



# MUSTARD SEED LEADERSHIP PODCAST

## - BY BRENT BRADING



## #7: Raising up Large Capacity Leaders

### 12 Ways we can grow our capacity to raise up larger capacity leaders

Based on Dudley Daniels book: Biblical Leadership - chapters 6-8

Free download from [NCMI.net](https://ncmi.net) or follow the link:

<https://ncmi.net/biblical-leadership>

#### CATCH UP:

1. We need a **larger theology** in order to enlarge our capacity
2. We need to enlarge our **capacity for people that are different to us**
3. We need to enlarge our **capacity for people who do things better than we do.**
4. Large-capacity leaders are people who can **cope with change**
5. Large capacity leaders are **focussed**
6. Large capacity leaders have **overcome their fear of failure**
7. Large capacity leaders **prioritise mentoring** one on one or in small groups

## 12 WAYS TO GROWING OUR CAPACITY AS LEADERS

8. Large capacity leaders are not afraid to hold people accountable, to confront and to challenge them

Dudley "This is an important part of mentoring. We should not let those we are mentoring get away with things, but correct them whenever necessary. We are not to make fools out of them, but we need to confront them at times. Sometimes we may even need to do that publicly, but we should still do it from a father's heart and continue to mentor them until they have grown to the extent that they have gone beyond us."

Personally I find this one, one of the biggest challenges to my leadership growth

- In fact I've had many of our leaders ask for more feedback, accountability and challenge

- So why don't I do it more?
- **Fear of conflict.**
- I don't want any of them to feel criticised, hurt or embarrassed
- But it's not really about protecting them it's about **protecting me!**
- My flesh would rather be "Mr. Nice Guy" than a more effective leader. Ouch!

Have mentioned this scripture many times:

*John 1:14 (NIV) "The Word became flesh and made his dwelling among us. We have seen his glory, the glory of the one and only Son, who came from the Father, full of grace and truth."*

### Getting this balance right is a big key to large capacity leadership

- Not 50% grace and 50% truth
- But 100/100 - "full of"
- Each of us have a natural lean to one side or the other
- **The challenge is to balance and grow both!**

Grace is loving, affirming and kind - and opens peoples hearts

But it is truth that sets free and brings growth

Both are needed for people to grow.

*Ephesians 4:15 (NIV)*

*15 Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ.*

*"Truth in love"* - another way of saying grace and truth, is the key to growth and maturity

### So if you are like me, grow your capacity by growing your courage to speak:

- Hold people accountable to established boundaries
- Speak up when something is not right
- Gently confront when you see character issues that are unhelpful
- Correct when you become aware of attitudes or actions that hinder the call of God on their lives

## BIG CAPACITY LEADERS HAVE THE COURAGE TO SPEAK THE TRUTH IN LOVE AND HOLD PEOPLE ACCOUNTABLE

### 9. Large capacity leaders don't try and make everyone think, act, speak, preach, etc. the way they do

Dudley *"This type of leadership reveals false motives for being in ministry. If we want everyone to be like us, we will generally become controlling and manipulative and dictatorial."*

### **Ever heard the saying, “It’s my way or the highway”**

- That sums up this type of leader
- Do it the way I want you to do it or leave!
- When a leader wants everyone else to be just like them it reveals that they think their way is always the best way
- This is built on pride and insecurity

### **The problem with this type of leader is that this is usually a blindspot**

- Everyone else sees the problem but them
- They believe that everyone else is the problem but them

**Quote:** *"The easiest way to get deceived is to only trust your own opinion"*

### **So as a leader, do you have others who speak into your life?**

- If you are not open to input, correction or accountability from others then you may be in danger of being or becoming a controlling leader
- If you isolate yourself as a leader without trusted friends who can speak into your life then you are in danger of deception.

### **Why is this so crucial?**

- Because dictatorial, manipulative or controlling leaders might get short term results
- But will not bring through future leaders.
- Potential big capacity leaders will see you for what you are and leave

### **BIG CAPACITY LEADERS WANT TO EMPOWER AND NOT CONTROL**

### **QUESTIONS:**

1. How effective are you at holding people accountable? Have you mastered the art of having critical conversations or do you shy away from them?
2. On the grace and truth spectrum, which side do you find yourself? What can you do to grow the other side?
3. Who has permission to speak into your life? If no one, then beware that you are not letting the blindspot of control keep you as a low capacity leader.