

Making Positive Impact in Leadership through Tupocracy: A Case Study of the Leadership Style of the Lord Jesus Christ

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Abstract: Leaders should use their positions to make positive and not negative impact by doing those things that will bring about human development, economic development, infrastructural development and other critical developments that enhance national dignity and prosperity. Leadership styles play critical roles in the determination of what legacies a leader will leave behind. Leadership by example has over the years been mentioned as the best form of leadership to make reasonable progress and positive impact in governance. However, this style of leadership has not been popularized like other styles because it lacked the vehicle of portable terminology which other styles have. The search for this terminology led to the birth of Tupocracy. Tupocracy is both a system of government and a leadership style. This paper will be looking at how leaders can make positive impact through Tupocracy with the Lord Jesus Christ as case study.

1. INTRODUCTION

Tupocracy is a system of government involving people who lead by positive example based on transparency, integrity, altruism, patriotism and godly character which is worthy of emulation by their colleagues and followers Amaowoh,G (2020).

Tupocracy is one word for leadership by example, coined from two Greek words, tupos (example, pattern, model which is worthy of emulation) and Krateia (government, leadership, bureaucracy, rulership or administration), in the family of Democracy, Autocracy Aristocracy, Oligarchy, Meritocracy, Gerontocracy, etc. Tupocracy is a socio-political doctrine invented by Dr. Godwin Akpan Amaowoh, a Nigerian Clergyman, in 2006 as the brainchild of his doctoral dissertation at the University of Nigeria, Nsukka.

1.1. Statement of Problems

One of the major challenges which the world is facing today is the absence of good leadership. This has precipitated poverty, insecurity, instability, war, ethnic tensions, crimes, corruption, dissatisfaction and despair among the citizenry in many nations. People are looking for role models in politics, religion, civil and public service, the academia, business, the Private sector and even in the family but they are grossly in short supply. The answer to this dilemma is found in Tupocracy which is rightly predicated on the age-old axiom that example is better than precept. Based on this, the Tupocrat says, "Emulate me in all things;" "Do as I do" and not "Do as I say." He does not contradict himself or what he says as a leader by negative example in conduct, ip so facto, he is a role model. The beauty of Democracy, as a world acclaimed political doctrine, lies in Tupocracy. On this basis, it has therefore been recommended that Tupocracy be adopted as the handmaid of Democracy, to ensure sanity and stability in governance.

2. THE NEED FOR POSITIVE IMPACT IN LEADERSHIP

Leaders in all spheres of life should strive to make positive impact on the people and organizations where they are leading by bequeathing good legacies. The best way to achieve this is exemplary leadership, Tupocracy. Tupocracy will not only bring about development and prosperity of people and institutions it will also give birth to people of exemplary conduct as successors in leadership positions. This is analogous to the computer maxim "garbage in and garbage out," wherein good leaders will give birth to good successors and bad leaders will on the other hand give birth to bad successors and followers.

3. MAKING POSITIVE IMPACT IN LEADERSHIP THROUGH TUPOCRACY

A case study of the Leadership style of the Lord Jesus Christ The Lord Jesus Christ has stood out in history as an exemplary leader who is worthy of emulation. No one has been able to find fault in His conduct and leadership style (John 18:38) Thus, He will always remain a Tupocrat, second to none.

4. THE PERSON OF JESUS CHRIST

While on earth, Jesus Christ possessed both, the Divine and human natures as Son of God and Son of man. According to two of the gospel writers, Mathew and Luke, Jesus was born at Bethlehem by Virgin Mary who was conceived by the power of the Holy Spirit and grew up as a normal human being, practicing carpentry with his earthly father, Joseph at Nazareth. Thus, He is popularly referred to as Jesus of Nazareth. (Mark 6:3). As Son of God, and being God Himself, Jesus Christ exercised limitless authority and dominion over nature, evil spirits, diseases and death. He would not have died except that he voluntarily laid down His life and took it up again in resurrection (John 10:17) being the main essence of His incarnation into the world. (John 15:15) Even those who crucified Him confessed that He was the son of God. (Mathew 27:54).

