

## Text Study: Re-Imagining A Way of Leading

*After saying the blessing before study, read the following texts and discuss the questions that follow in small groups.*

### שמות יח-כב

יג ויהי ממחרת וישב משה לשפוט את־העם ויעמד העם על־משה מן־הבקר עד־הערב: יד וירא חתן משה את כל־אשר־הוא עשה לעם ויאמר מה־הדבר הזה אשר אתה עשה לעם מדוע אתה יושב לבדך וכל־העם נצב עליך מן־בקר עד־ערב: טו ויאמר משה לחתנו כי־בא אלי העם לדרש אלהים: טז כי־יהיה להם דבר בא אלי ושפטתי בין איש ובין רעהו והודעתני את־חקי האלהים ואת־תורתיו: יז ויאמר חתן משה אליו לא־טוב הדבר אשר אתה עשה: יח נבל תבל גם־אתה גם־העם הזה אשר עמך כי־כבד ממך הדבר לא־תוכל עשהו לבדך: יט עתה שמע בקלי איעצך ויהי אלהים עמך: כ היה אתה לעם מול האלהים והבאת אתה את־הדברים אל־האלהים: כו והזהרת אתהם את־החקים ואת־התורות והודעת להם את־הדרך: כז ילכו בזה ואת־המעשה אשר יעשון: כא ואתה תחזה מכל־העם אנשי־חיל וראי אלהים אנשי אמת שניאי בצע ושמת עליהם שרי אֶלֶפִים שרי מאות שרי חמשים ושרי עשרות: כב ושפטו את־העם בכל־עת והיה כל־הדבר הגדל יביאו אליך וכל־הדבר הקטן ישפטו־הם והקל מעליך ונשאו אתך:

Next day, Moses sat as a magistrate among the people, while the people stood about Moses from morning until evening. But when Moses' father-in-law saw how much he had to do for the people, he said, "What is this thing that you are doing to the people? Why do you act alone while all the people stand about you from morning until evening?"

Moses replied to his father-in-law, "It is because the people come to me to inquire of God." ...But Moses' father-in-law said to him, "The thing you are doing is not right; you will surely wear yourself out, and these people as well. For the task is too heavy for you; you cannot do it alone. Now listen to me.



The RE-IMAGINE Project of Los Angeles - A project of the Experiment in Congregational Education (ECE) - In Partnership with the Bureau of Jewish Education

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I will give you counsel, and God be with you.”

You represent the people before God....seek out from among all the people capable men who fear God, trustworthy men who spurn ill-gotten gain. Set these over them as chiefs of thousands, hundreds, fifties, and tens, and let them judge the people at all times. Have them bring every major dispute to you, but let them decide every minor dispute themselves. Make it easier for yourself, and let them share the burden with you.

**Exodus 18:13-22**

### **Questions for Discussion:**

1. What is this text about? What lesson is the text trying to teach?
2. Who in the text is exercising leadership? In what ways are they exercising leadership? What is the difference between Moses’ old leadership style and his new one?
3. How big a change do you think it was for Moses to make? What was it about the relationship between Moses and Yitro that allowed Yitro to give Moses direction?
4. The RE-IMAGINE Project is based on the assumption that collaborative leadership is required to create and support enduring change.

Collaboration in The RE-IMAGINE Project is when a diverse group of people work together to create a vision, a plan for achieving the vision, and works to promote the vision. Each person brings a different history (skills, perspectives, knowledge) to the discussion, thus enriching the ideas and the support for the decisions they make together.

How is this definition of leadership different from Moses original model and Yitro’s new model? What benefits can you see of working in a collaborative way? What are the challenges of collaboration?

5. During The RE-IMAGINE Project you will be asked to practice collaborative leadership. Each person on your Leadership Team brings a set of gifts to the project. Take a few moments to identify the gifts that each member has to offer to the project. Also consider how you may be transformed by working with this set of people in a collaborative way.



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