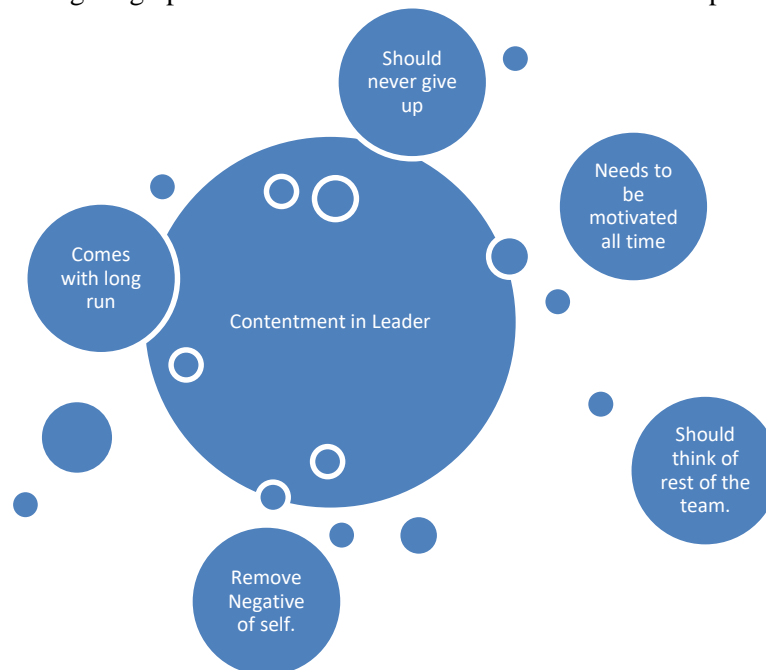


Fig 12: General Management Approach for Self Contentment in Leaders: Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

5. The above approaches are believed to elevate the levels of contentment if followed, while the hermeneutic approach advocates a very supernatural process.

Hermeneutic Approach: Hope is the biggest moral strength, and when hope is tied with god's faithfulness, the confidence and self-esteem of a leader are high.

- (Courtesy/Ref: Thessalonians 5:24) • The caller assures you of their faithfulness and commitment to fulfil the task.
 - i. Leaders should exude optimism and cultivate self-confidence in both themselves and their actions.
 - ii. Constantly reminding leaders of their inherent freedom, grounded in hope for positive outcomes, is crucial.
 - iii. Hope, as a moral compass, enhances the quality of life during challenging leadership situations.
 - iv. Leaders who consistently seek divine blessings through virtuous deeds will witness a gradual increase in self-belief. This growing faith in oneself will foster heightened hope, leading to improved confidence. Enhanced self-confidence, in turn, augments decision-making abilities, paving the way for positive outcomes that attract divine blessings once again.