Jesus Christ was a complete human being while on earth. He experienced all the vicissitudes of life such as persecution, fleeing from His enemy (Herod) (Mathew 2); temptation (Mathew 4), hunger (Mark 11), fatigue (Mark 4:38), disappointment (Mark 11), betrayal (Mathew 26), scarcity of resources (John 6) and expression of emotions, both positive and negative (John 11). He died on the cross as a human being and not as God (Mathew 27). The consciousness of being human was the reason He usually referred to Himself as “The Son of man.” He needed rest, sleep, food, water, affection and love, companionship, friendship, assistance and help from people as a normal human being. Thus, the scripture says as a Priest He had to be made in the fashion of men so that He might understand the weaknesses and challenges of men (Hebrew 2).

5. THE MISSION OF JESUS CHRIST ON EARTH

All the gospels attest to the fact that Jesus Christ was sent by the Father and He came to save mankind from sin (Luke 19:10). He came in fulfillment of the Proto Evangelium (Genesis 3:15) and subsequent prophecies that relate to it in the Pentateuch as types, the Psalms and the prophets (Luke 24:25-26) He came to establish the kingdom of God, the Rulership of God in the hearts of men and the Church as the agency in the realization of it, both present and future (Mark 1).

6. EMERGENCE OF JESUS AS LEADER OVER MAN

In order to effectively carry out His mission, it became imperative, though filled with the power of the Holy Spirit to do everything by Himself, that he should co-opt men into the task which He came to do (Mathew 10). These men were called disciples, later to be known as Apostles, after His Ascension (Acts 8:14). This development led to the emergence of Jesus Christ as a leader over men, made up of the inner circle, the whole twelve and the multitudes who usually thronged His outreaches. Leadership occurs whenever there is a group of people who pursue certain set goals which are common to them. Leading people is a stupendous task. Jesus Himself opined that the blind cannot lead the blind or else both of them will fall into a pit (Mathew 15:14). It is because of the criticality of leadership that a lot of theories and definitions have been propounded. Thus, people talk about styles of leadership such as Democracy, Autocracy, Totalitarianism, Laissez faire and Dictatorship.

7. DEFINITION OF LEADERSHIP

Though there are many definitions of leadership and who a leader is, all meet at a point that leadership is the act of one person exercising control over others to mobilize them towards achieving institutional or organizational goals. Morris, A and Staggenborg,S (2004). It is equally incontrovertible that a leader is someone whose qualities show that he knows the way that leads the organization towards achieving those set goals and that he can successfully lead them there.

The Leadership Style of the Lord Jesus Christ:

The following can be gleaned from the life of Jesus Christ as the virtues which constituted His leadership style as a Tupocrat.

Service (Mathew 20:28; John 13)

Jesus showed a positive example in service and drew the attention of followers to emulate Him. His services were to God by serving humanity, meeting them at the point of their needs, selflessly, without charging them, up to paying the supreme sacrifice as a ransom for man's freedom. Jesus showed in clear terms, and worthy of emulation, that true service involves dedication, commitment and sacrifice in order to satisfy people and institutions and above all, God. In contemporary parlance, integrity, punctuality, accountability and transparency will be added to the list of virtues that are needed in service. Service means that those who serve are servants or ministers and not masters as is being erroneously portrayed in some quarters today. No matter how highly placed, those who occupy positions in leadership should emulate the Lord Jesus Christ who came to serve and not to be served. Public office holders should serve as Servant- leaders "doulocracy" (from the Greek word *doulos*, meaning "servant").

Humility (Philippians 2:5-11)

Humility means freedom pride and arrogance. It also means lowliness of mind; a modest estimate of one's own worth; a sense of one's own unworthiness, self-abasement; unwillingness to put oneself forward. Humility consists of rating one's claims low, taking a lower place than might be ones due but it does not require to underrate oneself. It implies a willingness to waive one's rights also. The Epistle to the Philippians speaks loudly about the humility of Jesus and urges His followers to be like Him. Jesus taught about humility in the Gospels and demonstrated it particularly in the Gospel of John for the disciples to copy. It was this virtue that made Him to usually refer to Himself as SON OF MAN (Mathew 20:28). While humility always precedes exaltation, its opposite, pride is usually the cause of abasement and destruction.

