

# Mustard seed leadership

## WHY MUSTARD SEED LEADERSHIP?

*Matthew 13:31-32 (NLT)*

*31 Here is another illustration Jesus used: "The Kingdom of Heaven is like a mustard seed planted in a field. 32 It is the smallest of all seeds, but it becomes the largest of garden plants; it grows into a tree, and birds come and make nests in its branches."*

### **BIG IDEA: Small kingdom adjustments can produce amazing fruit**

- the kingdom is so powerful that even small truths can make significant differences
- So what are some small kingdom leadership truths we can work on?

## Feedback

### **Means telling people how they are doing**

- John Maxwell "Experience is not the best teacher, evaluated experience is the best teacher"
- Feedback is a way of helping people evaluate how they are doing.
- We all have BLINDSPOTS - areas of weakness that we don't even know about

**Eg.** When I preached I had this nervous habit of rubbing my stomach!! Maybe to calm the butterflies inside!

- only when my wife gave me feedback did I realize I was doing it

The Bible doesn't use the word feedback - it uses three words together:

*2 Timothy 4:2 (NLT)*

*2 Preach the word of God. Be prepared, whether the time is favorable or not. Patiently correct, rebuke, and encourage your people with good teaching.*

### **This is what a good shepherd leader is always doing**

- Feedback is a prepared correction or rebuke with encouragement.
- But the way we give feedback is crucial. If it is not given well it will not be received well.
- People easily feel insecure or threatened when they receive feedback.

# How to give good feedback

## 1. Preparation

- I like to make notes when members of my team are preaching or working in some way so that when we have a meeting I am prepared
- Before giving feedback I like to pray and write out clearly what I see them doing and how they can go from good to great.
- Don't just feedback on the negative, point out the positive as well.

## 2. Intent is more important than content

ie. People won't listen to what you say until they know why you are saying it

- are you trying to love them?
- Or humiliate or criticize them?

*Ephesians 4:15 (NLT)*

*15 Instead, we will speak the truth in love, growing in every way more and more like Christ, who is the head of his body, the church.*

How do we speak the truth? IN LOVE!

- When people know that you love them, they will be open to receive
- If they suspect you are just trying to be nasty, critical or embarrass them they will get defensive and threatened.
- First convince people you really care about them BEFORE unloading truth on them.

## 3. Speak the TRUTH

*John 8:32 (NLT)*

*32 And you will know the truth, and the truth will set you free."*

### **Truth received causes growth**

- be honest as you can
- But use words like "To me it looks like.."
- Or "My perspective is .."
- or "I feel ..."

Don't attack them, share what you are seeing from your perspective

But be as truthful as you can be.

#### 4. Choose the right time and place

*Matthew 18:15 (NLT)*

*15 "If another believer sins against you, go privately and point out the offense. If the other person listens and confesses it, you have won that person back.*

This might not be sin but I believe that the same principle applies

- go privately
- Don't give feedback in front of others

#### **Personal:**

- I love encouragement and it keeps me growing.
- But the really big growth steps have come from correcting feedback
- It was tough to receive but a great gift

#### **Commission:**

- a mark of a great leader is a willingness and ability to give good feedback
- If you do it well, your team will grow so much faster.

This week's leadership mustard seed: How much FEEDBACK are you sowing?

- Who on your team can you give feedback to today?
- Prepare it well and give it lovingly

**Why?** Because in the Kingdom, mustard seed adjustments can make a massive difference.