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## SUCCESSFUL LEADERSHIP, JESUS' STYLE

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**Abstract:** Administration has become increasingly essential and notable in the corporate eye and along with this, leadership and the role of the leader have been leveraged and gained value. This research aims to analyze the characteristics that would form a successful leader, inspired by the style of Jesus Christ. To achieve the objective, survey-type research was carried out, checking leadership styles in the literature, their characteristic points and similarities with those adopted by Jesus. For a long time, organizations looked for professionals to fill the gap or saw individuals as simply a resource, while in reality they are a resource generator, from which all the wealth of an organization comes. Understanding the role of human beings in the corporate world, we can also understand the importance of a true leader and not just corporate bosses, how important a humanized view is and even understand that love and professionalism go together, and not separately as has always been interpreted in history.

**Keywords:** leadership; leader; leadership styles; administration; Jesus.

## INTRODUCTION

The following work will address topics relating to the area of human resources, mainly dealing with leadership styles and the figure of the leader, referencing Jesus as a leadership model and the service leadership style, defined by Hunter (2004). During the work, the author discusses various definitions about administration, the history of leadership, the difference between the boss, the one who holds a leadership position, and the leader, and after giving the concepts, the scientific theoretical basis for leadership according to the style of Jesus Christ, characterized by Hunter (2004) and Cury (2016).

With this in mind, the research plans to present and emphasize the leadership of Jesus, showing the example as a path to influence

and become a respected leader who generates motivation in his followers, thus becoming a great leader, providing organizations with and society as a whole, efficient leaders. Therefore, three essential points for a leader were concluded: influence, putting oneself at service and love.

## THEORETICAL FRAMEWORK

### LEADERSHIP IN ADMINISTRATION

Upon entering the Faculty of Administration, the first question asked to the student was: what is the role of the administrator? The teacher's response was "the administrator exists to solve problems".

For Chiavenato (2004), administration is the process of planning, organizing, directing and controlling the use of organizational resources to achieve certain objectives efficiently and effectively. Besides, according to Chiavenato (2007), administration is seen as the means used by organizations to be aligned and led to achieve excellence in their actions and operations, with the aim of being successful in achieving results.

For Maximiano (2007), administration is a dynamic process that aims to achieve objectives, and this occurs through five main processes: planning; organization; execution; control and leadership. In this, Maximiano defines leadership as the process of working with people to enable the achievement of objectives. Therefore, it is possible to understand the leader as responsible, if not as the focus of management, for making this process and result happen.

After all planning, organization and direction, there will be a need for control to, according to Chiavenato, ensure that the planned results were achieved or reached the previously established objectives as much as possible, with the essence of verifying the results, whether they are as desired or not.

## LEADERSHIP AND THE LEADER

To understand leaders and organizational leadership styles, which are so essential, if not the main ones in management, it is first necessary to understand what leadership itself is.

Over the years, several authors have tried to define the concept of “leadership”, and they all reached a common point, although they have different definitions, authors such as Montana and Charnov (2000), Hunter (2004), Maximiano (2000) and Chiavenato (1999) used a common term in their definitions: influence. Regardless of the true definition of “leadership”, it is understandable that whoever exercises this role also exerts an influence on those they lead.

The term actually emerged in the 1930s, however, it has been a subject of study for centuries. Throughout history we see great acts of leadership, by people who acted with influence over small or large groups. Simeon, Hunter’s character, reports the following:

“The leadership principles I will share with you are not new nor were they created by me. They are as old as the scriptures and yet they are as new and refreshing as this morning’s sunrise.” (Hunter, 2004).

Leadership is understood as the individual’s ability to influence others to achieve objectives for the common good (Hunter, 2004). Therefore, the leader is not necessarily in a position or position of boss, since leadership is not linked to his title and position, but rather to his potential and power of influence.

Although the term has been around for less than 100 years, we have biblical and historical accounts of leadership for millennia. We have as two great examples the leadership of Moses for the Exodus from Egypt and the reign of Alexander - The Great, around 1,300 to 1,500 years before Christ and between 336 BC and 323 BC, respectively.

In the case of Moses, we see a great leader,

not titled, exercising leadership with great success, with the objective of taking the people out of Egypt and into the Promised Land. In the case of Alexander – The Great, we see a great leader, titled, in this case as king, also exercising leadership, influencing his army in wars and the expansion of his reign, but without success in his final objectives.