(Luke 18:14). Contemporary leaders should avoid pride and arrogance and show example to their followers in humility.

Self-denial (Hebrew 2:17)

One of the dominant themes in Christology is kenosis which talks about Jesus' voluntary self-abnegation, and self-emptying in order to fit into the milieu of mankind. He divested Himself of all the splendor of His Divinity through the Incarnation to be born of sinful parents into a manger at Bethlehem and to grow up on at a little and insignificant village of Nazareth. He refused to show forth His Divinity when Herod ordered that He should be killed but chose to be taken to Egypt as a Refugee. In similar vein, He submitted Himself to be judged, condemned and crucified by the people He created. Such example of self-denial in the life and ministry of Jesus is worthy of emulation by leaders. Nehemiah displayed similar virtue of self-denial as Governor of Judah when he chose not to enjoy several privileges which his predecessors' enjoyed. Lack of self-denial is the cause of squander- mania, personal aggrandizement and ostentatious living among public office holders in our country.

Positive mentoring (John 13)

Mentoring is the process by which an experienced person in any walk of life, career, profession, occupation, character or religion helps a younger one (mentee or protégé) to perform his task successfully Murray, M (2002). Mentoring may be formal or informal, by precept or practice or both. Lack of mentors may not be as dangerous as the preponderance of mentors of evil. Mentors of evil are those who teach their followers how to perpetuate evil through barbaric deeds, such as political thuggery, arson, assassinations, ritual killings, gansterism, armed robbery, terrorism, banditry, drug addiction, embezzlement of public funds, rigging of elections, cultism, etc. Jesus Christ was exemplary in mentoring. He mentored by example and precept but, arguably, He believed and demonstrated that "example is better than precept." He mentored His disciples to do good and not evil deeds. Today's leaders will do well as mentors and make positive impact if they should emulate Jesus.

Forgiveness (Mathew 18; Mark 11)

Forgiveness is a major lubricant in social engineering. All human beings have the tendency to offend and be offended by people and leaders are not exempted. To forgive is to stop feeling anger toward someone who has done something wrong or to give up resentment. Jesus exemplified the virtue of forgiveness at all times when He was on earth, even while on the cross praying that God should

forgive those who got Him crucified. Malcolm, L., (2010). He taught forgiveness in the Paternoster. He taught forgiveness in terms of debt cancellation. He also taught that forgiving people was the basis for God to answer one's prayers that those who do not forgive others would not be forgiven by God. Unforgiveness has been one of the reasons some leaders would not site projects in some areas where those who offended come from. For Jesus, forgiveness should be done 490 times a day in respect of one particular person. Lack of forgiveness is the reason for divorce, intertribal wars, world wars and other bitter consequences of unresolved conflicts among people. Unforgiveness breeds resentment, hate, conflict, law suits, murder and fighting. Those who harbor unforgiveness will likely suffer from psychosomatic disorders which may not be treated clinically. Apart from forgiving those who crucified Him, Jesus Christ forgave His bosom friend, Peter, who denied Him three times. The lesson here is that since offences are inevitable in human relationships, leaders should be exemplary in forgiveness as Jesus was. Nelson Mandela became famous because he forgave his offenders and urged his people to do so for South Africa to move forward after the Apartheid regime.

Non-vindictiveness (Luke 23: 34)

This is related to forgiveness. Human beings would like to use their positions and resources to settle or even scores, pay back evil for evil against those who maltreated them in various ways, at various places and at various times. Jesus adopted a non-retaliatory posture while on earth as recorded in the scripture, leaving an example to His followers. This was why He rebuked Peter when he tried to use his knife against those who came to arrest Him in the garden. Failure to forgive people for their offences will lead to vindictiveness which is a bane to peace, progress, stability and development in the family or other institutions.

