



Leadership qualities of Cheon Il Guk Leaders

천일국 지도자 리더십



True Father's Words

“Brothers and sisters, when you look at a flock of geese flying, isn't there a leader? Geese and cranes are the types of birds that fly across the great oceans. However, the one that coaches the other birds on how to fly high above and cross the great oceans is the leader, the leader. The fate of that leader determines the life and death of the entire flock.”

- (114-189) (1981. 10.20) -





Titanic VS Sewol Ferry



Definition of Leadership?



“Leadership is the ability to break the framework of culture and bring about change that is more appropriate.”

– E. Schein (1992)

“Leadership is the ability to stimulate and incite the motivation of followers; it is expressed when systemic, political and psychological means are exercised.”

– J. Burns (1978)

Core Elements of Leadership

Environment

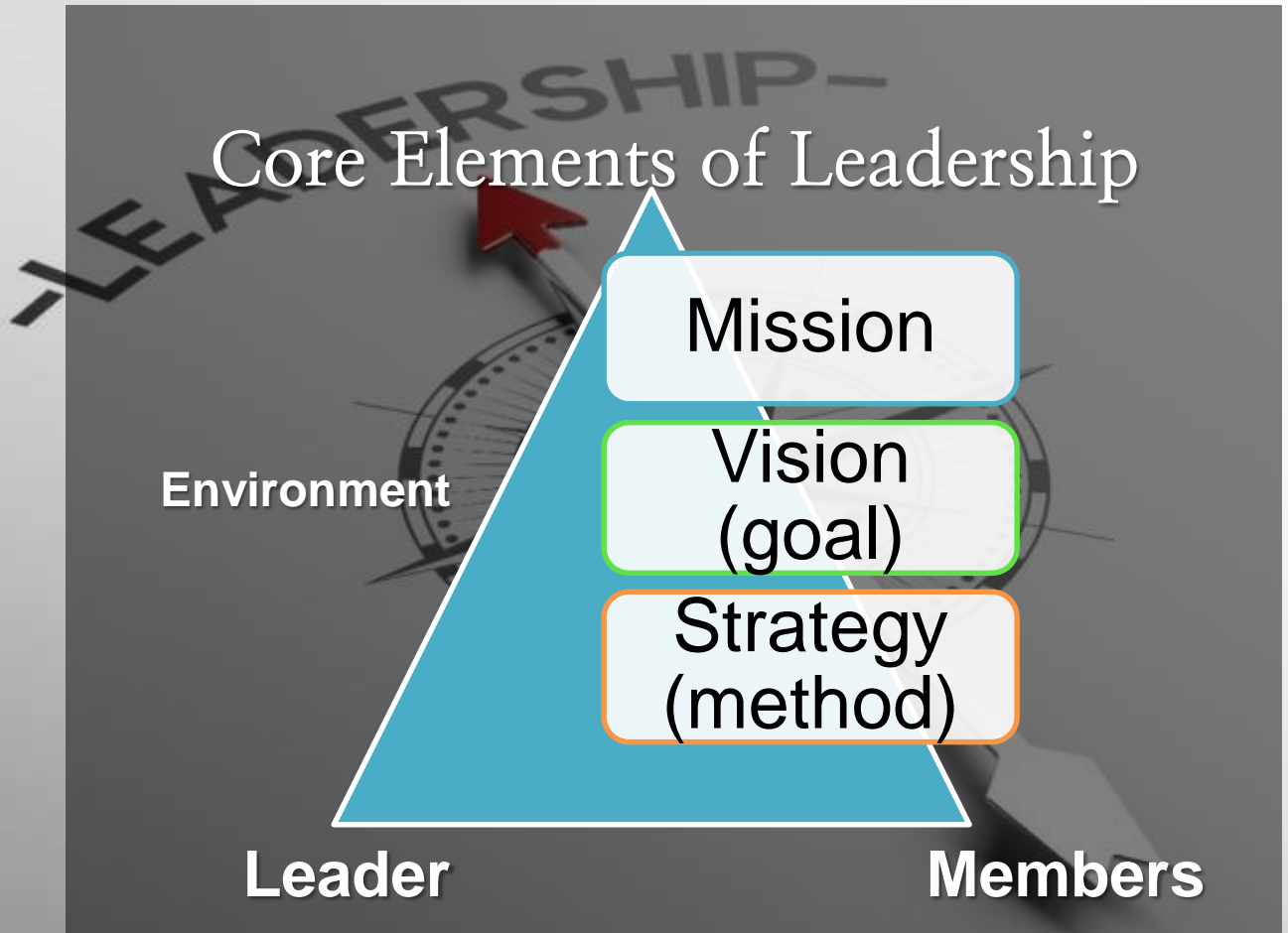
Mission

Vision
(goal)