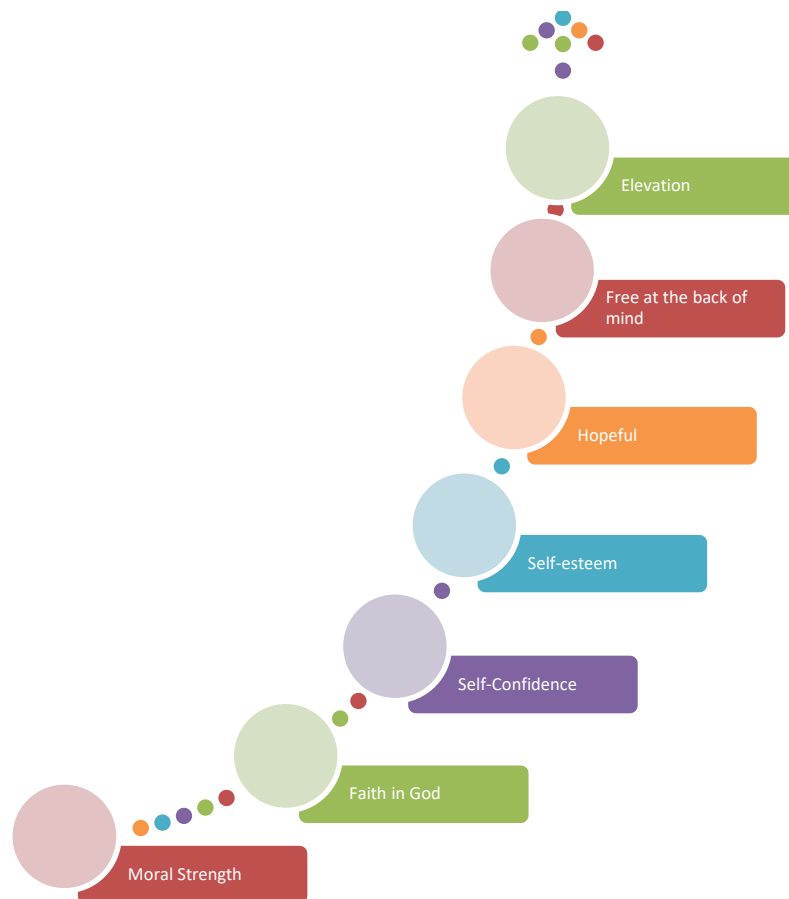


Fig 13: Hermeneutics Process of Incremental Hope in Leaders: Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

- i. In exploring various training approaches for the development of organizational leaders, it has been observed that alternative methods diverge from the hermeneutic approach in their efforts to optimize leaders' hope and self-confidence. This study identifies several effective practices recommended for leaders:
- ii. Facilitating an environment where leaders are present among their peers, guiding them, and making their goals visible.
- iii. Encouraging openness and honesty in executing work to the best of one's ability.
- iv. Expressing optimism in work and emphasizing the importance of maintaining optimism.
- v. Cultivating the ability to encourage and motivate team members.
- vi. Maintaining a focused approach to tasks at hand.
- vii. Articulating feelings that acknowledge the value of team member's presence in the organization.
- viii. Mastering the skill of investing time and resources in people.
- ix. Enhancing leadership qualities to garner respect from peers.
- x. Demonstrating respect for colleagues and their ideas.
- xi. Exhibiting a strong work ethic and fostering mutual trust between leaders and team members.
- xii. Avoiding excessive workload on employees.
- xiii. Consistently upholding standards in all aspects of work, including relationships.
- xiv. Acknowledging mistakes and possessing the ability to rectify wrong decisions.
- xv. Remaining open to seeking new opinions and feedback.
- xvi. Actively listening to team members and considering their opinions.
- xvii. Establishing clear expectations for all team members.
- xviii. Providing constructive suggestions for improvement.
- xix. Developing transparency in leadership practices.
- xx. Maintaining consistency in encouraging.
- xxi. Actively seeking out and incorporating feedback from various sources.

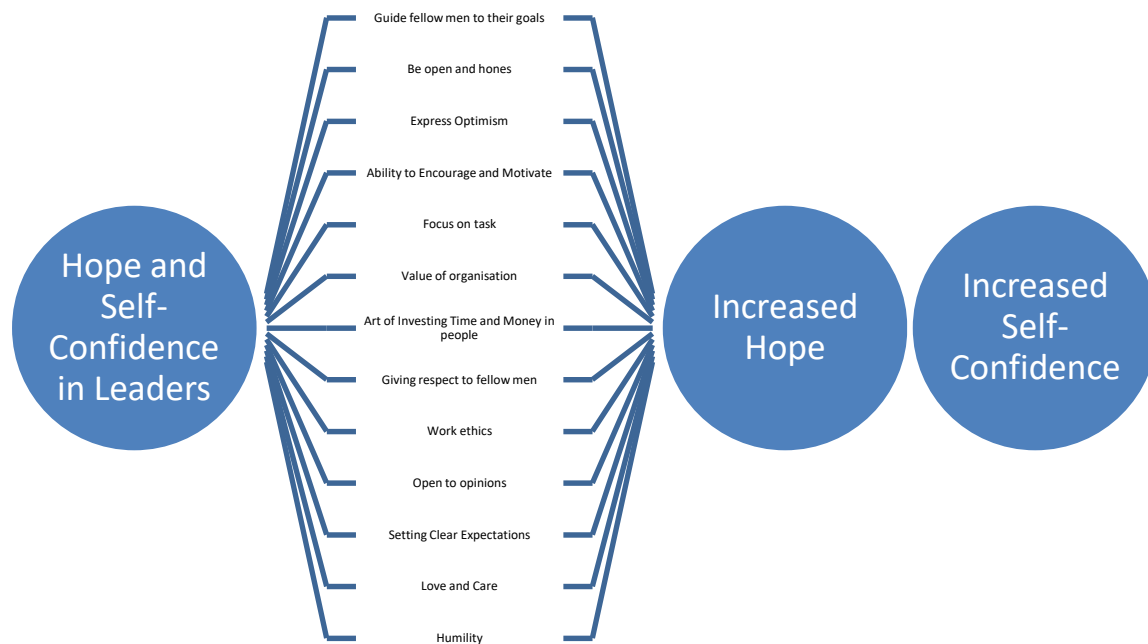


Fig 1: General Management Training for increasing hope in the leaders: Source: Conceptual Diagram by Author Prof Dr C.Karthikeyan

