



Lecturing from the President Byeong  
in the light of  
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### **Bad leadership**

Barbara Kellerman, a professor at Harvard University, talked about bad leadership and explained why it happened. However, the peculiar part is that there is an acceptable reason for being a bad leader, and it is necessary to first understand that there is a reason rather than devaluing the leader with only one aspect. It would be the same as human beings having bad experiences in the past (grey areas, dark areas) and things they want to hide.

In fact, there are sometimes such people around us. However, if we have an opportunity to talk in detail one-on-one, we will understand why it happened. This is a case of a pastor who was ostracized by his colleagues, or a case of being a little rough due to the deep wounds he received from his congregations during the ministry. However, as someone said, through education leaders can be changed, and new ideas can be better leaders. We put hopes on it.

When it comes to leaders, we think that we should do everything well, be a good person, and expect that. However, it is often the actions and drives of a leader that hurt the other person or those who follow him. This could really be done unconsciously. I always think I have to be careful on these aspects, but after a while, I realize that I have behaved incorrectly. The higher the position, the more likely it is to live with this risk. After all, this behavior doesn't have to be too careful, but it can also be caused by carelessness or neglect. If this becomes a big mistake, it can result in an irreparable mistake.

Leaders have no choice but to do special actions, hang out with others, and have a responsibility to present the right progress and direction to those who follow. Some say that leaders tend to have a strong male image that needs to be protected safely, showing a strong side to their work or ministry, just like other animals. In this world, good things are done by good leaders and good followers, but it is also true that bad things are done by bad leaders and bad followers.

Which leader is bad? Easy examples include talking recklessly, having to win everything all the time, or making it difficult for their surroundings or followers with a special personality. There are leaders who try to satisfy their personal needs. Some leaders sacrifice individuals, saying it is a group's need. As a result, it may become inefficient for ministry or a given goal. There are also leaders who neglect the ethical aspects.

Furthermore, Professor Kellerman mentioned seven types of bad leadership, which I think will be beneficial, so I put them here. (Bad Leadership by Dr. Barbara Kellerman, 69–84 pages)

*The first is an incompetent leader.* This is a case of being criticized by the people around him for not being good at handling or promoting work. If they become a leader by any motives or by any means, but they are not good enough to handle a given role, this is a problem that the leader himself has to solve. I was also challenged about this when it was about six years since I started working at the LPM Korea Institute. I used all the resources I had, and my staff grew up to be as big as me, so my role seemed to keep decreasing. It was a step that might seem like an incompetent leader.

*The second is Rigid.* This is an inflexible and rigid case. Maybe it's good to look like a principled person, but if it's too prominent, it seems to be an obstacle to the ministry.

*An Intemperate Leader.* This is a case where they're not restrained, and they're improvising everything, they're motivated in a moment, maybe they're watching a TV commercial, or they're immediately disturbed by what a colleague says, their ears are too thin. This is fine for small things, but it could be fatal if the ministry is large and complicated.

*A callous leader.* This would be a cold-style leader, almost insensitive. Being cautious is good, but it's hard for people to work together without too much humanity. It's good to be considerate, but is it necessary to always be cold? Some of the surrounding members are waiting for the warmth of the leader.

*A corrupt Leader.* This may be about money, as we know it well, and it would be a corrupt look, taking bribes or whatever. In addition, it may be a case in

which colleagues believe that it is too friendly for a powerful person to be disqualified as a leader. Too often, it may be a case of manipulation, which is found in politicians.

*An insular Leader.* This refers to a tendency to lean to one side. It would be a case of ignoring everything except theirs in terms of logic, theory, or ministry. It may seem like someone who is obsessed with a theory. Some of my relatives are also to be told, "He has too strong a dogma," which is considered to be the case.

*Evil Leader.* This would be an evil case, but it's not often the case, but it would be a leader who leads and leads a little too evil.

I thought about myself for a moment while looking at the seven types above. First of all, the role of a leader is important. In addition, there are always risks as important as it is. I was a little worried about the second of the seven above. Sometimes I thought, "Am I not being too strict?" Looking back, I thought, "I must have hurt them a little!" Anyway, the above seven are often considered to be a checklist to recall.