Strategy
(method)

Leader

Members





Mission

“Purpose and value of Existence, and
Ultimate Mission”

Cheon Il Guk Constitution preamble – Settlement and perfection of
Cheon Il guk

Vision

“Clear vision is the driving force of development”

What is vision?

Vision is an ideal image of the future we wish to create in order to achieve our mission.
(life religion, national religion)

Characteristic of vision

It must be achievable.

It must have focus. (YES or NO)

Goal

“Goal is the power that makes the followers strive forward”

Goal is the equally shared tie between leaders and followers.

Goal setting

Goals that are shared internally

Goals that have clear yet hidden significance

Goals that can be measured [enumerated]

Goals that are realistic and reasonable

Strategy

“In order to avoid confusion, the strategy must be clear.”

Strategy

A method to reach the vision and goals
Requires long and short term strategies(tactics)
in accordance with the vision and goals.



Leadership

Transitions of Leadership in History

Leaders with best personal qualities

Leadership of Confucius and Platon

The era when leadership was centered on the level of personal maturity



Confucius



Plato

Leaders who subjugated by victory Leadership of war and conquest

Heroes in turbulent ages were the winners in war



Gwanggaeto
the Great



Yi Sun-shin



Napoleon



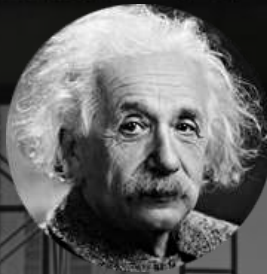
Bismarck

Leaders who change the world through innovation Leadership of revolution

The era of creative, inventive leaders



Edison



Einstein



Henry
Ford



Rockefeller

Leaders who serve the world with mercy Leadership of service

The era in which one who serves,
becomes the owner



Pope Francis



Dalai Lama

21st Century Leadership

“Empathy is the first virtue required of today’s leaders”



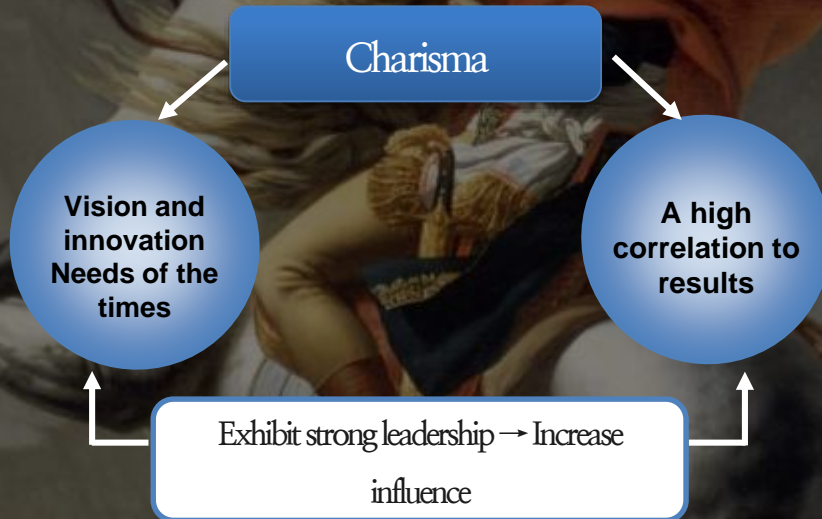
Comparison of Representative Leadership

Charismatic Leadership
VS
Leadership of Attendance



Charismatic Leadership

“Popular leadership that has the power to pull people”



A classical painting of Napoleon Bonaparte on a white horse, wearing a red cloak and a bicorne hat, holding a sword. The background is a cloudy sky.

