



Institute for National Transformation

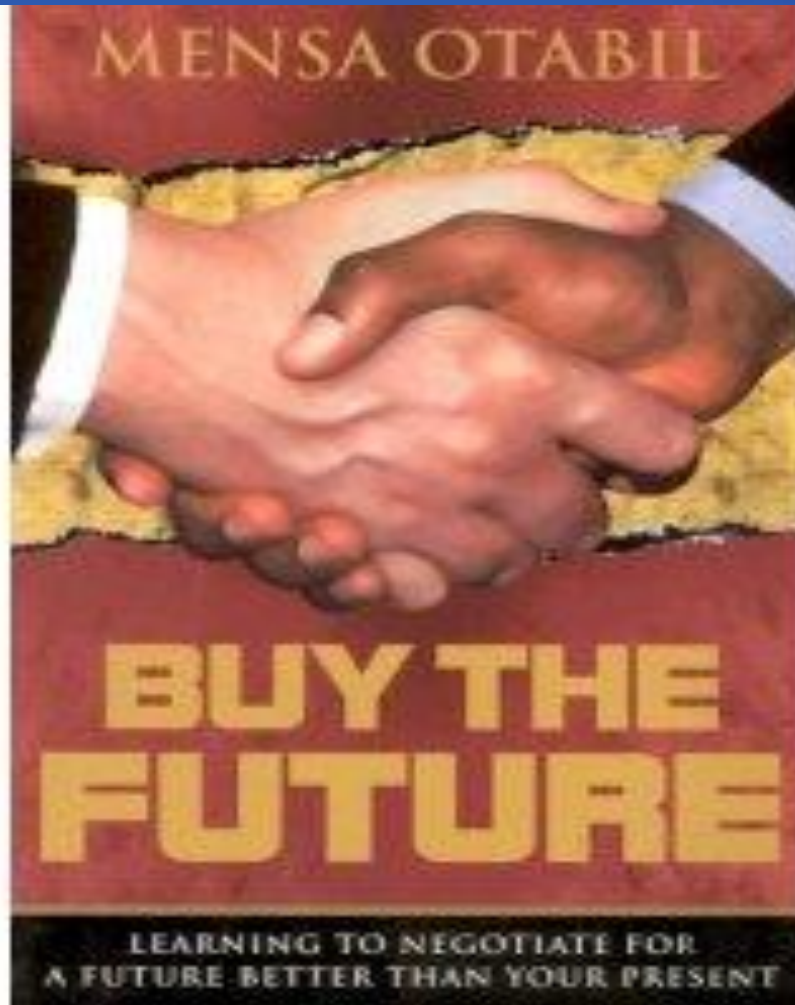
Lecture 5

The Hunter and Farmer Leadership Paradigms and their Implications

: Developing value-grounded, no-excuse leaders that will transform their organizations, communities and nations to greater levels of performance and achievement.



TEXT



Developing value-grounded, no-excuse leaders that will transform their organizations, communities and nations to greater levels of performance and achievement.

MOULDS





Car Plants



**BMW Plant in
Regensburg, Germany**

60,000 parts



200 stations

740 Robots

1,160 cars per day





Paradigms and Moulds



- Manufacturer's mould
- The shape of the mould determines the shape of the object produced



