

# MUSTARD SEED LEADERSHIP

PODCAST

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EP46

## Growing Your Leadership Capacity: Make as Few Decisions 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*  
**"Make as Few Decisions 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/77SGFEFwnrc>

## 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?***

***2 Corinthians 10:15-16 (NIV)***

*15 ...Our hope is that, as your faith continues to grow, our sphere of activity among you will greatly expand, 16 so that we can preach the gospel in the regions beyond you..."*

**Here Paul spoke of faith capacity** - as your faith capacity grows, the sphere of activity and influence grows

- that's the **BIG IDEA**
- **THE LARGER OUR CAPACITY FOR FAITH, LEADERSHIP AND ACTIVITY, THE GREATER OUR SPHERE OF INFLUENCE WILL BECOME**
- GREATER CAPACITY LEADS TO GREATER INFLUENCE**

## **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:*

## ***Elijah was one of the greatest and most powerful prophets in Israel***

- Calling down fire from heaven and destroying the prophets of Baal*
- Praying for rain after three years of drought*
- Going to heaven in a chariot of fire*

***But there was a capacity limitation in his life that seemed to hold him back from greater things:***

### ***1 Kings 18:22 (NIV)***

*“Then Elijah said to them, “**I am the only one of the LORD'S prophets left**, but Baal has four hundred and fifty prophets.”*

### ***1 Kings 19:10 (NIV)***

*“He replied, “I have been very zealous for the LORD God Almighty. The Israelites have rejected your covenant, torn down your altars, and put your prophets to death with the sword. **I am the only one left**, and now they are trying to kill me too.”*

### ***1 Kings 19:14 (NIV)***

*“He replied, “I have been very zealous for the LORD God Almighty. The Israelites have rejected your covenant, torn down your altars, and put your prophets to death with the sword. **I am the only one left**, and now they are trying to kill me too.”*

***Elijah worked alone. He felt alone. And when persecution came he was isolated.***

#### READER 4

***If you feel lonely or isolated as a leader, then this is a warning bell!***

- *God’s plan is for team*
- *God’s plan is for discipleship*
- *Working alone is a capacity limiter*

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

**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*

## **MAKE AS FEW DECISIONS AS POSSIBLE**

***Many people view the leader's role as the one who needs to make all the decisions***

*But here is the **BIG IDEA**: If you keep making all the decisions you will be raising servants. If you train your team to make decisions you will be raising leaders.*

### READER 5

#### ***Revelation:***

***My favorite account of Jesus feeding the 5000 is from Mark's Gospel:***

## **Mark 6:35-37 (NIV)**

35 By this time it was late in the day, so his disciples came to him. “This is a remote place,” they said, “and it's already very late. 36 Send the people away so that they can go to the surrounding countryside and villages and buy themselves something to eat.” 37 But he answered, “You give them something to eat.” They said to him, “That would take more than half a year's wages! Are we to go and spend that much on bread and give it to them to eat?”

***I love the fact this this account shows that the disciples initiated the discussion and identified the problem***

- But instead of making the decision and solving the problem
- He turns it back to them ***“You give them something to eat.”***

*That simple skill of turning a question and decision back to the people you are training instead of jumping in to solve the problem is a **HUGE KEY** to developing the people around you and enlarging your capacity*



***Straight away you can see how the disciples were forced to think like leaders and work out options***

- *Then Jesus stepped in to show them how to solve it*
- *But first he made them think and decide how they would tackle the problem*

***Illust:*** *Have tried to train myself that every time someone asks me a question to first ask, “What do you think?”*

- *When a team member comes with a problem. “What do you suggest?”*
- *If it’s a non crucial issue “You decide”*

***Illust:*** *John Maxwell speaks of how he trained his PA. Every time she came to him for a decision he would talk her through his thought process the first time so that if the situation arose again, she knew what decision to make.*

*If you are the only one who makes all the decisions in your organization, then that is what is limiting your capacity and frustrating your team.*

**BIG IDEA:** *Big capacity leaders empower others to make decisions*

## READER 7

### **CHALLENGE:**

**1. Evaluate yourself** - *are you still making all the decisions in your organization or team?*

**If so, then this is an area you need to grow in**

**2. Practice saying the following:**

- *“What do you think?”*
- *“What would you recommend?”*
- *“You decide.”*

**CONCLUSION:** *Big Capacity leaders make as few decisions as possible by empowering their team to make as many decisions as possible.*

*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>