Charismatic Leadership

Characteristics

1. Charismatic leader proposes a noble mission and uses his power of influence so that people come to identify their mission with his
2. Achieves extraordinary results or creates a scandal to highlight and expand his charisma to his followers
3. Charisma may be a positive trait that helps the community develop. However, charisma can also lead to destruction or decline, like the dictatorship of Hitler.

A black and white photograph of Rev. Dr. Martin Luther King Jr. He is shown from the chest up, wearing a dark suit and tie, speaking into several microphones at a podium. His mouth is open as if in the middle of a speech. The background is blurred, showing a large crowd of people.

Representative Charismatic
Leader

Rev. Dr. Martin Luther King

“I HAVE A DREAM”

Leadership of attendance

“This type of leadership focuses on serving others. It prioritizes the members of the organization, customers and the community. It is a leadership that is devoted to fulfilling their needs. ”

Leadership of Attendance

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graph TD; A[Leadership of Attendance] --> B[Recognize others if you wish to be recognized.]; A --> C[Respect others if you wish to gain fame.]; A --> D[First give before seeking to gain profits.]; B --- C --- D;
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Recognize others if you wish to be recognized.

Respect others if you wish to gain fame.

First give before seeking to gain profits.



Characteristics of Leadership of Attendance

“Develop active listening skills, sympathy, healing and community”

1. Listening skills mean respecting the members of the organization and understanding them with a receptive attitude
2. Sympathy is high-level of understanding; the leader sympathizes with the feelings of the members of the organization
3. Healing refers to a leader who is considerate to the matters of the members of the team
4. Forming a community where the members of the organization respect one another and create a community of service in the true sense of the word.



Representative leadership of attendance

Dr. Albert Schweitzer

Received the Nobel Peace Prize. Became known as “the global righteous man, the saint of humanitarian work, and the saint in the virgin forests.”

Ph.D in philosophy, theology and medicine

In order to engage in philanthropic work, he became a missionary and gained his Ph.D in medicine in 1913, after just 8 years.

Took care of African patients throughout his life with a heart of attendance and a mind of service; he is the leader who serves



Leadership that is needed in the Era of Cheon Il Guk?

Let us become the true owners of Cheon Il Guk who practice true love in resemblance to the Creator, the Heavenly Parent!

Cheon Il Guk Leader Based on TPs Words

1. A leader is True Parents' representative, great emissary and double.

“선생님의 일생 모토는 '하나님의 대변인'이었습니다. 오늘부터 여러분은 천적인 대변인이 되어 주기를 부탁드립니다. 그리고 하나님의 대역자[代役者]가 되어야 합니다. 또 하나님의 대신존재[代身者]가 되어야 합니다. 나아가서는 하나님의 대사자[代死者]가 되어 주기를 바랍니다.” [9-7]

2. A leader is the one who received a mission.

“소명이라는 말은 내가 무슨 책임을 짊어질 수 있는 권한이 없다는 뜻입니다. 소명이라는 것은 불리웠다는 것입니다. 누군간의 명령에 의해서 불리움을 받았다는 것입니다.” [188-255]

3. A Leader is the one who practices a parental heart with the body of a servant.

“부모의 심정을 지니고 종의 몸을 쓰고 눈물은 인류를 위하여, 땀은 땅을 위하여, 피는 하늘을 위하여 흘리자!” [15-253]

Period diagnosis

- Era of Proclamation of Words through Rally Providence
- Era of settlement of vertical axis of Providence
- Perfection, completion and conclusion of True Parents' Providence

The Era Before Cheon Il Guk



Era of Cheon Il Guk

VISION 2020



- Era of substantialization of Cheon Il Guk
- Era of substantialization of Proclaimed Words
- Era of Horizontal Settlement of Providence
- The Era of Fulfilling Responsibility as Tribal Messiah

Foundation Day of Cheon Il Guk



VISION 2020

1. 100th Anniversary of True Father's Birth
2. 7-year course for the substantial settlement of Cheon Il Guk
3. Establish the Foundation for the Settlement of Cheon Il Guk
4. Era of Family centred on the Blessing (Era of Heavenly Tribal Messiahs)

Paradigm shift for the realization of Vision 2020

One

- Move from Charisma to a system

Two

- From pastor-centric to leadership centered on members

Where are we?