Hermeneutic Approach: The expectations of a leader are very huge from fellow men, Superiors, Departments, Customers, family, friends, and the entire country since the behaviour of the leader impacts all of them.

- (Courtesy/Ref: 1 Timothy 3:2-7) The findings underscore the imperative for leaders to effectively manage their familial responsibilities, as articulated in sacred verses. The emphasis is on a leader's ability to exhibit exemplary conduct within their family, ensuring obedience from their children while maintaining an honourable and respectable demeanour. This principle is grounded in the belief that if a leader cannot adeptly oversee their household, their capacity to care for a broader community, such as God's Church, becomes questionable.
- The research findings further delineate the qualities expected of leaders, mirroring the guidelines outlined in the sacred verses. Leaders are urged to exhibit consideration and faithfulness within their family relationships, demonstrating temperance, self-control, respectability, and hospitality. Additionally, leaders are advised to eschew quarrelsome behaviour and an undue attachment to material wealth. The research underscores the importance of a leader's ability to handle familial issues with expertise and cultivate a positive reputation among external entities to avoid falling into disrepute and the snares of malevolent influences.
- The hermeneutic approach, employing sacred verses, reinforces the notion that leaders should exemplify the values they seek to uphold, beginning with their personal lives. The research findings align with the biblical injunction for leaders to lead by example, with an emphasis on meeting public expectations. Furthermore, the research introduces complementary training approaches to enhance leadership effectiveness, encompassing clarity on goals, focused task execution, effective communication, and engagement strategies. These approaches, combined with biblical principles, form a comprehensive framework for nurturing leaders who not only meet the expectations of various stakeholders but also contribute positively to their communities.
- Hermeneutic approach: the leader shall be self-disciplined at first, and the leadership automatically catches up, since both go hand-in-hand.
- (Courtesy/Ref: 1 Timothy 4:8), explores the intersection of sacred values and various training approaches aimed at enhancing self-discipline in leaders. Drawing inspiration from sacred verses, the research emphasizes the holistic development of leaders, encompassing physical, emotional, mental, and spiritual dimensions. The study contends that leaders, by adhering to sacred values and adopting specific training methods, can fortify themselves for the challenges of the present and the promise of the future.
- Sacred Values and Leadership: The sacred verses underscore the importance of godliness, stating that while physical training has some value, godliness holds significance for all aspects of life, promising benefits in both the present and the afterlife. The verses depict a leader as one who is self-disciplined, and responsible for their well-being and that of their followers. Leaders are encouraged to maintain their physical health to sustain emotional resilience, recognizing that a leader without vitality risks becoming ineffective.

- **Time Management and Spiritual Strength: The sacred teachings emphasize the eternity of time, urging leaders to manage it judiciously. By aligning their actions with spiritual principles, leaders can derive strength that transcends the temporal. The fusion of physical well-being and spiritual strength is posited as a catalyst for enduring leadership.**
 - i. Training Approaches for Self-Discipline: To augment self-discipline in leaders, various training approaches are identified:
 - ii. Identifying Areas of Improvement: Leaders are advised to adopt an attitude of self-awareness, recognizing areas for improvement.
 - iii. Clarity in Goal Definition: Clear articulation of goals and expectations helps leaders focus their efforts and energies effectively.
 - iv. Effort and Self-Motivation: Extra efforts and self-motivation are highlighted as essential components for goal attainment.
 - v. Progress Tracking: Leaders are encouraged to monitor progress, acknowledging even incremental advancements.
 - vi. Celebrating Achievements: Recognizing and celebrating small achievements contributes to sustained motivation and morale.
 - vii. Broad Outlook and Continuous Learning: Leaders are urged to cultivate a broad outlook towards life and work, embracing continuous learning.
 - viii. Personal Leadership Development: Inner strength is emphasized through personal leadership development initiatives.
 - ix. Visionary Leadership: Leaders are advised to pursue a vision and work towards its realization, fostering a sense of purpose.
 - x. Skill Enhancement: Improving raw skills and talents is presented as a method to channel energy and enhance strengths.
 - xi. Spiritual Strength: Increasing spiritual strength through prayers and meditation is highlighted as a crucial aspect of leadership development.
 - xii. Integrity and Honesty: Leaders are encouraged to uphold integrity and honesty in their work, fostering trust and credibility.
 - xiii. Effective Communication: Opening communication channels enhances reciprocity and strengthens relationships.
 - xiv. Kindness and Consideration: Displaying kindness and consideration towards others contributes to a positive leadership ethos.
 - xv. Legacy Building: Leaders are urged to consider the long-term impact of their actions, fostering a legacy of positive influence.
- The entire verse underscores the symbiotic relationship between sacred values and effective leadership, advocating for a comprehensive approach to leadership development. By integrating the wisdom from sacred texts with practical training methods, leaders can cultivate self-discipline and resilience, ensuring their effectiveness in navigating the challenges of leadership.
- Hermeneutic approach: Age has nothing to do with leadership.