## LEADER VS. CHIEF

Many confuse or understand boss and leader as if they were one and the same, but commanding is different from influencing. The ability to correctly use authority is one of the most complex issues in the field of administration, not only because there are several ways to define the use of authority, but great care is also required to define what the correct use is. (MAXIMIANO, 1995).

In administrative necessity, many bosses are hired, leadership is a position to be filled, while leadership is a function to be performed. A leader is not necessarily a boss, just as a boss is not necessarily a leader.

The power bases used by managers and leaders also tend to differ, managers can direct the efforts of other people by virtue of their formal organizational power and control of resources, if a department head asks a member to do three things and the person does exactly what was ordered and nothing more, this boss is probably being a manager, not a leader. (CARAVANTES; CARAVANTES; KLOECKNER, 2005).

Within organizations, many leaders are respected in the sense that they must be obeyed, but they are rarely loved, which would not only generate people who do what they want, but true followers who are actually influenced and understand the reason for what they do, are motivated to accomplish the same mission.

The boss in his role is concerned with controlling the company, his concerns are

focused on the result, on the mathematics generated through organization, planning and organizational direction, while the leader is concerned with the second mile to be walked.

The boss who is also a leader does not focus his concerns only on the result, as is mainly seen in autocratic leadership, but he is concerned with the well-being and motivation of his team, which is often seen in service leadership.

A boss can be created overnight in a simple title or hiring process, however, the leader is built through a process, in which he generates trust in his team, transmits reliability and security. Unlike leadership, leadership cannot be given, it is earned. A true leader is one who, regardless of his position, generates influence over others, and when he is not in a leadership position, the exercise of his leadership takes him there.

## DEFINITIONS OF LEADERSHIP STYLES

In modern history, since the creation of the term, leadership has been linked to several theories:

Year	Event
1930 to 1940	Leadership trait theory
	Leader has innate characteristics
1940 to 1960	Behavioral theories
	Leader has specific behaviors (Task or people oriented)
End of the 60s	Contingency theories
	Fiedler Contingency Model/Cognitive Resource Theory
	Situational leadership theory: leadership depending on the situation
	Theory of exchange between leaders and followers: leaders create groups of insiders and outsiders
	Goal and path theory: leader must help subordinates achieve goals
Participation and leadership: leadership behavior and sharing or not in the decision-making process	

Neocharismatic theories	
From 1990 on	Charismatic leadership: followers of the leader attribute heroic characteristics to him
	Transactional leadership: motivates followers towards goals
	Transformational leadership: they have charisma and offer individualized consideration to their followers
	Visionary leadership: creates and articulates a vision for the future

Table 1 – Evolution of Leadership Theories

Source: Robbins apud Botelho and Krom, 2010.

As seen in the table above, originated through research carried out by Robbins (2002), there are many behavioral theories of leadership. Through theories, leadership styles have been created throughout history, which will be defined by the leader's behavior in relation to individual subordinates and the subordinate group.

Through studies on leadership, many approaches, theories and leadership styles have been defined, for Chiavenato (2007), three are the main ones. The styles would be: autocratic leadership, liberal leadership (Laissez-Faire) and democratic leadership. For Hunter (2004) there is still a fourth style, service leadership, which he classified after talking about the leadership of Jesus, which could not be associated with any other previously known style. Each of these styles has unique characteristics, which vary in the way the leader sees himself and behaves towards the subordinate.

Autocratic leadership is one where the leader exercises his position by centralizing all power and giving orders to his subordinates, to the point of oppressing them, with aggressive management and creating a tense environment. There is no healthy communication, only vertical orders.

Democratic leadership differs from the previous one by giving more freedom to its subordinates, giving them the opportunity

to give suggestions, ideas and opinions, thus making the team part of the decision-making process. Communication is healthy, direct and productive.

In the Laissez-Faire leadership style (liberal leadership), the leader delegates his tasks to his subordinates, which often creates a negatively competitive environment. This style can be summarized by the term “delegation”, since the leader, in a way, takes himself out of the equation.

In the service leadership style, defined by Hunter (2004), there is no exercise of direct power, force or coercion, only the service of the leader in relation to the led, thus demonstrating the importance of the led and meeting their needs. The exercise of this leadership is through service and sacrifice.