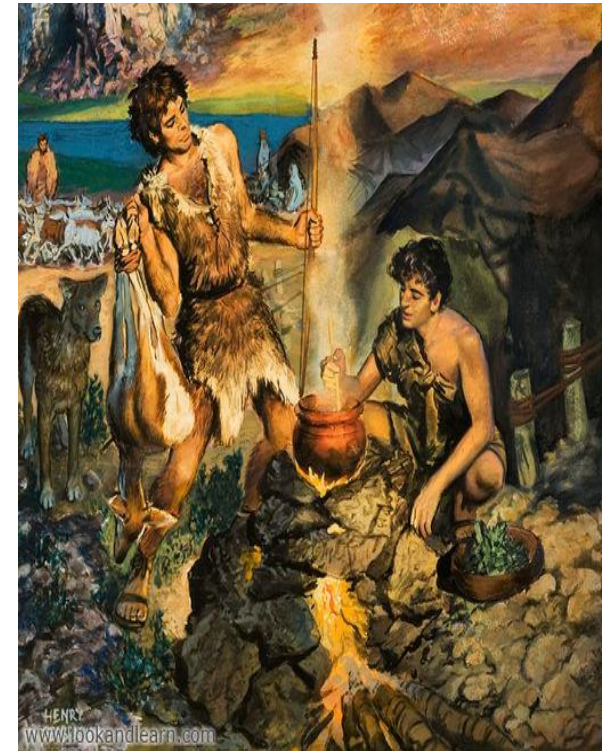
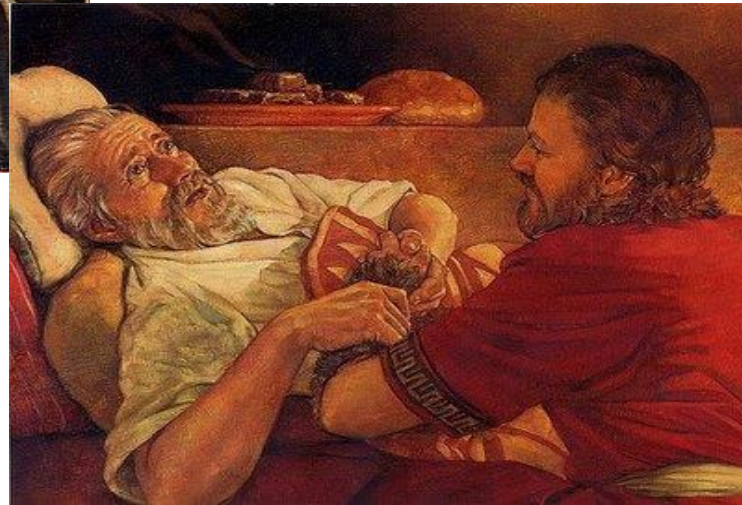
Paradigms and Pattern Associations



- Mindset is a mental mould
- Values ultimately dictate policies, priorities and outcomes
- Values ultimately dictate policies, priorities and outcomes

The Hunter and The Farmer Leadership Paradigm

Genesis 25:19-34



The Birth of Esau and Jacob



THE FIELD MAN AND THE TENT MAN

Gen 25:27

So the boys grew. And Esau was a skillful hunter, a man of the field; but Jacob was a mild man, dwelling in tents.

The boys chose their occupations.
The fundamental basis for any judgment of our actions is based on the principle of personal responsibility. We are responsible for our choices.



THE HUNTER



*What the qualities
of a skillful hunter?*



Esau The Skillful Hunter

1. Ability to Locate Prey

- Hunters are predators
- Know how to study hoof prints of animals
- Can survive in the wild against harsh terrains they operate in by tracking their prey

2. Ability to Pursue

- Good runners with physical build and stamina
- Possess the agility to stalk their prey
- Silent in movement and quick on the feet

