



# An Exploratory Study on Leadership Insights from Biblical Hermeneutics

**Prof Dr. C. Karthikeyan**

Professor & Administrative Officer, Department of MBA, SJBIT (Autonomous), Affiliated to VTU, Belagavi  
Email - [ddprofkarthik@gmail.com](mailto:ddprofkarthik@gmail.com), [karthikeyan@sjbit.edu.in](mailto:karthikeyan@sjbit.edu.in)

**Abstract:** *The Bible(Hayes, Christine Elizabeth 2012) is a holy testament and the most sacred hermeneutic means that acts as a guide to the humanity of mankind, and not for Christianity alone is what the purpose of writing this article is. This article is an outcome of experiential learning in the area of leadership development, shared from the experiences of great leaders, and on getting overwhelming experience of reading and practising it, hence titling it as bible hermeneutics for experiential leadership. Ever since the bible evolved on earth, employing the books of Genesis, Exodus, Leviticus, Numbers, and Deuteronomy entirely of the Torah, written by Moses in the year 1,300 B.C. it has been extending its spiritual rising in every human since time immemorial. The Holy Bible has always emphasised the importance of the spiritual awareness that helps human beings to greater insights. And a leader is no exception. Any aspiring leader first needs spiritual discipline, since leaders thrive on their inner strength that directly or indirectly connects to god whether they realise it or not. Leaders get their stamina, strength, staying power and insight, only when they are connected to god and when connected the leader is leading or otherwise, he or she as a leader is only administering is what this article tries to explore. Leadership development through bible hermeneutics is an attempt to bring out the importance of spiritual discipline in leaders by learning important and sacred verses that can support leadership development. Some of the leadership qualities the humility, servanthood, and the importance of maintaining equanimity in serving people. Bible hermeneutics is a very simple leadership development exercise that is purely experiential and can be done by any aspiring leader, who if can follow certain important testaments from the bible shall grow his or her spiritual discipline. The article concentrates on a few of the important leadership development areas using bible hermeneutics. This article flows from the concept of "one of Jesus 'last objective lessons that while the leaders delegate, they need to make sure that they are not delegating themselves of all the most humbling experiences. Leadership development can only happen when spiritual discipline gets an incremental role inside a leader, which is what the article concludes with.*

**Keywords:** *Bible, Leadership, Development, Hermeneutics, Humility, Humanity, Testament*

## 1. Introduction:

Leadership Development can be effective only when a leader "self-interprets and rejoices qualities" from his own, before being trained. Leadership roles in the context of paradigm shifts happening across the world are getting tougher to keep pace with the changes as well as to produce results (Bandstra, Barry L. 2009). Leaders require activating themselves since they cannot rely on external or other elements to motivate them every time, rather they need to be go-getters. Training leaders is not easy, and training cannot always give the multiple perspectives required by the leaders to be cognizant of the various issues, whereas they need to fit themselves into any situation, bereft of their preparedness for it. The world demands more from leaders. Hence leaders are to be trained on their skills, while they can be moulded on their traits and psychological development since any human development goes hand in hand with DNA as part and Circumstances as another. Hence hermeneutics approach to leadership development can pay rich dividends to the leader self, the psyche of the leaders and inherent positivity for growth and development as they get the chance to look inwards and grow while their personality gets positively vibrated.



## 2. Objectives:

- To express the convergence learning from bible hermeneutics by which the leadership thought process has incremental positivity in the conscience.
- To share the important qualitative sacred verses of the holy bible that need to be shared with practising leaders
- To showcase the difference between training with the spiritual component and without it with sacred quotes and verses from the Holy Bible.
- To share the experiential effects of the difference between ordinary training and training with a spiritual connection with bible hermeneutics.

## 3. Improving the quality, effectiveness and efficacy of the Interpretation through Hermeneutics

Any conceptual clarity on the matters of lifelong learning requires effective interpretation. There are plenty of philosophical approaches and practices to instil conceptual clarity, various approaches in practice, and in the case of training and teaching, fifty different models are available, but the proven method is the Hermeneutics Approach. The justification will be clear to the readers at the end of the article. This approach describes and instils knowledge through interpreting sacred texts, objects, and concepts, as well as a theory of understanding. Hence a group of biblical texts that resounds leadership characteristics with emotive intellect that can instil psychological strength to grow up as young leaders is advocated in this qualitative article. Young leaders need to be instilled with clarity on the aspects of positive and purposeful ethics with the psychological approach of hermeneutics by correlating with the existing knowledge of original languages, and ancient history as well as comparing scriptures and scriptures. Young leaders shall be approached with the basic hermeneutic approach with references to the sacred literature of Bhagawath Geetha, The Holy and Holy Quran and other sacred scripts like the Upanishads, Thirukural, Buddhism philosophy, Jain Philosophy apart from the borrowed conceptual theories from the academics and practices.

**Let us analyse the hermeneutics effectiveness with the four types literal, moral, allegorical and anagogical. The following four indispensable factors are intertwined while reading the bible.**

**The literal —plain meaning of the texts**

**The moral-ethically bind to all actions**

**The allegorical means of symbolic fictional figures and actions of truths**

**The historical belonging to the past**



Fig 1: Conceptual Process of Hermeneutics When Bible is read: An experience felt by the Author Prof Dr C.Karthikeyan

Leaders instead of fighting with situations should start using constructive imagination like the situation of any era, its psychological makeup, and having self-empathy, as recommended by Schleiermacher, the father of hermeneutics. Let us learn from a few of the possible natural hermeneutic effects by reading sacred testaments like the Holy Bible.

**Character Building Exercises:** Attempts to understand life and self-needs to be the first lesson for a leader



A leader needs to have a constructive imagination capacity innately imbibed in his or her character. Using hermeneutics, constructive imagination shall be developed through the science and the art of biblical (or sacred interpretations). The biggest advantage will be strengthening the relationship between two realms, the realms of sacred literature and the budding leader who is willing to imbibe those qualities. Self-examination of the above will develop a leader's positive psychology. Since 1300 B.C. the sacred texts like the books of Genesis, Exodus, Leviticus, Numbers and Deuteronomy, which was written by Moses, are still in existence in the form of sacred literature that can still further be interpreted using hermeneutics to the younger generation to embrace positive qualities and grow as sacred leaders.

