

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?

#5 DELEGATING

Delegating is not about a boss handing work to a direct report or assistant

- it is about learning to work in team
- And a leaders job is to build a team

Old adage "*Team work makes the dream work*" has stood the test of time for a reason

Illust: Jesus - wanting to establish a work that would impact the world for thousands of years to come - built a team of 12

"The key to reaching the many is investing in the right few"

So why is building a team and working in a team so important?

Exodus 18:19-23 (NLT)

19 Now listen to me, and let me give you a word of advice, and may God be with you. You should continue to be the people's representative before God, bringing their disputes to him. 20 Teach them God's decrees, and give them his instructions. Show them how to conduct their lives. 21 But select from all the people some capable, honest men who fear God and hate bribes. Appoint them as leaders over groups of one thousand, one hundred, fifty, and ten. 22 They should always be available to solve the people's common disputes, but have them bring the major cases to you. Let the leaders decide the smaller matters themselves. They will help you carry the load, making the task easier for you. 23 If you follow this advice, and if God commands you to do so, then you will be able to endure the pressures, and all these people will go home in peace."

1. **Team means you can stay in your strength zone** and have team members cover your weak zones - Moses could focus on what only he could do and leave the rest to team members.
2. **Team multiplies effectiveness.** Instead of all the people clamoring for Moses attention they could now have easy access to a team member.
3. **Team carries the load together.** It can be lonely and burdensome trying to lead by yourself. By building a team you increase effectiveness and avoid burnout.
4. **Team makes room for expansion.** Here more people went home in peace instead of standing in long lines all day.

Acts 6:1-7 is another example of why team is so important and gives us three warning signs that tell us that developing a team is overdue:

Acts 6:1 (NLT)

1 But as the believers rapidly multiplied, there were rumblings of discontent. The Greek-speaking believers complained about the Hebrew-speaking believers, saying that their widows were being discriminated against in the daily distribution of food.

WARNING SIGNS THAT YOUR TEAM NEEDS TO GROW:

1. **Rumblings of discontent** - when a leader is too busy the people begin to suffer. A lack of contentment in your organization could be a sign that you need to grow your leadership team.
2. **Complaints** - genuine complaints are often a sign that standards are dropping and important things are being neglected. This is a sign of over busyness and another indicator that it is time to grow your team.
3. **Discrimination** - because the leaders time is so stretched they began to favor some people or projects over others. Basically they couldn't juggle all the balls in the air and so had to decide which to let fall. This is never a good idea!

So how do we go about establishing a leadership team?

Ex 18:21 But select from all the people some capable, honest men who fear God and hate bribes. Appoint them as leaders over groups of one thousand, one hundred, fifty, and ten. 22 They should always be available to solve the people's common disputes, but have them bring the major cases to you. Let the leaders decide the smaller matters themselves. They will help you carry the load, making the task easier for you.

1. **CHARACTER** is crucial. You can risk with skills and experience but risking with questionable character always comes back to bite you. Who do people respect? Learn to watch and observe - people respect people who have strong character.
2. **CAPACITY** - Choose people who have the capacity to lead. They must be available to the people. If they are not currently coping with their work load and if they are not currently available to people then choosing them is a mistake.

3. **COMMITMENT** - will they help carry the load or drop the ball? There is another Biblical truth that says that if you are faithful with the little you will be faithful with much. Are they committed and faithful to what they are currently involved in?

4. **CHEMISTRY** - do they have the same spirit as you? If you don't connect easily with them now then you will suffer having them on your team later!

Commission:

- A mark of a great leader is the ability to build a team and work with a team.
- If you do this well you will be able to scale up your organization and maintain growth.
- If not, the growth of the organization hits a ceiling or you hit burnout!

This week's leadership mustard seed: How good are you at developing and working with a team?

- Will you begin to work at raising up other leaders around you to multiply your growth?

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