(Courtesy /Ref: 1 Timothy 4:12), The study emphasizes the significance of youthful leadership and challenges the notion of age as a determining factor in effective leadership. It asserts that individuals, regardless of age, possess the capacity to be influential leaders by setting examples in speech, conduct, love, faith, and purity. Leadership, according to the research, is fundamentally about influence, and age becomes inconsequential in the presence of exemplary leadership qualities.

- The findings underscore the importance of recognizing and nurturing young leaders, rejecting the dismissal of their potential based on age alone. The research suggests that good leadership qualities transcend age and encourages leaders to exhibit these qualities regardless of their chronological standing. Furthermore, the study advocates for the incorporation of sacred texts to instil strong character traits in leaders.
- Additionally, the research delves into alternative approaches to training, proposing strategies to enhance cognitive abilities and academic success. It advocates for the development of natural intelligence, an understanding of global growth, exploration of diverse perspectives, and the practice of stillness in decision-making. The research highlights the importance of empathy, resource utilization for collective benefit, technical expertise, and adept handling of technology-related challenges.

- The study also recommends fostering curiosity, questioning, and creativity through unconventional interventions. Building communication skills, motivating oneself through regular reading, and practising team building are identified as crucial aspects of effective leadership. The research emphasizes negotiation over a disagreement, setting a consistent positive example, and promoting self-perseverance while encouraging it in others as essential components of successful leadership.

Hermeneutic Approach: faint-hearted persons can never have leadership abilities intact, nor can develop to the next higher levels.

- (Courtesy/Ref: 2 Timothy 1:7), According to 2 Timothy 1:7, it is revealed that the spirit given to us by God does not instil timidity but provides power, love, and self-discipline. Jesus, as a leadership model, exemplifies the highest standard. This understanding fosters heightened courage within individuals and leaders, encouraging them to persist towards their goals despite obstacles. The faith in divine blessings reinforces leaders, allowing them to face challenges with unwavering determination.
- Leadership, rooted in the principles of love and self-discipline, forms the bedrock of strength for leaders. Various approaches to fortifying courage in leaders include embracing feedback, refining feedback mechanisms, learning from failures, developing convictions, adhering to values, abandoning ineffective practices, exploring new areas, fostering innovation, admitting mistakes, embracing diversity, and recognizing one's potential for constructive interventions.
- Hermeneutics Approach: 2 Timothy 2:3-4 advises joining in suffering as a good soldier of Christ Jesus, emphasizing the need for leaders to avoid entanglement in civilian affairs and strive to please their commanding officer. Successful leadership involves unwavering focus on the goal, instilling a combative spirit in team members, avoiding the division of attention between conflicting worlds, and directing efforts towards pleasing the higher authority, in this case, the Lord Christ. Working towards goal attainment naturally enhances self-discipline.
- Additional Strategies: Leaders can further enhance their strategic goal-setting skills by upgrading their skill sets. This involves a systematic approach to setting and achieving targets, ensuring continuous improvement and growth.

6. Other approaches to improve leadership skills:

In considering alternative strategies for enhancing leadership skills, it is imperative to draw inspiration from the operational models of successful corporations such as Shopify, HootSuite, and Airbnb. These enterprises boast intelligent, creative, and passionate teams, comprised of individuals who collectively share overarching objectives. Effective communication, collaboration, and alignment on priorities within these teams contribute to the development of products and services that permeate our daily lives.