#### 4. Hermeneutics approach to train leaders on “work and dedication” from the sacred verses of the Holy Bible

Responsibility towards work can be hermeneutically explained as the benefits due to the work done since intrinsic rewards need to replace extrinsic or tangible ones. Escaping from responsibility is a natural but negative instinct in any person, and leaders are not an exception. Hermeneutically drove the clarity needs to be interpreted to the younger generation in real terms that “responsibility is not something that we can avoid nor run away from, but can always hit back on us if we try to escape, rather it needs to be a life’s natural flow and must be made to realise that, being responsible is godliness”. Godliness neither is a religious mandate nor shall it be treated with some activity as a ritual or procedural aspect just because the young leader belongs to a community, rather be hermeneutically reminded of the passion towards oneself towards the commitment shown to the deed committed. Every budding leader needs to be trained more towards the responsibility in the areas where he needs to be hermeneutically handled about the darkness in terms of uncertainty, including the process of working involves frustration that is a physical, mental and spiritual factor of life. The hermeneutical training should be that, the leader needs this at those moments these hermeneutically designed sacred notes shall be prescribed to encounter the problems and not have pre-designed strategies alone to defend, deflect, deflate or blame others for the unforeseen challenge hitting them. Hermeneutically, everyone including the best of the leaders is bound to have sleepless nights, and the sacred verses from the sacred lines can revolutionize the sacred spirits in the leaders to perform beyond their usual capacities to wriggle out of the problem. A stressful working day can bring out something interesting and surprising from the inner core of the leader's psyche. Fig 2 illustrates how the training without bible hermeneutics trains a leader on his positivity towards work when taught about work, duty, training dedication and other leadership qualities. Fig 3 illustrates the hermeneutic approach with sacred verses, the bible and prayers taken to train on the leadership quality of work and dedication. There is a visible difference that happens inside a leader.n

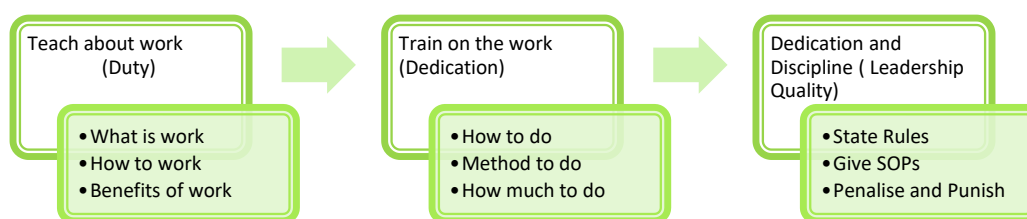


Fig 2; The probable conceptual development in a leader on the traditional and usual Approaches towards developing young leaders to work: Concept Diagram by Prof Dr C.Karthikeyan

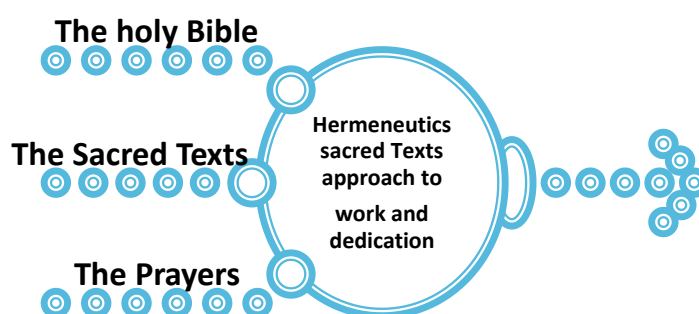


Fig 3; Conceptual process (that could happen in a leader) when the hermeneutic approach to developing positivity on work and motivation: Concept Design by Prof Dr C.Karthikeyan, on the experience based on the sacred leadership development process



Diligence development in leaders: Diligence, a very important leadership ability needs to be imbibed by young leaders to make their ideologies of work fruitful and fulfilling. The most important part of the work. The general tendency of fellow workers and followers in the work setting for a leader is that the "leaders need to get tagged in the mind of fellow workers as successful", and the people following him need to forget about the leader's place or speciality related to personal issues, and his etiquette and display of diligence to work should influence his followers. If he needs to get the above, he needs diligence as one of the core abilities to exhibit positivity, exert influence, enhance the capability, examine as well as express in full as per the blessing he has. Many a time young budding leaders forget the talent they are blessed with, and at times many of the young leaders, never strive to find through. But the faith that if at all they do not have the talent, if he/she can work hard to maximise their abilities with what they have, is called the diligence of a leader towards work( Bradley, Yvonne June 1999).

Hermeneutic approach towards diligence improvisation taking into consideration that many of the diligence attributes shall be made as to the important factors of work in the qualities development process, using sacred bible verses:

The hermeneutically powerful sacred verses like the "do you see a man skilful in his work? He will stand before kings; he will not stand before obscure men". (Courtesy/ref; Proverb 22:29, of the Holy Bible).

The interpretation hermeneutically on the training notes shall be like "whoever works his land will have plenty of bread, but he who follows worthless pursuits lacks sense". (Courtesy/ref Proverbs 12:11, of the Holy Bible).

The hermeneutically charged interpretation of the sacred verse like 'It is the hard-working farmer who ought to have the first share of the crops', (Courtesy/Ref Proverbs 2 Timothy 2:6" of the Holy Bible).

Finally, the training notes on leadership development shall be hermeneutically designed with sacred verses like the above and shall be placed with the following approach towards work. The virtues are to be added to the hermeneutic approach which will enhance the vision of the budding young leader in the training that "the unfreezing part should be on the concept that", PATIENCE +DISCIPLINE= DILIGENCE which needs to be visible needs to be reiterated. The training doctrine shall be taught hermeneutically and approached with the interpretation that leaders are people destined to bring meaning to the virtue of diligence.

