

LEADING PEOPLE TO DO AMAZING THINGS

It's the Manager! Nehemiah 3:1-32

By Rod MacIlvaine

Introduction: In 2019, Jim Clifton of the Gallup organization published a groundbreaking book on leadership called, *It's the Manager*. In it, he identifies those traits in leaders that allow them to get the best out of those they lead. In his research he claims that a well-run organization comes down to the skillful personal involvement of the front-line managers. And that's where Clifton says we have a problem. Gallup's research reveals that only a fraction of employees truly understand the projects they're working on. And worse, only half report that their bosses give them feedback. Even then, it's rare: only a few times a year. Of course, that's tragic. Employees need regular feedback. Clifton says that key to effective leadership is consistent coaching conversations that empower employees to work according to the big vision in the area of their specific strengths. We see an ancient example of this modern principle in Nehemiah chapter three. Nehemiah leads the people of Judea to do the impossible: rebuild a ruined set of walls in 52 days. How does he do it? The way this chapter is written suggests that Nehemiah served as an outstanding coach, empowering people to work according to their natural strengths, while at the same time, keeping the overall vision in mind. Nehemiah not only knew what his workers were doing; he coached them along the way. I see 6 principles of leadership motivation from Nehemiah's example.

1. **The Walls of the City**

Nehemiah 3:1-32

2. **The "Walls" of the Church**

Hebrews 12:22-24; Ephesians 4:11-13

3. Idea

4. Takeaways