The aphorism, "If you want to go fast, go alone. If you want to go far, go together," encapsulates a leadership philosophy that underscores the importance of deliberate choices in task selection. Leaders are advised to curate a focused to-do or priority list, adhering to it rigorously to achieve set targets. Simplifying priorities, adopting straightforward timelines like Now, Next, and Later, and exhibiting a stringent, goal-oriented approach are recommended. Meticulous attention to sub-plans and embracing constraints within specified timelines, complemented by the use of time-based dashboards, contribute to goal attainment.

The hermeneutics approach emphasizes that successful leaders should not rest on their laurels. Drawing guidance from (2 Timothy 2:15), leaders are urged to present themselves as approved workers, consistently handling the truth with integrity. Leaders must be unwavering in their commitment to exemplary behaviour, recognizing the need to inspire others through their actions and consistency.

Additional approaches include the continuous review of procedures, systems, and policies, with an anticipation of regular changes. Leaders should engage their teams in the identification of areas requiring change, fostering a culture of openness and open-mindedness. Building on ideas for improvement, challenging the status quo, and maintaining credibility are essential for effective leadership. Leaders are encouraged to stretch beyond their limits, admit mistakes, operate with a persona that inspires respect, and remain conscious of success factors.

The hermeneutic perspective underscores that leadership is derived from authentic power, as opposed to artificially created influence. Drawing from (2 Timothy 3:1-5), leaders are cautioned against succumbing to self-centred, materialistic, and prideful attributes. The emphasis lies in avoiding traits such as ingratitude, lack of love, treachery, and an inclination towards pleasure over spirituality. True leadership, the approach contends, is established in trying times, resisting superficial and powerless manifestations.

Furthermore, the hermeneutics approach asserts that a leader's life should serve as an example. Guided by Hebrews 13:7, leaders are urged to be disciples of the Almighty, setting themselves as examples to attract followers. Aligning faith, trust, and a proud history fosters inspiration and exemplifies the path for leaders to follow. A leader's life, when inspired by a higher purpose, becomes a compelling example for disciples to emulate.

7. Conclusion:

In conclusion, leaders must position themselves as exemplary figures, seeking divine blessings to guide and fortify their endeavours. Leadership success is best exemplified when individuals actively strive for greatness, demonstrating a commitment to lead by shouldering responsibilities and embracing tasks beyond their designated roles. Effective leaders not only engage in the hands-on execution of tasks but also take ownership of both successes and failures, attributing credit to the team and assuming sole responsibility for setbacks.

Furthermore, a leader's ability to listen attentively to team members, valuing their contributions as essential assets, fosters a collaborative and cohesive working environment. Embracing failure as a catalyst for innovation and risk-taking, leaders must focus on proactive problem-solving rather than dwelling on past mistakes. Simultaneously, leaders must prioritize self-care, and maintaining physical well-being through regular exercise, breaks, and a balanced diet, while also nurturing motivation through periodic retreats to places of personal interest.

Adherence to self-established rules, setting a baseline of excellence, and leading by example contribute significantly to a leader's capacity to instil excellence within their team. Expectations of excellence, integrity, and respect are reciprocated when leaders embody these values in their interactions with others. Combining conventional training methodologies with spiritual guidance, and incorporating sacred verses, enhances a leader's wisdom and underscores the importance of seeking divine blessings, as articulated in James 1:5.

Leaders are urged to refrain from relying solely on their cunningness and instead seek wisdom from a higher source, as divine promises are generously bestowed upon those who earnestly seek them. Acknowledging the significance of learning from past experiences, mistakes, short-term solutions, and decision-making styles, leaders must engage in continuous self-improvement through reading and learning. A genuine understanding of personal limitations and the acknowledgement that no one possesses omniscient knowledge are vital aspects of effective leadership.

Leadership, when grounded in the preservation of enduring principles, garners divine support. True leaders adopt a long-term perspective, demonstrating humility and pursuing goals with a focus on faithfulness and growth. The biblical reference in Revelation 21:7 underscores that true success lies not in conquering others but in consistently demonstrating dependability and elevating others. Ultimately, leaders who discipline themselves, influence positively and acknowledge the sanctity of God are bestowed with divine blessings, leading to victorious and impactful leadership.

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