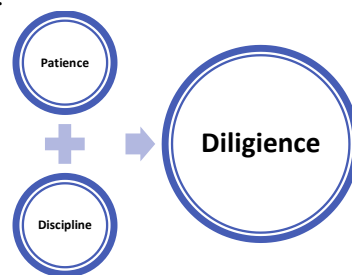


Fig 4; Hermeneutically driving Dual Factor indoctrination in leaders to make them diligent: Concept designed by Prof Dr C.Karthikeyan

At the outset, the leader as a person could have felt that being patient is a punishment or at times, wherein he shall be trained that if he has the maturity to understand that it is that he is blessed with the quality to try diligence at all times. The philosophical hermeneutics interpretation should be that "the leaders should always believe that the future is always unexpected and massively uncertain and that the leader is destined to work for it. He also shall be taught with the interpretation of the sacred verse through hermeneutics that "every human born in this world has the power, energy and intent and unique skills to use their best in life, and all that is required is the positive thought process that shall be developed form the good sayings of life through sacred texts, that can make us travel an extra mile to trigger our inner system and psyche. The outcomes of practising diligence too need to be hermeneutically approached to keep the young trainee leader confirmed shall proceed. The verses as "whatever you do in word or deed, do everything in the name of Lord Jesus, and giving thanks to God the Father through him " (Courtesy/Ref: Colossians 3:17). The interpretation shall also continue with the verse "The hand of the diligent will rule, while the slothful will be put to forced labour. (Proverbs 12:24).

The outcome of the hermeneutic approach shall be imbibed into the young leader's mind that; Diligence for a leader is a very powerful tool of assistance rendered by god, and they need to understand that God blesses those who work for the good of all. The positive thought of diligence as a pleasing sight can be hermeneutically approached while training the younger generation. The following thought process hermeneutics shall be imbibed in the leaders:

- The almighty bless those who think good
- The almighty bless those who do good
- Take the blessing

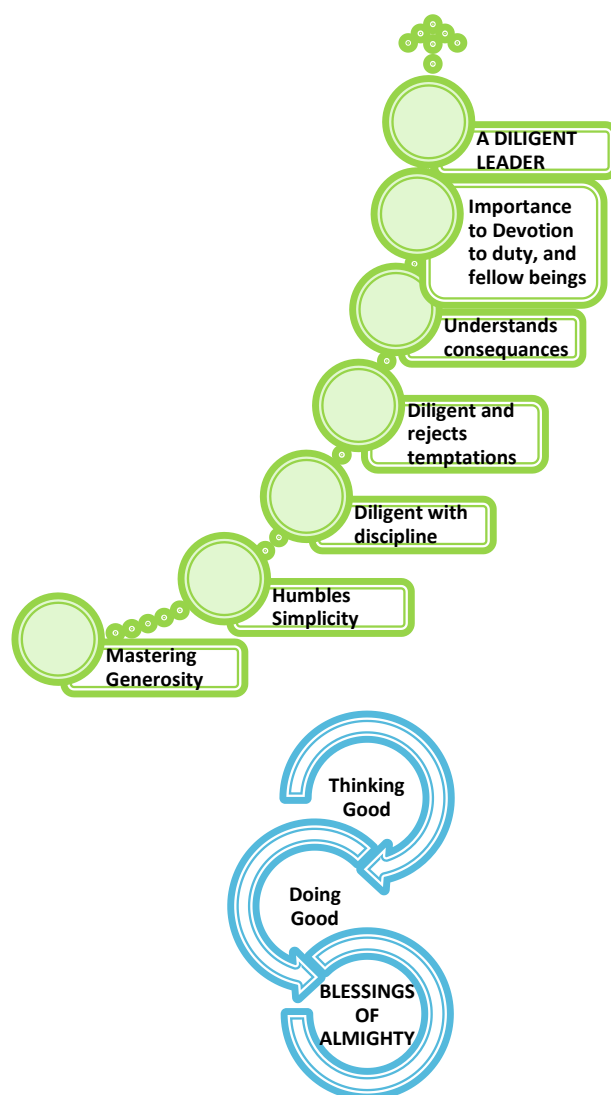


Fig: 5; Incremental effects post hermeneutic impact on understanding Diligence through the holy bible verses: an experiential conceptual flow diagram by author Prof Dr C.Karthikeyan

Hence, the humbleness inside the diligence shall be psychologically trained using the hermeneutic approach, with the creation of the feeling that generosity also is related directly to leadership (Brown, Raymond E. 2010). The leaders will be able to imbibe hermeneutically that, the blessings of diligence shall be the following: The hermeneutic effects post-learning on the above might bring in the conceptual clarity will have incremental positivity like;

- Leaders who master generosity and humbles, master diligence.
- Diligent leaders are masters of discipline.
- Diligent leaders reject temptations.
- Diligent leaders understand the consequences and importance of devotion to their fellow beings and almighty.

Hence, leaders shall be hermeneutically trained with the subjective values of sacred leadership that great virtues as leaders in their lives will elevate them and will provide an opportunity to see what the almighty tries to unfold in every human life. The above can make the importance of diligence an indispensable quality in a leader that shall be qualitatively developed.