- Dogged determination when they trail



Esau The Skillful Hunter

3. Ability to Deal the Deadly Blow

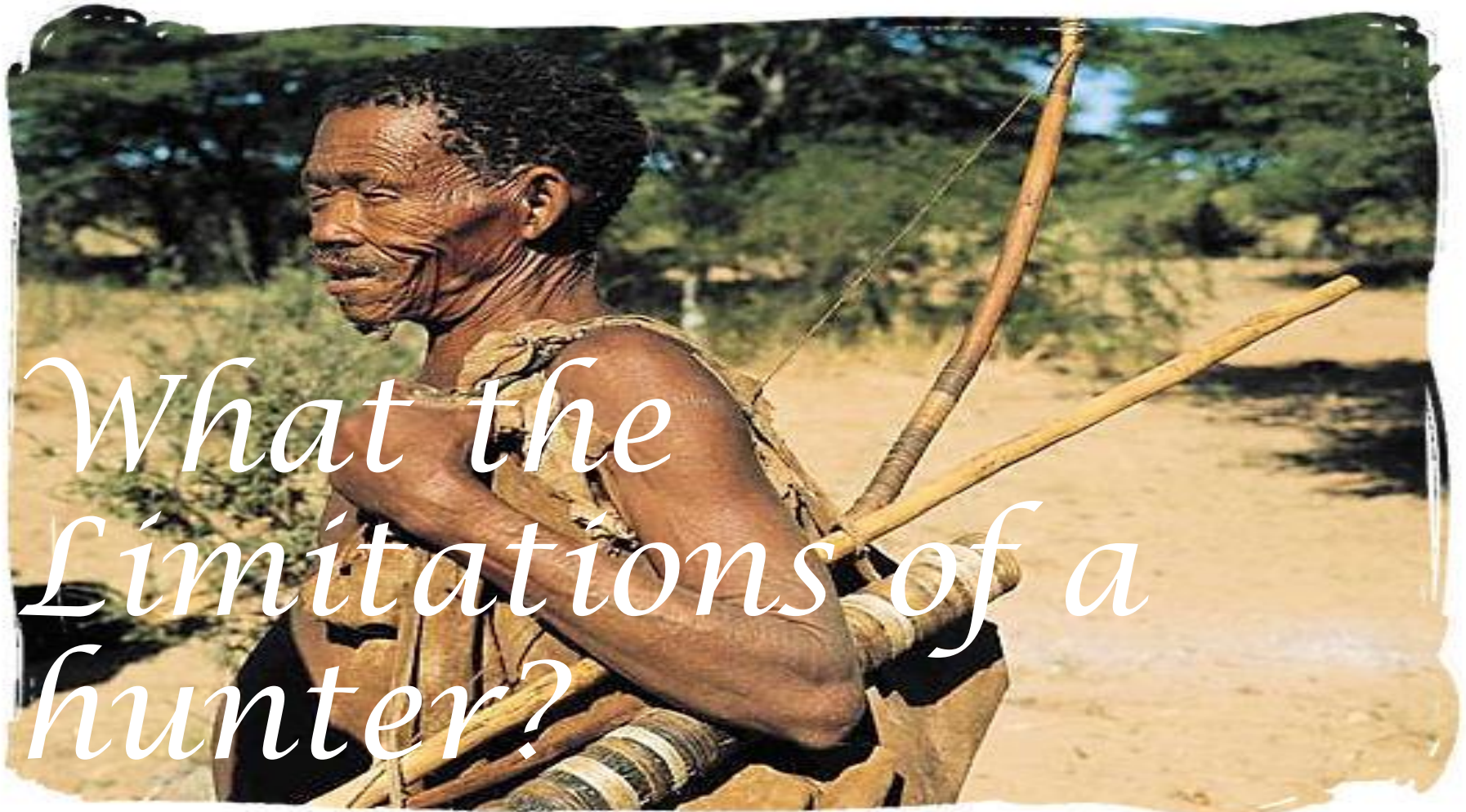
- Pursuit is expected to culminate in a kill
- Hunters survive on what they kill
- Strike with lot of skill, power and decisiveness

4. Ability to Gather the Kill

- Must bring the trophy home
- Provides food for himself, family, and friends



THE HUNTER'S LIMITATIONS



*What the
Limitations of a
hunter?*



Limitations of The Skillful Hunter

1. Hunts One Animal at a Time

- Pursues one animal target at a time
- Capacity limited to piecemeal achievements
- Tracking and killing could take a long time
- Great skills and abilities are deployed to achieve very little or no results



Limitations of The Skillful Hunter

2. Equate Activity With Productivity

- Because the hunter runs on adrenaline and not wisdom and understanding, the pursuit of targets and the thrill derived from it become the end instead of the means to the end
- Such people equate activity to productivity hence, they are always excited about one new idea after the other



Limitations of The Skillful Hunter

3. Hunts For New Prey Everyday

- Has not mastered the art of nurturing what he needs, so he and his family do not have food security
- His mentality and presumptions are that there will always be game in the wild for food
- When the animals are depleted due to factors beyond his control (adverse weather, pollution, etc.), the hunter and the family are exposed to starvation



Limitations of The Skillful Hunter

4. Hunts For New Prey Everyday (Continued)

- He forgets that today's advantages must be nurtured to buy tomorrow's opportunities and preparation made today for anticipated future scarcity: (Dubai and Nigeria)
- Hunter's survival requires that the forest must always have stock of animals for them so they build their expectations around the belief that the favorable environment and the natural resources they have will always be available to them



Limitations of The Skillful Hunter

5. Physical Labor and Tradition Bound

Paradigm

- Operate from a paradigm that uses physical energy and much labour to accomplish tasks
- Physical strength and athleticism are employed as the main tool for productive output as he chases and stalks animals