**Foundation
Day**

BEFORE → FOLLOWER

AFTER → LEADER

Absolute Faith

Absolute Love
Absolute
Obedience

Creation

Innovation
Sense of
ownership

Let us become the true owners of Cheon Il Guk
who practice true love in resemblance to the
Creator, the Heavenly Parent!

Who are We?

Founders of Cheon Il Guk

FFWPU

UPF, WFWP



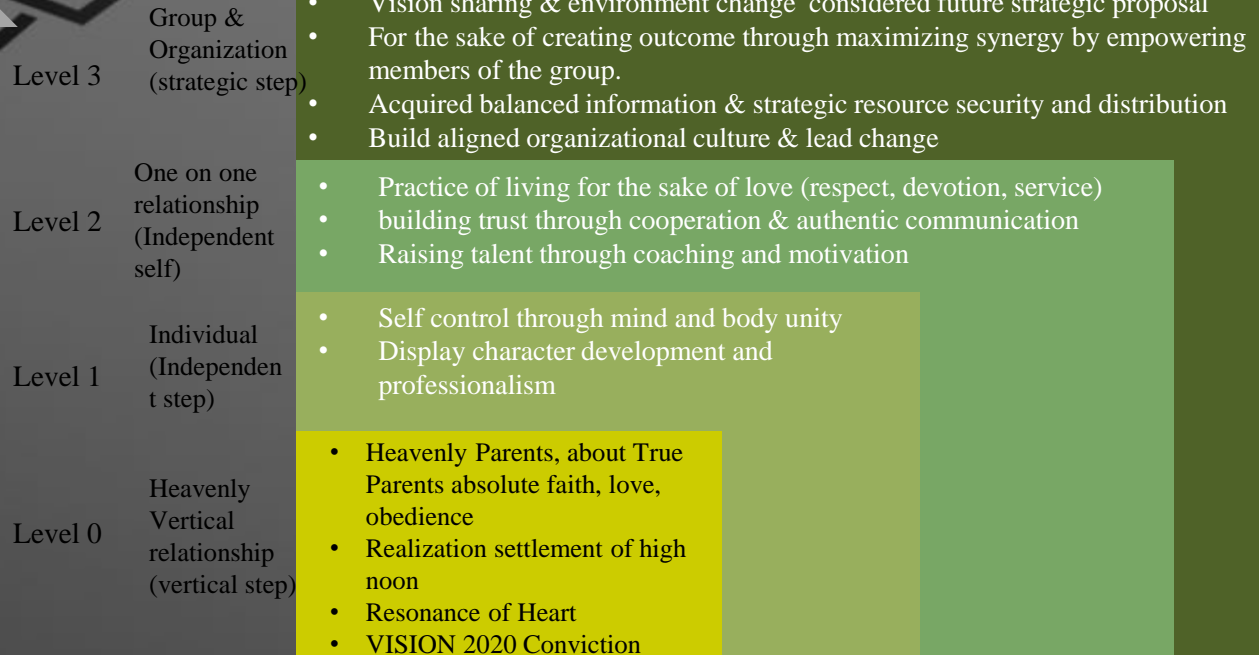
1. Devotion – Continuous interest
2. Passion – Burning sense of mission
3. Professionalism – Heart, talent, results