Leader's Dedication development: Frustration at times happens when there is a lack of direction towards life or a goal, is a common deterrent and leaders are not an exception. Even hardworking leaders often feel lost once they return from their routines towards home, and feel useless. The leaders need to be hermeneutically reiterated with the fact that, the dedication towards the almighty will bring their positivity back. The interpretations like "God has a purpose for everything- like even working has a purpose" (Courtesy/Ref; Ecclesiastes 3:1, The Bible)

The leaders shall be interpreted with a hermeneutical approach that when their deeds are not centred with the god or towards their work or service, they can be trained with the hermeneutic approach with the following sacred verses:





- The leaders shall be trained to look inwards on the conflicting notions they have with the following sacred verses; The leaders need to realise that almighty means dedication is about ‘Do not be slothful in zeal, be fervent in spirit, serve the Lord’ (Courtesy/Ref: Romans 12:11).
- The leaders shall be trained as to how important is to work, like “Let the favour of the Lord our God be upon us, and establish the work of our hands upon us; yes, establish the work of our hands”( Carr, David McLain 2010). (Courtesy/Ref; Psalm 90:17).
- The leaders shall be trained to thrive to correlate their work for humanity and towards god, and need to be hermeneutically trained in what dedication towards god can do in their professional and personal lives. The sacred verses like "For I, the Lord your God, hold your right hand; it is I who say to you, "Fear not, I am the one who helps you”. (Courtesy/Ref; Isaiah 41: 13).

The outcome that the leaders shall have at the end of this module could be: he or she could realise a; Regular Training Approach: A life cycle of activities like studying hard, working hard, and being paid for the same (Eaton, Sarah Elaine 2020).

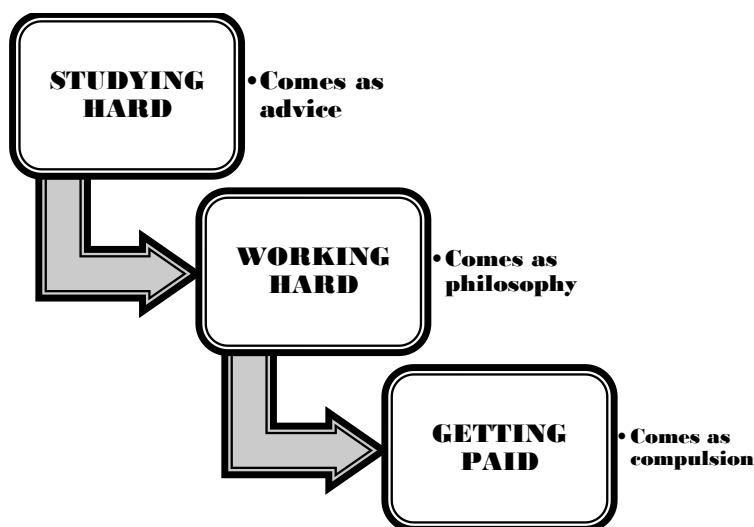


Fig: 6; Conceptualising deeper meaning of life between work and staying blessed with hermeneutics approach: Conceptual design with felt experience by author Prof Dr C.Karthikeyan

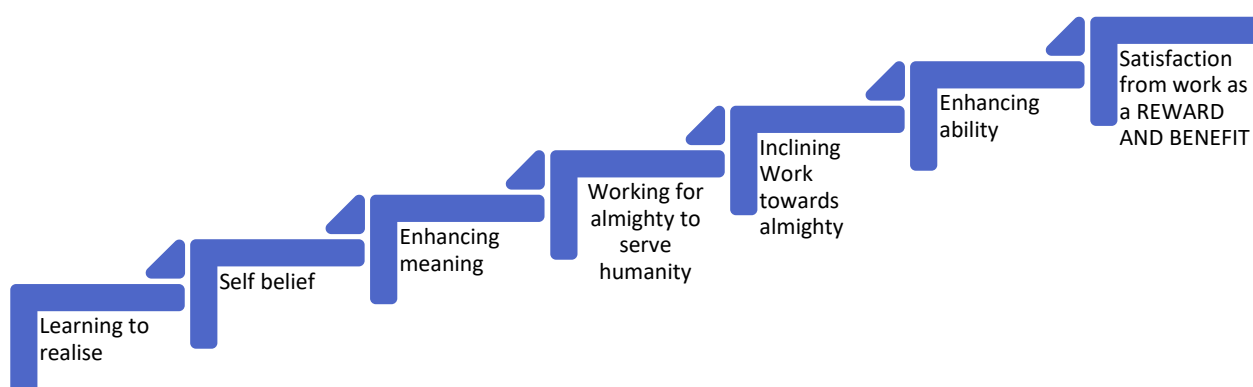


Fig: 7: Conceptualising leadership thinking pattern Life’s cycle : Concept diagram by Prof Dr C.Karthikeyan

The hermeneutic approach would transform the leader-thinking pattern into the following;

- Learning as well as realising that life is a cycle of working and being rewarded.
- The self-belief that works towards god will bring meaning to every stakeholder.
- Working for self is different from working to serve God is different.
- Realising working alone pulls us down, and inclining work towards the almighty enhances our ability and satisfaction.



Highly Positive and Impactful sacred verses like the following can trigger the leader:

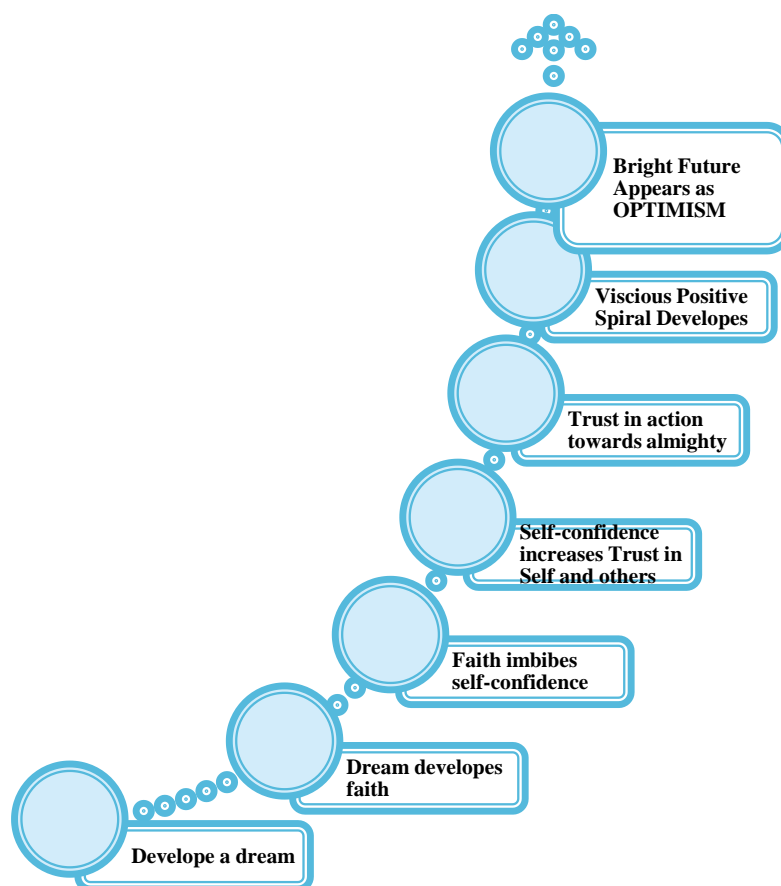
- Hermeneutic approach with following sacred verses like “whatever you do, work heartily, as for the Lord and not for men” (Courtesy/Ref: Colossians 3:23).
- About the good work for leaders sacred verses like "In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven". (Courtesy/Ref: Matthew 5:16).
- The commitment to work is equivalent to commitment to god with the sacred verses like “Commit your work to the Lord, and your plans will be established". (Courtesy/Ref: Proverbs 16:3).