Summary of Esau's Character Disposition

*A Chaser who
chases “finished
products” to kill.*



The Skillful Farmer



*What are the
qualities of a
skillful farmer?*



Jacob The Mild Mannered Tent Man

1. Ability to Nurture

- Cultivate and nurture their products
- Has a pastor's heart and discipline to cultivate good and profitable products
- Move activities in cycles to maximize land use
- Know how to renew and replenish the land
- Understands that it is easier to destroy than to bring back to life
- Restores and renews the environment;



Jacob The Mild Mannered Tent Man

2. Ability to Contemplate and Meditate

- “mild” means quiet, gentle, and upright person;
- Was a quiet and contemplative, reflective person
- Used the power and force of imagination and calculated planning in accomplishing his tasks



Jacob The Mild Mannered Tent Man

2. Ability to Innovate Progressive Ideas

- Understands the unreliability of the hunting expedition, hence learns to breed and cultivate what they need
- Works hard in his mind to discover easier, faster and more efficient ways of doing what his society has been doing for years



Summary of Jacob's Character Disposition





WHICH PARADIGM IS STRONGER?

Genesis 25:23

And the Lord said to her:

“Two nations are in your womb,
Two peoples shall be separated from your body,
One people shall be stronger than the other,
The elder shall serve the younger.”



Are Life's Trials Too Hard?

I Corinthians 10:13

*No temptation has overtaken you
except such as is common to man;
But God is faithful, who will not allow
you to be tempted beyond what you
are able [to bear], but with the
temptation will also make the way of
escape, that you may be able to bear it.*



Is Life Trials Too Hard?

Before complaining about how difficult times have become or how difficult your problem is, think for a minute! It could be your answers which are wrong and the question of life itself

Do you know that someone somewhere has been able to overcome the challenges you are faced with?

Those who constantly complain about the toughness of the question, never discover the toughness of their brains and the creativity of their minds.



Definition of Success

Successful people are those who had the commitment to answer the questions we are all asking and later turn around and sell us the answers as solutions

They develop strength and capacity to lift the weight we are all struggling with and then make a lifetime vacation of showing us what they did

If we can also stay put and make a commitment to finding answers to Africa's questions and problems, we will someday market these answers to the world.



WHICH PARADIGM IS STRONGER?

The question: “Which Paradigm is Stronger?”

The First value judgment God made about the twins is that one will be stronger than the other. Obviously Jacob’s “Contemplative System” is stronger than Esau’s “Hunting System.”

The second value judgment God made is that the older will serve the younger.



Do You Want The Meal or The Recipe?



Want The Meal or The Recipe?

Genesis 25:29, 30

Now Jacob cooked a stew; and Esau came in from the field, and he was weary. And Esau said to Jacob, “Please feed me with that same red stew, for I am weary.”





HUNTING WITHOUT ROASTING!

Proverbs 12:27

*The lazy man **does not roast** what he took in hunting. But diligence is man's precious possession.*

Proverbs 12:24

The hand of the diligent will rule. But the lazy man will be put to forced labour.



Become a Roaster or Nurturer

- What do you have in your hands?
- What can you do with what you have? Consume it or invest it?
- Can you get more from what you have than what you are currently getting?
- What else do you possess that has the capacity for more value than what it currently has?
- Do you have the information and skills to increase the value of what you have?
- Do you have the patience to nurture what you have into a more valuable product?



Faithfulness is Value Increase

In **Matthew 25:26-27**, Jesus taught that faithfulness is not the ability to preserve what you have, **but the ability to increase the value** of what one has;

Roasting what one has (by investment or other means) to increase its value is more worthy than preserving what one has in the state one received it;

When God gives us talents, He only recognizes and commends the value we add to it.



Buy The Future, Sell It Not

- The future belongs to those live in it
- They are the ones who buy the future with today's currency
- Jacob belonged to this group who use the power of imagination to buy the future
- Those that understand the value of tomorrow, use the resources and opportunities of today to negotiate for and purchase the future



The Future Is Cheap

Any one who can anticipate which company's investments will have the highest value in the next ten years; can buy into those investments today at a relatively cheap price

If you knew which real estate would be most expensive in the next twenty years, you could buy it very cheap today

By careful observation of historical evidence, Jacob knew what the blessing of the birthright had done for his father Isaac, and grandfather Abraham, so
coveted it



The Future Is Cheap

As a result of that keen sense of history, Jacob knew the future belonged to the one who possessed the blessing of the birthright.