Although leadership has the common goal of achieving goals for the common good, each style demonstrates the leader’s true focus. Below are the leader’s position in relation to subordinates in each leadership style:

- Autocratic leadership: the leader uses his power and position to give orders, not necessarily to lead (influence), subordinates;
- Democratic leadership: the leader relies on subordinates to perform their role, taking into consideration, the opinion and suggestions of their team;
- Liberal leadership: the leader delegates and shares his tasks, often failing to perform his role;
- Leadership by service: the leader sees himself as a servant of his subordinates, he understands leadership as the law of sowing, whoever wants to be served must first serve.

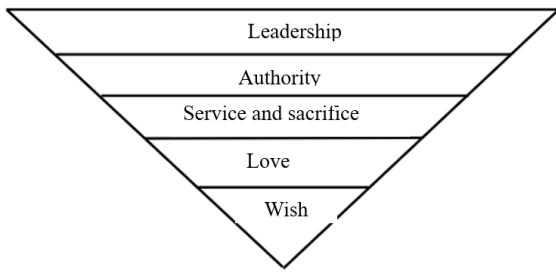
## **LEADERSHIP STYLES THAT BRING THE FIGURE OF JESUS CHRIST, HUNTER’S MODEL**

Jesus Christ in his years of ministry exerted an influence like no other, he was a simple carpenter, the son of a carpenter, but he has always had an impact on others in his speech, the first time is reported when he was still 12 years old and he was already making an impression the scholars.

What they most accused Jesus of over the years was that he wanted to cause great demonstrations and be seen as a king, but his story shows the opposite, he just had the intention, and acted accordingly, to love and serve those around him. Augusto Cury, the most read psychiatrist in the world, experienced the inner conflict of studying the character Jesus Christ, without religious purposes, and concluded that this is the most intelligent man in history, which gave the name to one of his Best Sellers, this is because he found surprising characteristics in Jesus, as mentioned in the book, intelligence and his emotional abilities.

Hunter (2004) defines Jesus’ style as “leadership in service”, the basis of authority is service and sacrifice, and this is the example of Jesus, he impacted and changed the world through his influence, but for there to be this service and sacrifice, love is needed and for there to be love, will. The author even cites the “law of the harvest” to explain that when someone serves and sacrifices themselves for another, that someone generates influence and acts with that authority, this leads to leadership. This type of attitude is represented by the inverse pyramid constructed in Hunter (2004):





Source: Hunter, 2004.

“He knew how to manage emotions, manage anxiety, put himself in other people’s shoes, work through losses and frustrations and give the best of himself to those around him. they have little. Metaphor by metaphor, parable by parable, event by event, we will discover the most exciting moments of the Nazarene’s journey.” (Cury, 2016)

When talking about love and leadership, the first characteristic cited by Hunter (2004) is always patience, this is self-control in the face of adversity and Cury (2016) states that Jesus submitted himself to what he called the most rigorous test, this It’s patience.

In all moments of adversity and conflict, Jesus was able to manage his emotions, think and act rationally. Cury (2016) argues about animal instincts and the rationality of human beings, and it is natural in times of stress for animal instinct to prevail over rational instinct. However, such a reality was not found in Jesus, who maintained his critical consciousness at all times, even when hanging on a tree.

The definition of leadership given by Hunter (2004) is inspired by the leadership of Jesus who at all times first became a servant of all (Philippians 2:7), and then exercised authority as a leader, first loved, in the purest way, and then be loved and served. The author also classifies love, in the original Greek *agapé* or *agapao*, and leadership as synonyms, which is the love of Jesus towards his people, presented in the Bible, is love in its purest form, the love of those who serve, unconditional love.

*Agapé*, first taught by Jesus, as said by John in his first letter (1 John 4:19).

## A SUCCESSFUL LEADER

A true leader and one who achieves success is one who goes through processes, is generated and follows a path, is perfected and achieves his goals. Jesus was, if not the greatest, one of the greatest leaders of humanity, influencing multitudes, to this day, without even demanding or using his power and authority to do so.

Jesus was given a mission, a target and values, and we see in his life a very well executed administration, not as a boss, but as a leader. In administrative terms, Jesus had planning, organization, direction and at the end of his life, if anyone wants to control, they will see that Jesus was perfect in his actions, thus achieving the expected result, in his case, saving humanity.