Peaceful Nature

Jesus Christ was a man of peace. Isaiah calls Him the Prince of Peace (Isaiah 9:6). He talks about giving peace and leaving it with the disciples (John 14: 27). He was not given to violence and did not train His disciples to practice violence (Mathew 10:16). Politicians and leaders should emulate the example of Jesus for positive impact without which there can be no peaceful conduct of elections, census, national projects, etc. Terrorism, banditry, criminality, agitations and restiveness smack of lack of peace in any nation, including Nigeria. Our leaders should be men and women who are role models of peace for meaningful development to take place. Religious leaders in particular should not use violence in winning converts or propagating their beliefs. Jesus did not use violence to propagate His teachings or win converts (Mathew 26:52-53).

Submission and Loyalty to Authorities (Mathew 17:24-27; 22:15-22)

No one can be a law abiding citizen without submission to various levels of authority as taught in the Bible by Jesus, Paul and Peter. Jesus showed the example in loyalty and submission to governmental authorities by paying tax for Himself and His disciples. Tax evasion, whether by way of not paying at all or under paying, is a great enemy of development and is not to be practiced by leaders.

Anti-racism

Jesus Christ came as a universal saviour. He loved the whole world and died for the whole world without segregation. There was a big wall between the Jews and other nations (Gentiles or heathen) when Jesus was ministering on earth. The Jews regarded the Gentiles derogatorily as "uncircumcised" and aliens to the covenant relationship with God. However, Jesus removed the colour bar and attended to the needs of Gentiles such as the Centurion (Luke 7:1-9) and the Syrophonician woman (Mark 7:24-30). He went to Samaria contrary to the tradition of the Jews where He ministered to a woman who invited other Samaritans to hear the Gospel (John 4). In fulfillment of God's plan, He commissioned His disciples to take the Gospel to all parts of the world, The Great Commission (Mathew 28:19-20). The vision of both clean and unclean animals mixed together which Peter saw speaks elaborately that Jesus was anti-racist and is worthy of emulation. A situation where one tribe gives derogatory names to other tribes smacks of racism. Leaders all over the world and Nigeria in particular should hate racism in all forms and show their followers by positive example to accept and respect all human beings Lanre-abass, B (2008), regardless of colour, gender, ethnicity, tribe or nationality. Racism, segregation and discrimination are among the causes of tension in many nations, as in the days Martin Luther King Jnr. and George Floyd in America. In Igbo land the "Osu" caste

system has been a serious threat to social engineering and integration in Nigeria. Those who are branded as “Osu” are ostracized from the society and denied several privileges Abia, T et al (2021). A true leader should not promote this kind of obnoxious culture. In some parts of Ibibio land, mothers of twins were also discriminated against and their children killed until Mary Mitchell Slessor (1848 – 1915) Eteng, N (2022). A Scottish Presbyterian Missionar, fought against it. Good enough this unhealthy practice has since stopped. For years, the Black South Africans had to battle against the Apartheid policy which segregated them from the Whites in terms of privileges in the country, Dlamini,S and Mokhele,T (2021). The sports sector is also experiencing racism where Black sportsmen and women are often booed by the Whites. Efforts should be intensified to stem this ugly tide to promote global unity through sports. The whole world should know that all human beings came from the same Creator, God before whom all men are equal. Among Nigeria’s many social problems are gender, ethnic and religious chauvinisms with the undertone of segregation. This has hampered national unity and development contrary to our coat of arms, “Unity and Faith.” This appalling situation needs to change for the country to be a true nation. All Nigerians need to be reminded of the wordings of the first National Anthem, “Though tribes and tongues may differ, in brotherhood we stand.” Okonkwo, J (2022). Religious and Political demagogues should jettison their bickering jingoism for the sake of abolishing the “we-they” boundaries in the Nation.

Being Sociable (Mathew 11:19; John 2:1-11)

Man is gregarious by nature and no man is an island. Jesus Christ was a normal human being who exemplified the gregarious nature of man in many ways worthy of emulation. He had healthy social interactions with people including sinners and lepers who were rejected by society. He attended wedding ceremonies, dinners, and identified with people in their vicissitudes. Life demands that normal human beings should have vertical relationships (with God) and horizontal relationships (with fellow men). To live otherwise is to become a deviant. Leaders should be friendly, sociable and gregarious as Jesus was. This is a major way of dousing tension in any community of human beings.