How much does the future cost?

It is in the eyes of the keen observer;
value is in the eyes of the beholder.

Esau and Jacob at the Negotiating Table



What do you think happens?

Esau and Jacob Negotiates

Gen 25:31-34

But Jacob said, "Sell me your birthright as of this day." And Esau said, "Look, I am about to die; so what is this birthright to me?"

Esau and Jacob Negotiate

Esau devaluated his future to the worth of Jacob's stew in the present

Jacob appraised his stew to the worth of Esau's birthright in the future!

The Esau Way Is a Profane Way

Hebrew 12:16-17

“...lest there be any fornicator or profane person like Esau, who for one morsel of food sold his birthright. For you know that afterward, when he wanted to inherit the blessing, he was rejected, for he found no place for repentance, though he sought it diligently with tears.”

The Esau Way Is a Profane Way

The verse describes Esau as a fornicator and a profane person

A fornicator is one who takes that which is precious and sells it cheaply

A profane person takes that which is noble and honorable and dishonors it

The Esau way does not add value to what they have, rather they operate in ways that devalue what they have

Careless Arrogance of Esau

Genesis 25:34

*And Jacob gave Esau bread and stew of lentils;
then he ate and drank, arose and went his way.
Thus Esau despised his birthright.*

After such a monumental decision with damming eternal consequences for posterity, Esau walked away as though it was business as usual. He moved as though it was another routine day. There was a careless arrogance about his attitude!

The Esau way is a profane way.



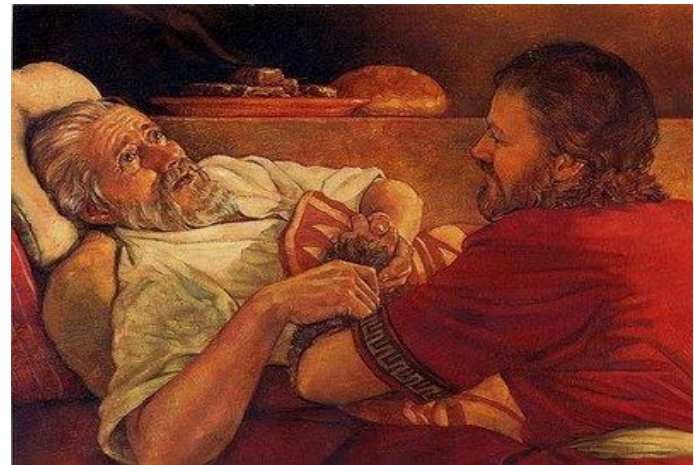
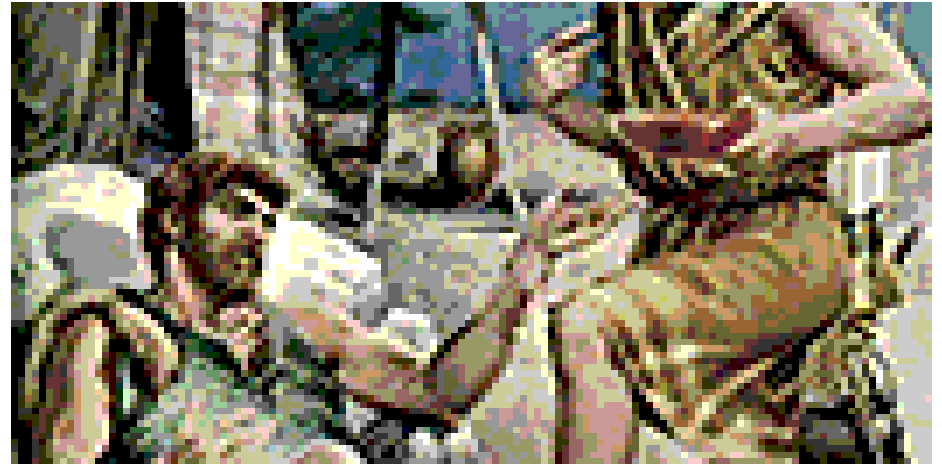
*Why did
Esau Fail?*

Why Esau Failed

- He negotiated on an empty stomach
- He negotiated when he was tired and weary
- He did not call time out for assistance
- He did not value what he had
- He exaggerated his need for food
- He did not counter offer
- He did not seek advice - not even his father!
- He gave little thought to the future- was not proactive!

