

MUSTARD SEED LEADERSHIP

PODCAST

- BY BRENT BRADING -



EP44

Growing Your Leadership Capacity: Do As Little As Possible

FOR THE GROUP LEADER

These notes have been designed to disciple leaders in round the table small group discussions.

What is in *ITALICS* is meant to be read out loud.

Welcome to this week's Mustard Seed Leadership discussion. The current series is
"Growing Your Leadership Capacity"

STEP #1: ACCOUNTABILITY

Let's get started. The topic of discussion today is
"Do As Little As Possible" *But before we start on the new topic, we will usually hold each other accountable about last week's action step.*

Since this is the first in the series, let's go straight to the notes.

STEP #2: READ THE NOTES

Option 1: Let each person in the group take turns reading a section. (Each section is marked with a **READER #**). Go clockwise starting with the Group Leader, and highlight or underline what catches your attention.

Option 2: The leader reads all the sections.

Option 3: Watch the video.

https://youtu.be/h_fYgzCQg4U

READER 1

Growing your leadership capacity

DEFINITION: *Leadership capacity is simply how much you can handle*

- How much responsibility you can shoulder

- *How many people you can lead*
- *How many projects you can manage*
- *How much influence you can wield*

The good news is that we can grow that capacity

BIG IDEA: *Leaders of great influence have learnt to stretch their capacity as much as possible*

WHY IS GROWING YOUR LEADERSHIP CAPACITY SUCH A BIG THING?

Matthew 25:21 (NIV)

21 “His master replied, ‘Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!’

God's desire is to reward your faithfulness with greater responsibilities

The question is - **can you handle more?** The answer lies in your leadership capacity.

So be faithful and grow your leadership capacity.

WARNING BELLS

How do you know when you have reached a capacity limit?

- **Feeling overwhelmed** - my ship is sinking!
- **Burnout** - emotional tank is run dry
- **Frustration** - lost the joy of the job
- **Dropping balls** - is becoming a habit

Example:

Exodus 18:17-18 (NIV)

17 “Moses’ father-in-law replied, “What you are doing is not good. 18 You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone.”

To 'wear out' means your tank is being emptied more than filled

- If you continue in this mode of emptying your tank you will eventually burn out.
- **Note that it says the people will also grow weary** - in other words they will put up with your low capacity for a while but eventually will give up when you keep missing deadlines, unmet promises or never available.
- **'Alone' is the key word here** - the sign of small capacity leaders is working alone and feeling alone.

READER 3

So how do we grow our leadership capacity - you stretch it through transitioning to a new way of working and leading

Remember the quote:

“Work on the church/ organization/ business not in the church/ organization/ business”

*This week look at **‘work in’** and next week **‘work on’***

What does 'working in' look like:

- You are **IN**volved and not overseeing.

Overseeing is a biblical role of supervising or advising others rather than doing it yourself.

- The church / organization / business cannot operate without you. Your duties demand that you be **IN**volved all the time.
- You are the exclusive decision maker. You have to be **IN**volved in all the decisions.

Ask yourself - are you too **IN**volved because you are working **IN** the church and not **ON** the church?

6 WAYS TO STRETCH YOUR CAPACITY AS A LEADER

1. Focus on as few things as possible
2. **Do as little as possible**
3. Meet with as few people as possible
4. Make as few decisions as possible
5. Start planning as early as possible
6. Maximise events as much as possible

2. DO AS LITTLE AS POSSIBLE

*‘Moving from a **To-Do** list to a **To-Who** list’*

Revelation:

Luke 6:12-13 (NIV)

12 “One of those days Jesus went out to a mountainside to pray, and spent the night praying to God. 13 When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles”

Jesus is the **MOST capable and **MOST** competent leader ever**

- YET, he chose to invest in the future leaders around Him*
- This needs to be a revelation moment for every leader.*
- The key to enlarging your capacity is to invest for the future by investing in the leaders around you.*

BIG IDEA: Big capacity leaders invest in future leaders

- *They don't do things alone*
- *They do become very intentional about choosing and investing in the right people.*

READER 5

CHALLENGE:

1. Identify the tasks that can and should be delegated to others

Eg. For me that means preaching, leading meetings and overseeing departments of the church

- If I can't build a team then I will always be the bottleneck for future growth.

2. Identify the people who show potential

- *Pray and ask God - like Jesus did.*
- *And invest in them!*
- *Spend time with them.*
- *Do tasks with them.*

3. Start your To-Who list

- Just as you started a **To-Don't** list of tasks that really could be delegated so now start your **To-Who** list.
- The best way to do this is to look at your **To-Do** list and train yourself to ask **To-Who** with each one.
- Don't just attack your **To-Do** list - use it as an opportunity to intentionally invest and train.

CONCLUSION: Big Capacity leaders are always investing in potential leaders around them.

Don't wait. Start the challenge now.

STEP #3: SHARE YOUR HIGHLIGHT

Now let's go around the group and take turns sharing what stood out to you the most from what we read. **What stood out to you and why?**

STEP #4: EVALUATION

*I am going to ask each of you in turn to evaluate yourself (From a 5 which is **EXCELLENT**, down to a 1 meaning **LOTS OF WORK NEEDED!**) on how well you are doing in the area of this topic and then share this with the group and why you chose this score.*

STEP #5: ACTION

Lastly, let's go around the group and answer this question: What action step can you take to grow in the area of this topic by next week? Ask each member to share a practical action step and date of action. Make sure the Group Leader and the individual write them down for next week's accountability step.

CLOSING

A great way to close off is to pair up briefly for a moment of prayer. Pray for each other that you will succeed in your action steps. Thank

everyone for coming and committing to grow as a disciple of Jesus.

For more notes visit:

<https://outlookchurch.co.za/mustardseedleadership>