The binding realisation post the training leaders with the above hermeneutics, they should feel that they are more than qualified as being good and just towards the almighty by which they are already in the good books of the company they work for. More than working merely for the corporation, leaders shall realise that their deeds need to be related to the almighty who gets supported with good self-esteem, keeps his abilities alive, and he/she never gets tired, with willpower and self-esteem soaring high forever with the support of almighty.

**5. Hermeneutic Leadership Development for Optimism:** A leader's optimism is very contagious, and it affects the followers and fellow beings very quickly. Hence sacred verses on the work and optimism shall be very motivating and can be positively contagious. Sacred verses from the bible on optimism about self and optimism about work are always there. A leader needs to understand from the perspective of “optimism in the angle of sacred verses”. Optimism in terms of work schedules is to be understood that highly optimistic people always are cheerful and get along well on the intricacies of the work. They are the people to face any kind of uncertainties in the work too. Other kinds will always fail on many of the tasks and still keep smiling, and still be working hard despite the failures happening. Hence the sacred verses of the bible tell that "optimism is not that comes and disappears, or come as luck, it is the basic foundation on which every human thrives, despite being attacked by failures. Hence the sacred verses of the bible state that, trust in the almighty, that we need to keep the voice from weeping as well as tears due to work, and always believe that the rewards for the work will reach us one day. The hope and trust for the future are what the lord, in the form of trust, and always keeps us in almighty trust that, those who trust in self and almighty shall get back from the land of the enemy. (Courtesy /Ref: Jeremiah 31: 16-17). Another way the leaders shall keep up their optimism is the “being committed to the way towards the almighty, and the almighty will act on behalf of you. (Courtesy/Ref: Psalm 37:5).

The leaders shall be trained that they need to always carry faith in them that "even when they are sleeping, the almighty is working and while they are working, the almighty is still working, and hence the energy source in the human never runs out. The trust that the Almighty is always optimistic and bright, and the faith that the Almighty has his plans needs to be entrusted in themselves and the leaders need to believe that whatever the results they have till now is the karma of the past, and must be cautious enough to better the results they need to become more optimistic, with determination to move forward, despite any setbacks. The gods' plan shall be understood from the sacred verses like the "almighty tells, that he always has a plan if the leader's deed is for the good and welfare of his people so that he can support for the cause and entrust hope in the leaders. (Courtesy/Ref: Jeremiah 29:11).

The leaders need to understand that, the almighty lets his plan known to everyone, with the times when the leaders get tired, they need to know that, the almighty has purposeful and fruitful plans for them, and the sacred verses tell that "for I know the plan I have for you, declares the Lord, in which he tells, the leaders must take in that, ‘let us not grow weary ( let us not become tired or disappointed in being good and doing good), and that in the time of due for the sow of good by you, the reap will definitely reach you” and hence leaders should not give up. (Courtesy/Ref: Galatians 6:9). The feeling that comes out of this great sacred verse, the leaders shall think “for nothing is impossible when the almighty blesses”, (Courtesy/Ref; Luke 1:37). When all the above is absorbed by leaders in the true sense, their self-esteem will be very high. The self-esteem that turns the leader’s faith shall make him think, “I can do all things through him who strengthens me” (Courtesy/Ref: Philippians 4:13). While imbibing the sacredness from the verses, he shall understand that in real life whether he commands a corporate or company or government establishments, the leaders need to remember that "leaders work does have a purpose in all things that are done, and during the night, though we sleep less, when the work is more, is for the only reason that " time is ripe for the leaders to flourish", to live a full life, and that can be done only by working tirelessly. The leaders’ plan or worklist or task list will remain as a mere wish list if the attitude that I have been blessed with energy, faith, and trust by the almighty, and in these plans, if it is for good, has the support of the almighty, needs to dream of success at the first place (Kashyap, Vaneet; Rangnekar, Santosh July 2016). The dream needs to have an element of faith in the self, and the self will imbibe the element of trust, when the leaders trust themselves for their plans, they automatically trust in the Almighty. (Ref fig:8 below). Hence the leader will get automatically into a vicious positive spiral, that the almighty has a bright future designed for me and that he already has planned that for me, which is why these elements are put upfront for me to see, feel, and accomplish it.



**Fig: 9: Incremental faith in the almighty inside a leader with sacred verses of the bible: concept diagram with experiential impact by author Prof Dr C. Karthikeyan**

Leadership Development by understanding as well as differentiating work and life: Leaders need to understand that they need to have a clear demarcation of what they think about their personal life and work. Their understanding of the same only shall make them understand the work of their men and followers.