Why Jacob succeeded

- *Why did Jacob succeed?*



Why Jacob Succeeded

- He negotiated on a full stomach
- He negotiated when he was rested and at alert
- He used the expertise of her mother in making food to his father's taste
- He valued the future more than the stew
- He exaggerated the value of the stew minimized the value of the birthright
- He demanded for a signed contract through oath
- He gave more thought to the future than to the present- was proactive

Genesis 27: 1 - 46



Jacob steals
the birthright

ESAU SOBERS UP

Summary of Gen 27: 35-38

In that moment of utter pain and disappointment, he made a very important value shift - **he cried for a compensatory blessing** and demanded for any thing that was left out of his father's treasure house of blessing.

ESAU SOBERS UP

- **What Did Esau Learn?**

- To put value on what he had previously taken for granted
- To value little things
- Not to take no for an answer
- To persist till he found something to work with
- That he could start small and grow big
- That what he devalued, others will value
- That bad choices have bad consequences

WHEN ESAU BECOMES JACOB

Gen 27: 39-40

Then Isaac his father answered and said to him:

Behold your dwelling shall be of the fatness of the earth, and of the dew of heaven from above. By your sword you shall live, and you shall serve your brother;

And it shall come to pass, when you become restless, that you shall break his yoke from your neck

Esau Hates Jacob

Genesis 27:41

So Esau hated Jacob because of the blessing with which his father blessed him, and Esau said in his heart, “The days of mourning for my father are at hand; then I will kill my brother Jacob.”

Esau thought the best way to take care of the problem is through anger and murder! As long as Esau pursue a life of violent vendetta, he would continue to serve Jacob by default!

Esau Hates Jacob

There are persons, peoples, nations that believe that the only avenue available for them to have a fair share of the world's treasure is to resort to violence

They feel cheated by the world and so resort to violence as a pay-check to whoever is supposed to be the cause of their poverty

Our prisons are filled with people who believed they could solve the problems of society through angry and explosive outbursts

Paradigm Shift: When Esau Becomes Jacob

Gen 27: 39-40

Then Isaac his father answered and said in him:

And it shall come to pass, when you become restless, that you shall break his yoke from your neck

AND...WHEN YOU BECOME RESTLESS

“And it shall come to pass, when you become restless, that you shall break his yoke from your neck”

Those prophetic pronouncements do not immediately appear to be a blessing, yet they are! Restlessness of Esau is the key to unlock the shackles of subservience and gain dominion over his life and to his transformation to a free man.

AND...WHEN YOU BECOMES RESTLESS

- **POSITIVE RESTLESSNESS:**

- Creates the necessary persistent push and pull that frees one from the tether of man-made limitations and subservience
- Breaks the spirit of apathy to those things that keep us constantly weakened and disadvantaged as we negotiate our options in life
- Leads to a struggle against unacceptable but prevailing factors- status quo

AND...WHEN YOU BECOMES RESTLESS

- **POSITIVE RESTLESSNESS:**

- Makes one question one's current tradition and native knowledge that has been inherited and the core assumptions that feed and prop it up
- Allows one the opportunity to stand outside of one's painful experiences to separate the real causes from the symptoms so that there will be real healing

Paradigm Shift: When Esau Becomes Jacob

For Esau, the unlearning of old habits and the re-learning of new habits that lead to a more productive lifestyle began after he realized that he had lost the birthright

There are those who begin life as Jacobs and later become trapped by the instant-gratification lifestyle of Esau

There are also others who start out on a very self-destructive Esau path, but later experience a U-turn in their lives and start living in a Jacob paradigm

The Old System Will Serve The Younger

Genesis 25:23

And the Lord said to her:

“Two nations [with two different developmental paradigms] are in your womb, [these] two [types of] peoples shall be separated from your body,

One people [those with superior paradigm] shall be stronger than the other [with inferior paradigm], the elder [old system] shall serve the younger [modern system].”

Lecture 5

The Hunter and Farmer Leadership Paradigms and their Economic and Political Implications

: Developing value-grounded, no-excuse leaders that will transform their organizations, communities and nations to greater levels of performance and achievement.