At the time of Jesus there were many powerful leaders, such as King Herod, Pontius Pilate and the Roman army, Jesus was not a head of state, much less titled as such, with the mission of leading a people to any objective, at any given moment. At some point he was presented or presented himself as in a position to be obeyed or followed. In fact, Jesus was a carpenter who over the course of 30 years was perfected and gained confidence to lead, generating a reason for others to follow him, to the point of looking at Simon Peter and other of his followers and saying “follow me” and these immediately drop everything to follow him (Gospels of Matthew, Mark and Luke).

His followers followed and served him out of the simple desire to be with their leader and to resemble him. In all of humanity, there is no leader to be found with such a number of followers as faithful as those of Jesus, even after millennia of his death and this is due to the fact that he first served. John summarizes

the reason for such influence in his first letter when he says: We love because he first loved us (1 John 4:19).

The moment when Jesus most demonstrated that he was worthy of such leadership and showed his service was when he washed the feet of his disciples. He was cultural servants at the entrances of houses to wash the feet of the Jews, as they walked all day and in sandy places, wearing sandals and the tables were low. In this, at the last supper, Jesus took off his upper garment, took a towel and washed the disciples' feet, this being the greatest sign of Jesus' servitude towards his followers/led.

At times Jesus was even harsh with his followers, to the point of losing many in the middle of the journey, but he did not insist on having subordinates and people who followed and obeyed him for the simple duty of doing, his concern was the true disciple, motivated and looking forward to walking with him. This is reported in the gospel of John, in chapter 6, in a conversation between Jesus and his followers.

“As a result, many of his disciples abandoned him and no longer walked with him. Then Jesus asked the twelve:

—Do you also want to leave?

Simon Peter replied:

— Lord, who will we go to? You have the words of eternal life, and we have believed and known that you are the Holy One of God.” John 6:66-69.

Peter demonstrates such devotion and dedication to his lord when he is asked by the leader himself – Jesus – why he does not stop following him, he sees no other place to be than with the one who chose to serve him before thinking about being served.

Paul was a great leader influenced by Jesus, after his death, and in his statements, he expressed the essence of his influence when he said: be imitators of me as I am of Christ.

However, before following Jesus, Paul was his biggest attacker, he had a desire for revenge for seeing Jesus as an impostor, but on one of his trips, on the way to Damascus, he came across Jesus' purity and after meeting with a of Christ's followers, Ananias, he also desired to become one, to the point of abandoning his entire life and dedicating his next years – even the last of them – to living like Jesus, according to his influence and purpose (Acts 9).

In Paul's first letter to Timothy, Paul teaches that the leader must be faithful, moderate, sensible, hospitable, able to teach, not alcoholic, not violent, but cordial, enemy of conflict and not greedy, he must in fact be blameless to that they have nothing to say about him. Paul directs the leader to be an example of a governor even in his home, because if he does not take care of his own home, how will he take care of others. The leader must also have experience and not be a newcomer, but be well regarded by outsiders (1 Tim 3:1-13).

Other points Hunter (2004) outlines to be a servant leader and all of these are found in Jesus and previously mentioned by Paul: patience, kindness, humility, respect, generosity, forgiveness, honesty, commitment and trust that result in service and sacrifice.

Jesus understood his leadership as his identity and not as a position to be held, he was followed and led, not because of what he did, but who he was and who he was guided his actions. Regardless of where he was, whether he was in the synagogues or on the streets, in the homes of colleagues, he was a constant leader, it wasn't a way of acting, it was his lifestyle.

“I don't care if you are Buddhist, Hindu, atheist or from the “fashionable church”, no one can deny that Jesus Christ has influenced billions, today and throughout history. No one is close to second place.” (Hunter, 2004).

## METHODOLOGY

According to Minayo (2001), methodology is the path of thought and practice exercised in approaching reality, paraphrasing the author “the methodology includes the theoretical conceptions of approach, the set of techniques that enable the construction of reality and the divine breath of the researcher’s creative potential.”

The objective to be achieved in this research was to analyze the characteristics that would form a successful leader, with Jesus Christ, chosen by the author, as the representative figure for this. The research carried out was a survey of the literature through research carried out on leadership styles, according to Chiavenato (2007) and Hunter (2004), leaders and on the character of Jesus as the greatest leader of humanity.

To better understand the research and have an overview of what was proposed, below is a table summarizing the leadership styles and characteristics of leaders:

The table above shows how leadership styles develop within companies, in relation to the leader, the subordinate and also the focus that the leader will have.