Impeccableness (John 8:46)

As a leader worthy of emulation, Jesus Christ made positive impact by living a righteous and an impeccable life without any blemish in His character, speech or conduct. He asked the Jews if any of them could convict Him of any misconduct (sin). Pilate who was forced by the Jews to condemn Him to death said he could not find any fault in Him. This is a huge challenge to contemporary leaders whose cupboard should have no skeleton to be discovered by Tribunals or Courts of competent jurisdiction. Public office holders should be people of integrity in all they do, including those who are to fight corruption. The current government should be commended for the fight against corruption but should make use of people of impeccable characters to execute the fight, for it is said, he who goes to equity must go with clean hands. The Lord Jesus also taught that he who wants to remove the speck or mote from another man’s eyes, should first of all remove the plank beam from his own eyes.

Compassion (Mathew 9:36; 14:14; 15:32)

Compassion means feeling or showing sympathy for those who are suffering and a desire to help them. Jesus Christ was a compassionate leader as shown in the Gospels. He was moved with compassion for the multitude who had no food to eat. He had compassion for the people who were moving like sheep without a shepherd and this feeling was the reason for all the miracles which He performed in the lives of such people. Leaders who have such feelings towards their followers are those who will do everything within their resources to help in alleviating their plights, including and particularly widows, the poor, the needy, the vulnerable and the physically challenged. If human beings had compassion for their followers there would have been no cases of armed robbery, kidnapping, banditry, ritual killings, rape, or terrorism with all the attendant consequences. Jesus Christ was not a sadist who takes pleasure in the suffering of people.

Empathy (Mathew 8:1-4; John: 1-12)

When leaders empathize with their followers it means they understand their feelings and such leaders are said to be sensitive to the needs of followers. Empathy will influence the leader’s choice of words in communication so that they will not aggravate situations or provoke the anger of frustrated or

disgruntled people. Empathy will enable the leader to be proactive, pragmatic or precautionary in taking certain actions. Jesus' address at the inauguration of His ministry was done on the basis of empathy so much so that the people wondered at the gracious words that came from His mouth. The beatitudes also reflect on this attribute of His. This was the reason multitudes of people used to throng His discourses because His words, spoken out of empathy, were therapeutic.

Justice and Fair Play (John 8: 1-12)

Jesus was a just man whose sense of justice and fair play is worthy of emulation. The Golden Rule was formulated by Him, that we should treat people as we would like to be treated by others. He rose to the occasion when the Jewish Religious leaders brought a woman "caught in adultery" to be judged by Him. They were disappointed when Jesus bent down to write their own sins and none of them was qualified to cast a stone at the woman. They were not fair by bringing only the woman without the man, the adulterer. This is a great lesson in the administration of Justice. It takes two people, male and female, to commit such sins like adultery but the Jews brought only the woman. God hates injustice as seen in several passages of the scripture and all those who minister on the temple of justice should be just and fair. They should judge matters based on the evidence before them and not based on the gifts (including money) or persons before them.

Love (John 13:34; 3:16; John 13:1)

Abraham Maslow's Theory of Motivation gives love as one of the basic needs of human beings for them to function well in life. Jesus was an epitome of the "agape" love and urged His followers to emulate Him. Love has remained a scarce commodity in all human communities which is the reason for all forms of inhuman treatments against one another. The Bible definitions of love are that love does not do evil to its neighbour; love is the fulfillment of all the commandments. By these definitions all human beings (neighbours) should be regarded as the objects of man's love. Of all people, leaders should epitomize love as Jesus did for healthy societies to emerge. Love is the oil that lubricates relationships among human beings, beginning from the home.

Others First, Self-last (John 6:11)

This is hard truth but was practiced by Jesus Christ. In feeding the multitudes, Jesus ordered the disciples to give to the people first. Amazingly, on those two occasions, the disciples collected twelve and seven baskets for themselves thereafter. The "others first" principle has been overwhelmed by the greedy and self-centered nature of mankind, that even God has been denied the honour that should first be given to Him. Which protocol list in the Government has ever placed God or His servants first? Jesus Christ did not make this mistake and is worthy of emulation for positive impact in leadership. Leaders should place the needs of institutions above personal needs or ambition.