Developing rationality in leaders; from the previous lessons learned of “diligence and determination”, they shall make the roots of their working and personal life very beautiful". Leaders need to rationally think along the lines of work that, "work-life day in and out will bring in good as well as bad news" since work-life always brings in one or the other". It is very important, that leaders should be in a position to expect both the good and the bad as it comes. He needs to develop faith in himself that, the "almighty has his reason for placing that in every leader's life, and this rationality will make him understand, that all the people working under him, will have both good and bad times as well".

Leadership development through sacred verses of the bible on why “working is not for money alone and, that it can be used as a learning experience of life”.

The leaders need to understand, and as well be trained that "working does not only pay us but also teaches us many virtues as well". The sacred literature gives ample information on the same to all of us who work. The first of the virtue that work teaches us is like, Kindness and Obedience”, “the best of the best of the “sacred verse tells the leaders that, “work is how we are being taught of how to stand on our own feet as, and how to proceed further to our life” so our life too has a purpose. The leaders will feel good of self, “that good work with the blessings of almighty is the one which gives him identity, truth about self, and the source to quench thirst and hunger for taking good food and drink”. The fruits of good deed with hard work are what come in terms as a return. The sacred verses bring consciousness in the leader to another wonderful virtue that develops due to good work, is the “generosity”. The way we work will let every leader know that “whether the work is an outcome of generosity or selfishness”, is due to the fact about the work “that has been accomplished for the good of only self or for the good of others and society”. When the leader does his contributions for the good and welfare of the society “god bless those work, and there comes the best ends as outcome with special blessing called the success and rewards, which all the budding leaders needs to believe”. Sacred verses of (Courtesy/Ref : Ephesians 4:28) interpretation states “doing honest and sincere work with diligence and generosity, with their own efforts, will become a person who always have something to share to anyone who is in need, when a leader works hard to create surplus in thoughts, plans and wealth”. Similarly the young leaders shall understand (Courtesy/Ref: Acts 20:35), that the almighty tells that “I have shown that by working hard in this way, we must help the weak, and





remember the words of the almighty, that it is always a blessing to give than receive". A leader shall try to increase his blessings by training his fellow men, that they shall enjoy their fruits of labour with all the blessing if they can share that with their fellow travellers of life to the extent possible, which is postulated by (Courtesy/Ref: Psalm 128:2)

Leadership Development as Working on a Mission: Living Righteously and faithfully

Leaders shall be developed with the training on how to develop the working culture as part of a mission, and not merely as a given task. Leaders in a missionary mode will have a lot to learn since work teaches us not only to achieve the goals set as per the mission for the work, but it teaches us to live righteously as well as faithfully. The leaders need to learn that "whatever the mission they are in, the leaders shall not get away from the focus of service. They need to very clearly imbibe that "why we work, for whom we work, and what is the purpose of this work, and whether the returns will do good to the desired stakeholders". The leaders shall also understand that if their mission is just and good, their heart will tell us what are we working for, and whether we are doing the work with the abilities we have, if we do not have the abilities then, the abilities shall develop with the blessings of the almighty.

Let leaders understand from the following sacred verses, working needs to be always towards a mission, which is "to aspire to live quietly, and to mind your affairs, and to work with your hands so that the leaders shall stand tall, and walk the talk, and shall not be in a position to be dependent on anyone", and still stay blessed of almighty. (Courtesy/Ref: 1 Thessalonians 4:11-12). The leaders also should understand that "if he is not optimal in his contributions towards his work, it shall impact on his outcome as well as to the fellow workers the same, wherein he needs to learn that "he shall not get the desired outcome nor the rewards, that shall include that he may lose the blessings of almighty, which in turn may take away his bread and butter too, as said in the sacred verses (Courtesy/Ref: 2 Thessalonians 3:10). The attitude to do the best with utmost sincerity is a very important and notable character that is visible to the followers. The leaders at all costs need to fight till the end to get justice, which is wonderfully scripted in the sacred biblical verses (Courtesy/Ref:2 Timothy 4:7), where the leader shall do all with his faith intact that the almighty ever supports good deeds.

**6. Hermeneutic Leadership Development for Hard Work and Dedication:** Leaders need to understand that the pillar of their success stands on these pillars namely hard work and dedication. Work ethic is the one foundation on which leaders need to traverse in their work. They are to put into developing the qualities of work ethic and putting the heart and soul into the task to serve the society through good deeds. The work ethic can be developed by a leader only when he can establish positivity and powerful thought processes as habits of regular life. Ethics is sine-quo-non in any walks of the profession, and all leaders need to learn the fact of life, about ethics, that even in this digital age, no one pursues, but perceives that ethical values still hold afresh. The leaders shall understand the importance of the work ethic in sacred verses like "the lord god took the man and put him in the garden of Eden to work it and take care of it", (courtesy /Ref 2:15 (NIV), educates us like verses from the sacred literature(Reynolds, Kae 2014). The leader needs to understand that, he shall do whatever possible that he gets in his hands, and do with all his might, that work planning, planning, knowledge nor the wisdom". The sacred verses philosophies that "a leader always needs to be a vigil on the external influence that might make him feel negative, that can make him feel discouraged, and to feel like that our jobs do not serve any purpose, such demotivating circumstances, should not harm the leader's enthusiasm. Hence leaders need to understand the depth of the synergy of these verses that when we work with all our strengths and might, regardless of the results, the leaders can get the feeling that their position and professional movement upfront is automated positively by the almighty. (Courtesy/Ref: Ecclesiastes 9:10 )(NIV).

Leaders need to learn the art of developing continuously and not idle after the victory: keeping self-engaged and need to learn the art of making all the people under them engaged to the core of their hearts when at work. The leaders need to possess a very strong work ethic and make sure that their followers also need to have solidarity in the part of learning and following a strong work ethic. The glorious sacred literature verses from the bible state that. "the sacred verses, of the sacred literature, the holy bible, that "those who are unwilling to work, shall not eat, and that those who are not busy, and act only as busybodies, are hereby advised that they need to earn the food that they eat, and then settle down, is a very sacred verse that shall be imbibed by the leaders, as per (Courtesy/Ref: 2 Thessalonians 3:10-12 (NIV). We can see in many places of work, that there are leaders as well as workers who do not put their heart and soul into the entrusted work but are always physically present for the work. It simply states that "a true leader's hard work is important for him as well as for the society to grow, and helps us in meeting our needs".

