

Educating Leaders Who Keep Learning: Christian Education Concepts and Strategies in Preparing Prospective Leaders

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ABSTRACT

The leadership displayed by many leaders today is seen as ineffective and brings significant changes to people's lives. A leadership requires a figure who can manage and manage the system. It makes the effectiveness and efficiency of the system run well towards the expected point. The figure of the leader must be able to work together with those around him, because thus the leader can optimize the existing potential. Leadership is clearly not just talking about position, but rather about influence. Referring to the importance of leadership, the opportunity to learn to be a leader needs to be pursued from an early age. This study aims to prove the influence of understanding the concept of leadership and individual maturity of prospective leaders. This study used descriptive quantitative methods. Before conducting field studies, researchers conducted a literature review on transformative leadership within the framework of Christian education. Respondents were selected as many as 100 students randomly, then analyzed the causal relationship that occurred in it. The results of data processing show that the influence caused by understanding the concept of leadership on the maturity of prospective leaders is 40.9%. Leadership is directed and emphasized on transformative aspects by implementing ennobel, enable, empowering, and encourage.

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1. INTRODUCTION

Leadership has existed as humans age on this earth. This indicates that all cultures of society are also close to the existence of leaders in them. The fact that humans are social beings has implications for the fact that leaders are absolutely needed in the context of living together. Thus, both in small groups and large groups, both in formal and informal contexts, all require an element of leadership (Harrison, 2012).

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leader must be able to work together with those around him, because thus the leader can optimize the existing potential. Leadership is clearly not just talking about position, but rather about influence. This indicates that to what extent he is able to influence others, then the extent to which success in his leadership process can be generated (Barton, 2019).

The leadership displayed by many leaders today is seen as ineffective and brings significant changes to people's lives. This being leadership is a topic that continues to be discussed from time to time. The development of a predominantly paternalistic leadership style is often the main reason for rejecting democratic leadership styles. This kind of typical leadership actually produces a leader who is feared, not loved by the people he leads (Motty & Sa'idu, 2021).

Referring to the importance of leadership, the opportunity to learn to be a leader needs to be pursued from an early age. The process of influencing and providing positive motivation for others through the way of thinking and behaving takes time and strategy in its achievement. This means that the process of regeneration of a leader needs to be carried out in a planned manner. This study aims to prove the influence of understanding the concept of leadership and individual maturity of prospective leaders.

2. METHODS

This study used descriptive quantitative methods. Before conducting field studies, researchers conducted a literature review on transformative leadership within the framework of Christian education. The results of the literature review are described and presented so that they are easy to understand. Furthermore, data collection was carried out using questionnaires, which linked students' understanding of leadership concepts and individual maturity. Respondents were selected as many as 100 students randomly, then analyzed the causal relationship that occurred in it.

3. RESULT AND DISCUSSION

In the table below, it appears that the R Square value obtained is 0.409. This means that the influence caused by understanding the concept of leadership on the maturity of prospective leaders is 40.9%.

Table 1. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.640	.409	.403	3.740

Self-maturity is closely related to aspects of the spirituality of prospective leaders. In the face of an era of disruption, which leads individuals to drift into directionless change, it tends to distance them from God's truth. The maturity of the individual that includes thoughts, feelings and will can be damaged by the changing times. The context of Christian education has an important role in guiding its citizens to experience change. The responsibility of the leader brings change in every student, because education has a clear purpose (Irungu, 2021).

Leadership comes with a focus on change, making the concept of example something very important in the frame of Christian education. Moreover, if leadership is juxtaposed with the times, then a leader must be able to answer the challenges faced in their respective eras. For example, the era of the industrial revolution 4.0 by carrying out the concept of the era of disruption, making everything easily accessible and known. This makes the leader must be able to exert as much positive influence as possible, because of the domino effect it causes (Clinton, 2020).

The concept of exemplary leadership that leads to change is known as transformative leadership. In the context of Christian education, the intended changes also touch aspects of spirituality. It is

undeniable that the turmoil of the times has made many people distance themselves from the spiritual element. This is a challenge for leaders because they must be able to touch aspects of taste, creation, and conscience. With such an understanding, the element of spirituality must be emphasized, as an effort to counteract the culture of hedonism and secularism (Tahtinen-Pacheco, 2013).

Thomas M. Groome in the book *Christian Religious Education* states that Christian education has the purpose that man experience his life as a response to the kingdom of God in Jesus Christ. It speaks of God's plan for creation in which God's sovereignty over His creation is depicted. The primary focus on Jesus Christ becomes manifestation in the life of every believer. Transformative leadership seeks to bring the person led to an encounter with Jesus, because that encounter is able to transform the life of each individual more like Him (Groome, 2011).

In previous research, Pieter managed to prove that a leader needs to cultivate intrapersonal skills in the people he leads (Pieter et al., 2020). For this reason, a leader needs to give extra time and energy so that he can have a strong influence in a better direction. In the context of Christian education, the typical leadership that is emphasized is servant leadership. Jesus became an exemplary figure of effective leadership, characterized by leadership with love, humility, integrity, and faithfulness.