Courage to Commend or Rebuke (Mathew 26:52; Luke 7:9)

Jesus Christ was balanced in commending people for doing good things, including expression of faith, giving good offerings or rendering sacrificial services. He would do this publicly to teach these virtues. There were times He had to rebuke people openly for not doing well so that their bad deeds would not be copied by others. This is required very much in leadership. Leaders should avoid flattery and discourage sycophancy. They should be bold and courageous enough to rebuke wrong doers, taking hard decisions and accomplish difficult tasks which will enhance the wellbeing of the organization. Courage is so critical in leadership that God told Old Testament leaders like Joshua and Jeremiah to imbibe it. Leaders who lack this quality will be weak and fearful in the face of opposition or challenges.

Accessibility (Mathew 19:13-15)

Jesus was accessible to all classes of people, including children who were driven away by the disciples. Outcasts such as lepers, those with very terrible ailments, physically challenged people, sinners and poor people were not prevented from meeting Him. John taught that nobody who came to see Him would be sent away. Leaders should see themselves as servants to the people and should make themselves accessible to hear them out and solve their problems. Failure to do this has been the reason for restiveness in some societies. It is unfortunate that most Nigerian leaders do remain inaccessible either by phone or physical contact even to these who contributed to their vibe to praise. True leaders must not make the quest for office a do or dies affair. Secretan, L.(2004).

Not being Power Hungry (John 6:15; 18:36)

Jesus Christ was not a power hungry leader. He ran away when the Jews came to make Him King. He told Pilate that His kingdom was not of this world, hence He rejected Satan's offer of the kingdom of the world during the temptation. People who are power-hungry will kill people and use thugs to facilitate their inordinate desire for power. A leader who wishes to make positive impact won't do this, including the sit-tight syndrome. Leaders should encourage credible elections devoid of violence and rigging. Public offices must not be acquired by all means or by the blood of other citizens.

Respect for the Rule of Law

Jesus was exemplary in respect for the Rule of law as a leader. The Jews could only accuse Him of breaking the law of the Sabbath because He healed people on the Sabbath. He saw their negative reactions to such good deeds done on the holy day as lack of knowledge and understanding of the true essence of the Sabbath. His respect for the Rule of law is seen in the saying that He did not come to abolish the law but to make it even stronger (Mathew 5:17). When someone asked Him to act as a judge in sharing their family inheritance Jesus quickly responded that He was not such a judge (Luke 12:13-14). Thus, Jesus knew the doctrine of separation of Powers, supremacy of the law and constitution and equality before the law, hence, He paid tax and did not condemn payment of same to the Roman government (Mathew 22: 15-21). In practicing the doctrine of separation of powers, Jesus did not usurp either the Father or the Holy Spirit, although there is fusion of power in the Trinity as seen in the gospels (John 14:16-17).

Conflict Management (Mathew 20:20-28)

Conflicts have been among the characteristics of human beings and human societies. Leaders need to prove their mettle in this area by being able to resolve or manage conflicts that may arise in various forms among people. Unresolved conflicts can be the cause of war of various dimensions and magnitudes. Jesus was a trouble shooter and a conflict manager. There was to be a crisis among the disciples when the mother of two of them came to lobby Jesus to place her two sons in prominent positions in His "soon-to-be established kingdom." This angered the other ten, among who were those who were the first to follow Him. However, Jesus successfully resolved the matter and peace prevailed. This is required of today's leaders to avoid the escalation of conflicts. Leaders should not fan the embers of strife.

Simple Lifestyle (Mathew 8:20)

Jesus was not given to ostentatious lifestyle and He also taught His followers not be like the Gentiles in this regard. In the Beatitudes we see how generous, simple, meek and gentle the followers of Christ should be. To Jesus, foxes had their holes and the birds of the air had their nests but He had no place to lay His head. In Nigeria, Amaowoh,G, (2018: 174). Those who overthrow governments by coups and those who claim to fight corruption have always used ostentatious lifestyles, squander-mania, embezzlement of funds and personal aggrandizement as the chief reasons. Ostentatious living among leaders is one of the major causes of under development, poverty and degradation in the country. Leaders should not be looters of national wealth to achieve their flamboyant lifestyles. To curb this menace, nations should have a value system that can encourage moral rectitude. Nigeria for instance, should look into the activities of the National Orientation Agency and other related institutions to know if they are living up to expectation in terms moral and ethical Re-orientation of the citizens.