Hermeneutic Leadership Development Process for binding the heart and the soul: Hence the reward and the work need to be accepted as done for almighty.

The leaders need to consider working with hearty contributions for the development of the society that is equivalent to receiving a reward from the almighty. Putting heart to work itself is a great service to humanity and god, is what (Courtesy/Ref: Colossians 3:23-24 (NIV), doctrines us is that "whatever you do, work at it with all your heart, as working



for the Lord, not for human masters, since you know that you will receive an inheritance from the lord as a reward, as the Lord Christ you are serving". The sacred verse also states that "it is important that whatever work is allotted to us, no matter how or what we do, we need to show the commitment to it, as we are committed to the almighty". Every leader should carry a feeling that he strives to serve God and society and thereby bring value to society and not merely do things to make the boss super-rich and exploit those who work under them.

Hermeneutic Leadership Development: No harassment of the poor workers

A leader with a strong work ethic should never exploit an innocent worker nor ever try to take advantage of a worker who is weak and poor. The sacred verses (Deuteronomy 24:14 (NIV), state that the leaders are not at any cause to exploit the poor workers under them. It also states that the workers also need to understand that they too need to take up the responsibility to sincerely work and contribute to the allotted work, so as not to be punished by any means. The sacred verse assists in making the leaders aware that when the sacred verses do not allow the leaders in power to take advantage of the underprivileged, they are bound to listen to, and listening to that will take those places.

Hermeneutic Leadership Development: Actions speak louder than words need to be the mantra of leaders.

The leaders are to be action persons and not talkers is what the sacred verses (Courtesy/Ref: Proverbs 14:23 (NIV), state that "all hard work brings a profit, and talks only merely lead only to poverty", stand true today. The adage saying that "work more and talk less or less talk and more action" is the underlying theme of the entire biblical sacred verse put up for the leaders. As the saying goes the leaders and the workers for that matter need to spend time more on the work rather than talking at any given time (Ulrich, Eugene 2013). The task of a leader does not end when one task is over but shall try harder to take the growth and development to the next level. The sacred verse of the (Courtesy/Ref: Proverbs 14:23), states that only the hard work brings profit and not merely talking. Any leader or his workers for that matter will make their own life to poverty by merely talking, and not taking the work allocated to them seriously. Laziness brings death to leadership: The supportive sacred verse on the same (Courtesy/Ref: Proverbs 21: 25(NIV), that the leaders are not to be a sluggard in work, which will invite death to him, as his hands are not ready to work, and that if anyone refuses to work for his/her survival, the consequences shall be dire, like embracing poverty to death.

Hence the leaders are to be made aware through the sacred verses leadership training that "whatever happens to them happens for good, provided, as per (Courtesy/Ref: Corinthians 10:31 (NIV), that the leader needs to believe that all that is because the blessing of almighty is always there. This is another Bible verse about hard work that reminds us to work for the glory of God, no matter what we find ourselves doing, the sacred statements are always powerful, and timeless message that encourages us to see God's love and guidance in all we do.

Time-tested commandments of the sacred testaments of the sacred literature, those, with their work need to have abundant food, and those who chase fantasies have no sense, (Courtesy/Ref: proverbs 12:1). The deep-rooted meaning in this testament is very fitting even to the present world, that, those who work will get their food and not for people who spend their time chasing fantasies". A leader often states, "work is worship", an adage, often is quoted by many of the renowned successful people in their work/profession. How far the integrity and attachment to the work is a very important factor to take note of. Trust in the name of the lord is a very important sacred statement that any sincere leader will follow through, and he or she may feel that leaning not on their understanding and always, being willing to submission to the almighty to make himself the best, shall always get his paths straight". (Courtesy/Ref: Proverbs 3:5-6 (NIV)). Many times, the frustration at work often hits anyone including the leaders, and for some, the agony continues throughout their careers, due to various reasons. The reasons like working under a very difficult boss, a lifeless and disinterested career, expectations in the work not being met, and the profession not being useful for anyone including the person who works. Hence, the sacred literature shall help a leader to understand that "hard and sincere work calls us to be dedicated, our inner conscience thus develops grit and determination that is very prudent so that our work shall reach to the almighty". At times leaders take various chances to rectify, like referring to themselves as bigger owing to the positions, showing busier due to broadening of tasks. Hence, many of them try to make efforts to work, trying different perspectives for change, but most of them realise, that they need to forward in their career, only with their eternal peace, or else it gets difficult.

Hence from the above testaments, it is very important that

- Sacred literature makes leadership sacred and integral to conscience.
- Sacred literature makes leadership from eternal to universal.
- Sacred literature makes leadership contribute to a common goal.

Apart from the above, there exists, an abundance of sacred testaments from sacred literature, that abundantly contribute to the positivity of a leader.



### **Delegating liberally and sincerely**

The sacred literature (Courtesy/Ref: Exodus 18:21), states "but selecting capable men from all the people-men who fear God, trustworthy men who hate dishonest gain and appoint them as officials over thousands, hundreds, the fifties and ten". It means, "Any leader who has strong leadership intent, quality and character will look forward to empowering his fellow men, and not do it himself". The leader who understands sacred treatise in-depth shall understand that he cannot do everything himself but only can get it done if he delegates to his fellow men, who are capable. By doing so, he can allow other leaders to grow and develop. The leader "if he imbibes the above verses will understand that, a leader will be a failure if he does everything himself, and that he will stretch himself to nothing since he can't give his best if he is engrossed too much in doing everything by himself". Leaders need to understand that their leadership quality is very clearly visible to the common person in the way they delegate their leadership. They need to be very clear about the issue of delegation as a key skill so that their capability to develop other leaders is known and felt by their capable fellow men. Hence, he shall evolve as a good human leader, who shall become an inspiration to others and may not be a person who self-deprives, the best opportunity to grow.