During the research several authors were found, such as Michael Youssef, Steven Scott, Laurie Jones and C. Gene Wilkes. However, for the work, the model defined by James Hunter (2004) was chosen, which is the leadership style characterized by Jesus Christ, together with Augusto Cury (2016) for bibliographical support.

## RESULTS AND DISCUSSION

The purpose of this article was to point out successful leadership and the leadership style for this, for this the person of Jesus Christ was analyzed, as he was the character who most influenced and still influences people around the world.

Through the research carried out, it was

possible to analyze the different leadership styles and the characteristics of a successful leader, according to the style of Jesus Christ, as can be seen below:

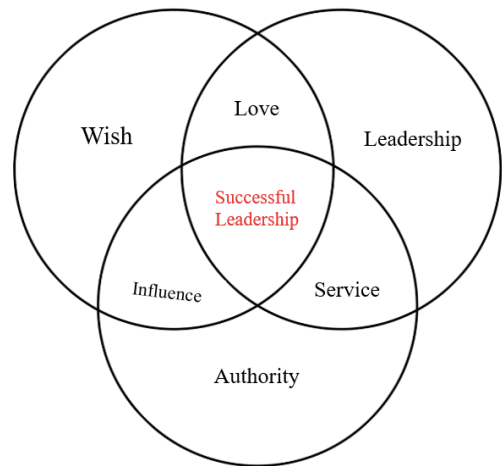


Image 2 – Successful leadership

Source: Prepared by the author.

The image above shows the characteristics highlighted by Hunter (2004) of a leader who leads in service. Analyzing how Jesus led, it was possible to conclude that influence, the fact that he put himself at service and love for others were pillars for his leadership, the good of his ministry and his great achievements.

The Bible also reports that because he was humble to the point of becoming a servant, he made his name exalted among so many kings who coexisted at the same time, and among so many others who came after him.

“On the contrary, he emptied himself, taking the form of a servant, becoming similar to human beings. And, recognized in human form, he humbled himself, becoming obedient to the point of death, even death on a cross. Therefore God also highly exalted him and gave him the name that is above every name, “Fp 2:7-9



Leadership Style	Leader Characteristics	Subordinate characteristics	Focus
Autocratic Leadership	Centralizing and authoritarian	The person obeys totally	Leader
Democratic Leadership	The person guides the team and encourages participation	There is room for growth and participation	Leader and team
Liberal Leadership	The person delegates their duties to subordinates and does the minimum	Little respect for the leader and no motivation	Team
Leadership in Service	The person serves and sacrifices himself for his followers	The person is motivated and has the feeling of giving back and	Individuals and team

Table 2 – Leadership styles and their characteristics

Source: Prepared by the author.

## CONCLUSION

Through the research carried out, it is possible to conclude that the concept of leadership is much simpler than the various complications linked to the term for so many years, however understanding the role of the leader and his function remains distorted in practice, the leader is not the one who is in a role or higher position, the leader is in essence, not in title, this does not define him.

There are several leadership styles defined over the years and by various authors, but it is notable that some are more successful than others. History tells us about several leaders who led in countless ways, in the political, academic, sports, business or even cultural spheres, some could even be called revolutionists, but there is only one who was able to change the course of the world and mark the calendar.

Below is the dialogue taken from the book “The most intelligent man in history” by Augusto Cury (2016):

“– I know you study the process of training thinkers, doctor. You are very bold, but it seems that you are afraid of investigating the mind of Jesus from the perspective of human sciences – commented that psychologist without mincing words.

Everyone was amazed at the woman’s audacity.

– Scared, am I? – said Marco Polo, looking straight into her eyes.

– Yes, fear, the old human prison! Why don’t you accept the challenge of investigating the broad aspects of Jesus’ intelligence?”

The scientific research behind Jesus also shows that he is not a religious or mystical character, but rather a historical character and that, even after his death, he generated great gains for social sciences. The conversation between Cury’s alter ego (2016) and the psychologist shows the fear of seeing Jesus Christ not only as a religious figure, but as a historical and exemplary figure to this day, as he originated, exemplified and based many theories studied in modernity.

The objective of the research was the analysis of leadership styles and with the main objective of showing successful leadership according to the life of Jesus Christ, and through Hunter (2004) and the experience lived by Cury (2016), it is possible to conclude that in fact Jesus was a unique leader in history. There are many theories about the beginning of everything, but such was the influence of Jesus, regardless of belief and religion, that he was able to change the calendar to Before Jesus Christ and After Jesus Christ.

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