Not Condoning Indiscipline

Jesus was an epitome of love and compassion, yet He did not condone indiscipline and abuse of office. He could not wink at or look the other way when big people were buying and selling money, animals and birds at the Temple in Jerusalem. Filled with righteous anger, He flogged them out of the Temple without minding their status and positions in the society (John 2:13-16). In Nigeria, we cannot forget the regime of Late General Muritala Mohammed with the slogan "My government shall not tolerate indiscipline and shall not condone abuse of office." Amaowoh,G (2018 : 165). The Buhari/Idiagbon regime also launched the War against Indiscipline while the Babangida administration launched the War against Indiscipline and Corruption, WAI-C. Any leader who condones indiscipline, corruption and abuse of office in any form cannot create positive impact and to

do so he must himself be disciplined. No leader can have the boldness to enforce discipline in his domain when he is corrupt. An adage says that one cannot make straight in people's lives what is crooked in his own life".

Confidence in his Followers (Mathew 10)

Jesus had a lot of confidence in the people whom He trained as disciples such that He could delegate duties to them, up to the Great Commission. The gospels are replete with such incidents of power delegation based on the confidence He reposed in them. Leaders need to have confidence in their staff, colleagues and followers for them to contribute their quotas in development. This also provides the opportunity of being mentored. A leader who has a feeling of insecurity is bound to be suspicious and afraid of his followers. This cannot augur well for positive impact in leadership. It is lack of trust in followers that leads to rivalry, witch-hunting and suspicion which precipitates strife and tension in the polity.

Truthfulness and Honesty

Jesus was a truthful and honest man who described Himself as the Truth (John 14:6) Peter says that no deceit was found in His mouth. He came to bear witness to the Truth. His words and doctrines were the truth that sets people free. He was not dishonest in His dealings with people. He made His ways plain that it was a narrow path, without hiding facts (Mathew 7:13-14). The world is full of dishonest and deceitful men in all walks of life. People should emulate Jesus in speaking the truth and not Satan who is a liar and the father of all lies (John 8:44). Nations should create reward system to reward citizens who have demonstrated altruism in their service delivery. This will encourage others to do same.

Management of Information (Mathew 17:9)

Information is very critical in governance, administration or leadership. Some information may be for everyone, some are for selective people while others may be treated as classified. There is also the time element in the dissemination of certain information so that the organization, people and the leader will not run into trouble. Jesus knew how to manage information, what to be kept secret, what is to be revealed to the members of the inner circle or what is to be shared with the multitudes, including his opponents. He knew how to make veiled references and touch sensitive topics through allegories or parables as a result of which He could not be trapped by His opposers. He also taught the disciples this aspect of life in leadership. James warns against the wrong use of the tongue because of the conflagration it could cause. Leaders should take a leaf from the Lord Jesus in this regard if their desire is to create positive impact. Public servants should avoid blabbing.

Seeking the Welfare and Protection of this People (Mathew 9:15)

This issue was briefly touched under compassion. Jesus was always concerned about the welfare and wellbeing of His followers and other people. At the inauguration of His ministry, He laid out the agenda and scope of what His ministry entailed, all about the total deliverance and welfare of God's people namely, the prisoners to be set free, the blind to recover their sight, the poor do have the good news preached to them, the captives of Satan to be delivered and the year of God's favour to be proclaimed. Most leaders have taken a leaf from here in terms of granting amnesty to certain prisoners from time to time, fighting poverty, diseases and alleviating the plights of the physically challenged persons. However, a lot still needs to be done towards promoting the wellbeing of citizens through job creation, power supply, water supply, health care delivery, security, qualitative and affordable education and infrastructure such as good roads and other transportation networks.