Listening to the gut feeling that almighty sends through his conscience: Every leader needs to learn to patiently listen to his inner voice otherwise called the gut feeling of conscience that usually cautions a leader that " (Courtesy/Ref: Psalm 32:8) which states that " I will instruct you and teach you in the way you should go; I will counsel you with my loving eye on you". The sacred treatise tells that, walking alongside God is a blessing, that can happen when the leader understands that "hand-holding by the almighty will happen when intimate, prayer-filled reliance upon the leader, that fosters a deep spiritual sensitivity happens inside the leader, and then can happen only when the leaders listen to the inner voice of themselves, since god stays inside every leader, whether he is good or bad, and helps to guide them.

Averting and depriving temptations to engross leaders' minds: Temptations are common in this diabolically twisted world, and a heavily crowded world of consumerism, filled with vagaries of opportunities to get wrongly tempted when the temptations consistently attack a leader. The sacred verses if imbibed (Courtesy/Ref: Psalm 37:3-4) read "Trust in the Lord and do good; dwell in the land and enjoy safe pasture. Take delight in the Lord, and he will give you the desires of your heart". Leaders are too conscious, as well as realise that "the world is commonplace for everything that includes good and bad, and so are the temptations that attack leaders and once given to the temptations, the damage they inflict to self and their fellow traveller's impacts very badly. Sacred treatise of the holy text suggests that when you are in a leadership position, the temptations to involve or get involved voluntarily or involuntarily in worldly temptations are more, and hence need to keep your inner conscience intact. Hence, the best remedy shall be that he "tries to handhold his thoughts to the almighty".

Patience, Persistence and Perseverance for the leaders: "being stable and still till the prayers are answered".

Being silent is a great virtue, but being silent and unperturbed with a clear mind, even when in turbulence is divine. Hence practising and training oneself to be silent when required is very important for the leader. The sacred verses like " (Courtesy/Ref: Psalm 37:7), Be still before the Lord and wait patiently for him; do not fret when people succeed in their ways when they carry out their wicked schemes). The sacred verses say, that leaders need to prevent themselves, from being distracted from others, and the greatest of the virtues that a leader shall have must be patience and persistence in his support for his fellow men. The great virtue of patience, as a leadership quality, is visible when the leader waits for his team to evolve better till they grow to his expectations, trusts in himself and others, and a very great stillness in front of god even after any number of prayers, till the almighty showers his blessing that comes through. Hence when the leader develops this quality, that cannot be taught, but shall be imbibed is the quality that even when others succeed through their wickedness. Hence patience, persistence and perseverance to support others, will develop the leader being stable and instil before the almighty which makes him successful for sure.

### **Leader's sacrifices never go in vain, and almighty honours every hard-working leader**

Any leader who wants to thrive in righteousness, and traverse, all the way to make his work life, meaningful for the betterment, of others. The leaders also shall entrust righteousness in the course of work hard and sacrifice, where the sacred verse asserts (Courtesy/Ref: 37:16-7), that leadership needs to go with the right content of thought, like "better the little that the righteous have than the wealth of many wicked; for the power of the wicked will be broken, but the Lord upholds the righteousness". The leadership style if it is to be stable for long shall be routed in "godliness leadership" with grounding in righteousness. In addition, a leader with righteousness shall not worry about how good he is compensated but must carry the price of the almighty blessings that, this leader shall be bestowed with all that he wishes for the work and sacrifice to make the life meaningful.

### **Leadership talk flows from the heart**

Leaders talk when flows from the heart, and never fail to touch the hearts of their fellow travellers. Any leader, who is grounded in his heart and mind, and most importantly with conscience and obedience to the inner voice of the almighty inside his self-consciousness, will be able to eloquently speak what he wants to convey to his fellow travellers. His



righteousness in thought and action will be very easily visible to the world as the sacred treatise (Courtesy/Ref: Psalm 37: 30-31), that states "the mouths of the righteous utter wisdom, and their tongues speak what is just. The law of their God is in their heart, their feet do not slip. It is very true as per the (sacred treatise Courtesy/Ref: Matt 15:18), a leader needs to pay attention to the things they say because their words act as an indicator of their spiritual condition.

Leadership Integrity is always from within and shall never be influenced nor experienced unless sanctity in the thought process embraces leaders through the almighty.

Integrity does not come inside easily for a leader, nor can it be simulated or taught. A sincere and dedicated leader shall get it imbibed with the help of the treatise (Courtesy/Ref: Psalm 78:72), which states "And David shepherded them with the integrity of heart; with skilful hands, he led them.). As we saw in the previous verse, our words are a strong indicator of our heart's condition. We must pay attention to that because strong leadership will come from the integrity of our hearts.

## 7. Conclusion:

The leader's karma also is to set out the priorities for the work, and also to conceive the sacredness of the contribution of good through work, especially when helping his fellow beings, that shall lead to many pleasant turnarounds that can change his path of life, as well as shall reap the benefit of blessings in the form of awards and popularity". The learnings should be to realise that the "work is not to report to sit in a desk or just do for few hours that are clueless or pointless, but should be towards those deeds that shall bring in changes to the lives of the fellow travellers of life, as well as the work needs to bring out the positive outcome which benefits the society, fellow travellers of life and the leadership. Hence, the leaders shall learn from the sacred verses from the bible that "work always brings greatness in life, and work is one area where we all fellow travellers of life shall understand that we get the best of the opportunities during work to inspire people towards good deeds of work. The sacred verses also tell that "the leader shall always be positive and also must always be positive that work is a direct blessing through which the leader and his men are getting to the workplaces, and work is what makes our life fulfilling, and that the leaders shall remember that it is this work, that has given them the identity as a leader that carries almighty's blessing inside.

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