

Nehemiah's Lessons on Leadership and Management

The book of Nehemiah is an incredible story of God's faithfulness to and restoration of his people. It foreshadows the lengths to which God will go to save. The book is also a master class on leadership and management. By looking at all Nehemiah did to rebuild the walls, we are given insight into the mind of an unparalleled leader. The following document details lessons on leadership and management we can glean from the book of Nehemiah.

MANAGEMENT OF SELF

Nehemiah models the qualities of a leader. From him we learn that leaders:

- Are driven and compelled by the needs of the people (Neh. 1:4)
- Have a preexisting relationship with God, causing them to rely on prayer (Neh. 1:5-11)
- Are courageous, bold, and take chances in God (Neh. 2:1-5)
- Stay grounded in the work and do not let success go to their heads (Neh. 5:14-16)
- Make sacrifices for the people (Neh. 5:18-19)
- Are careful of opposition from outside and inside their circles (Neh. 6:1-14)
- Are not satisfied with superficial success (Neh. 13)

PLANNING AND ORGANIZATION

Nehemiah had to oversee a massive project. From him we learn that leaders:

- Know the system in which they are working (Neh. 2:7)
- Are wise and anticipate challenges before starting to work (Neh. 2:7)
- Anticipate their own needs (Neh. 2:8)
- Gather firsthand, on-the-ground information to inform their plan (Neh. 2:12-16)
- Trust their plans to a select few who will support their vision (Neh. 2:12-16)
- Keep good records (Neh. 7:5)

MANAGEMENT OF OTHERS

Nehemiah had to direct a large number of people. From him we learn that leaders:

- Communicate their matured vision to others, drawing them to their cause (Neh. 2:17-18)
- Use their own testimony to underscore the vision (Neh. 2:17-18)
- Manage conflict by humbly and directly addressing difficult people (Neh. 2:19-20)
- Equip other leaders and delegate responsibilities (Neh. 3)
- Lead the people to God in challenging times (Neh. 4:4-9)
- Hold other leaders accountable and correct them when necessary (Neh. 5:1-13)
- Prevent exploitation in accordance with God's vision for relationships (Neh. 5:1-13)
- Take steps to disciple those whom they lead (Neh. 8:1-9)
- Encourage fellowship, appreciation, and celebration (Neh. 8:10-12)
- Prioritize knowing and following the Word (Neh. 8:13)
- Intercede for the people in prayer (Neh. 9)
- Set high standards for the people and build systems of accountability (Neh. 10:28-33)
- Celebrate the accomplishment of goals (Neh. 12:27-47)