Focus

Jesus was a focused leader who could not be distracted from what He came to do. He could not be swerved by Satan who came to tempt Him to forsake His Messianic vision and mission this was why He could say on the cross, "It is finished (Mathew 4; John Jesus was not fickle in His resolve to do God's will (John 4 : 34). Nigeria has so many abandoned projects which were started but not completed by some leaders because they were into so many things. Some of these were white elephant projects which were established as conduits to siphon money from government treasuries. Sadly, some leaders do not even know why they came into one office or another, let alone knowing what to

do to remain focused. This has been a national embarrassment contributing to negative impact in leadership. One way to create focus in leadership is to formulate development plans based on time frame and the needs of the people of that nation. This will form the basis of evaluation by self and followers and also ensure continuity in administration.

Not a Waster of Resources (John 6:12)

Leaders should be people who should not waste resources through mismanagement or lack of proper maintenance culture. The Bible talks about the foolish person who wastes the resources of the wise man. Often, one hears of little projects that cost billions of Naira or dollars, yet these people would not do the same in their personal businesses. Official vehicles are not properly maintained, yet they are auctioned and after which they become brand new vehicles. Jesus was not a waster of resources. After feeding the multitudes, He ordered the disciples to pick up the fragments to ensure that nothing was lost. This is an example to emulate in national development, prudent management of scarce resources. Sadly, most leaders are “Damagers” and not Managers of resources.

Prayer (Mathew 4:1-2; Luke 6:12; Mathew 26:36-46; John 17; Hebrew 7:25)

Prayer is an act of talking with God, to make supplication, intercession or offer thanksgiving as the one who owns everything and has absolute power in the whole universe. Jesus showed the example of constantly praying to the Father, to thank Him or receive power to do His will on Earth. It is unfortunate that most leaders seek power from Satan through cultism or occultism which has terrible repercussions. The only genuine power to help in leadership as in the case of most of the kings of Israel and Judah is God’s power. Through prayer, leaders receive uncanny wisdom, gumption, insight, boldness, authority and life and attract prosperity to their people. Jesus succeeded on Earth because He prayed constantly to God. He is to be emulated in terms always pleading or interceding for His followers, that God should bless and protect them. This attitude made Moses a great leader and religious leaders in particular should follow this example.

Other attributes of Jesus which are worthy of emulation for positive impact are meekness, gentleness, being patient with the faults of people, not being exploitative, as well as the need to find time to rest and enjoy some leisure, to avoid burning out and stress. Jesus was an ethical person who knew how to conduct Himself in all occasions. He also taught His disciples ethics such as how to behave at functions, taking lower places until they are invited up. Jesus also showed example in patriotism. He loved His nation and His people and was concerned about their salvation. National development runs on the wheels of patriotism above other variables. Patriotism means love and devotion to one’s country. Patriotism prevents anyone from doing harm to one’s country or fellow citizens. For Jesus to love the whole world as it were, He had to start from His nativity, because “Charity begins at home.” Where patriotism is lacking, unpatriotic activities will hold sway. These unpatriotic activities impede development in all forms.

8. CONCLUSION

The problem of many nations is not the absence of leadership but it is the problem of bad leadership which cannot create positive impact on the people and institutions which they lead. Although most of these leaders operate on the terrain of Democracy, yet, they have been found wanting in conducts which cannot make them Role models of integrity, altruism, transparency, accountability, love and probity. Leaders would do better if they would lead by example, (Tupocracy). Bad leadership is largely responsible for corruption which causes poverty, restiveness and underdevelopment in many nations. The Lord Jesus will ever remain a veritable model of Tupocracy to be emulated by contemporary and future leaders for positive developments. Although a human being, Jesus was able to live righteously, spotlessly and impeccably because He was filled with the Holy Spirit which descended upon Him at baptism in the form of a dove. The characteristics of the dove are amiableness, harmlessness, non-retaliatory, gentleness, meekness, peacefulness and without bitterness which explains why it was recommended to be used in sacrifice in the Old Testament. Contemporary society needs such dove-like leaders and people in all spheres of live. This will however, remain elusive except the Holy Spirit restores the nature of God in man which was lost as a result of man’s fall into sin.

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