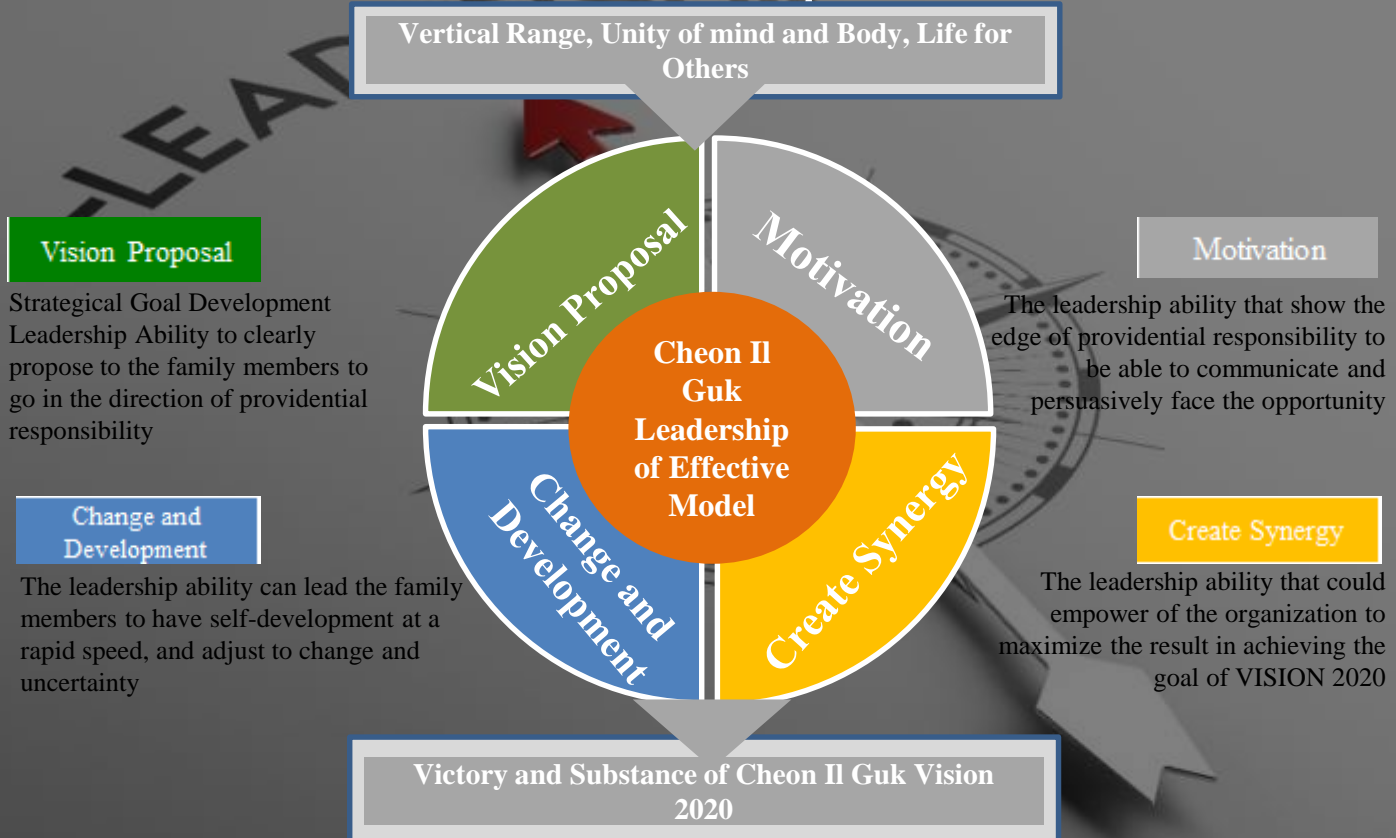
3 major abilities : Sharing the Word, diplomacy, finances

“Substantial CIG Leaders Leadership”.

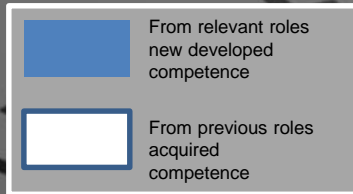
Cheon Il Guk Leadership Step Concept Model



Cheon Il Guk Leadership Effective Model



Pipeline for CIG Leadership Development



Gradual accumulate and aim of capabilities depend on the role

Capabilities

Vertical range
Self-awareness
establishment

Duty Specialty

Vertical range
Self-awareness estab
lishment

Empowerment and
HR development

Vertical range
Self-awareness estab
lishment

Duty specialty

System
Establishment
Creation of
outcome

Vertical range
Self-awareness estab
lishment

Duty specialty

Empowerment and d
evelopment of huma
n resource

Vision Suggestion
Change
Management

Vertical range
Self-awareness estab
lishment

Duty specialty

Empowerment and d
evelopment of huma
n resource

System establishmen
t
Creation of Outcom
e

Mindset

Filial son, man of c
haracter

Hands-on worker,
expert

Junior leader
(church, team)

Intermediate
leader
(Region, sector)

Advanced Leader
(nation,
continent,
business)

Essential change of mindset