The serving leadership model is very appropriate to be used as a patron because students are brought to experience changes in their lives. Reflecting on the success of Jesus' twelve disciples, it appears that Jesus' leadership was very effective. He succeeded in leading His disciples from all backgrounds and optimizing what they had so that they could experience life changes. The true leadership traits demonstrated in His ministry are leadership that can bring about fundamental and meaningful changes through the four main capabilities of ennoble, enable, empowering and encourage (Simorangkir et al., 2021).

Leadership has the root word lead. This word comes from Anglo Saxon which means the path of travel of ships that direct the crew. Thus leadership is an attempt to direct its followers to achieve goals that have been set together. Another definition of leadership refers to an ability or power within a person to lead and influence others in doing something to achieve a predetermined target. A leadership process requires a leader who is able to gather, influence, motivate and encourage others to follow him to achieve a target by promoting an exemplary attitude. Many biblical figures (such as Moses, Joshua, David, Peter, Paul) are seen as leaders who set many examples in each of their ministries. The primary basis of good Christian leadership exemplified by the great figures of the Bible is God Himself as the perfect leader (Covey, 2019). Students need to be introduced to the concept of leadership in their capacity as future leaders. This has a direct impact on his maturity in treading his life process, especially facing his readiness to receive the next leadership baton. Christian leadership places emphasis on a dynamic, planned process that includes specific times, places and situations, whereby in order to accomplish God's purpose and mission, God Himself intervenes in calling a leader to lead His people. In the context of Christian education, leadership is synonymous with spiritual leadership that implements the life of Jesus in its leadership. The achievement of goals is a shared responsibility, be it children, adolescents, youth, adults and even the elderly, who are the people who are led. Efforts to achieve goals are carried out by adhering to the principles of Christian leadership (Nell, 2016).

In Christian education, a leader needs to realize that he or she is called to the responsibility of leading God's people. This form of consciousness includes realizing that God has bestowed upon him intelligence, knowledge, charisma, etc. which all become capital to lead. In short, great and successful leaders are truly a collaboration of elements called, chosen, and anointed (empowered and blessed) by God. At this point, students who are future leaders need to pay attention to leadership principles that are in accordance with the Bible. There are at least ten basic principles of Christian leadership: God-centered, based on the leadership model of Jesus Christ, bound by the love of Christ, having the character of Christ, spiritual maturity, his whole life is led by Christ, not seeking material gain, dependent on the Holy Spirit, based on Christian motivation, and basing his authority on sacrifice.

In general, the outline of Christian leadership refers to the principle that everything a leader does must be based on God's Word. In addition, leadership is based on a close spiritual relationship with God, so that every policy making will proceed according to God's will and for God's glory. Leadership must certainly be based on the principle of correct motivation for leaders in their office ethics. Leadership principles that can be implemented are as follows: humility, having satisfaction in God, being sure that God meets all needs, joy in the Holy Spirit, and peace. All of these principles are important to shaping students into effective leaders. Spiritual relationship with God makes a leader always try to prioritize biblical principles in shaping character and integrity (Youssef, 2018).

An interesting part of this leadership lesson focuses on the service aspect. It is clear that implementing servant leadership is not easy, but it is not impossible (Matthew 20:26-27). The logical consequence of this leadership is not to lead because of a thirst for power, honor, position, or other benefits but to lead with a calling to serve others through what he can do to make those he leads experience life changes for the better. This leadership is still very relevant to inspire Christian leadership everywhere to be developed and practiced. Jesus set an example in His leadership in the form of serving others by loving, listening, healing, teaching and so on.

The form of example that can be used as a reference for students who are prepared to become future leaders is: First, in every ministry performed, be it teaching, healing the sick, performing various miracles to the crowd, Jesus based his actions with love. He becomes the leader and guides everyone who will listen to Him with sincerity; Second, humility became an important thing to teach His disciples. This is also an effort to emphasize to anyone who is a leader that the position, rank or authority possessed is not a separation between the leader and the led; Third, lead with integrity, because it is related to honesty, doing everything according to what it says; Fourth, faithfulness in carrying out His mission in the world is beyond doubt, willingly serving the marginalized, the poor and in need of healing (Nell, 2015).

If you look at the background of the lives of the students at that time, some of them were ordinary people, fishermen and also tax collectors. But for three and a half years, the twelve disciples who were eventually called apostles became heralds throughout the world. Many people repented and later became followers. This success is a tangible manifestation of the results of effective leadership carried out. He succeeded in leading His students from all backgrounds and with all the weaknesses and strengths they had so that they experienced life changes, with the implementation of ennoble, enable, empowering, and encourage.

4. CONCLUSION

Research in the field proves that understanding the concept of leadership affects the maturity of prospective leaders by 40.9%. In Christian education, leadership is directed and emphasized on transformative aspects by implementing ennoble, enable, empowering, and encourage. In addition, leadership is based on a close spiritual relationship with God, so that every policy making will proceed according to God's will and for God's glory. Leadership must certainly be based on the principle of correct motivation for leaders in their office ethics.

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