



## **Developing the leaders around you**

Becoming intentional about raising up leaders around you

### **Luke 6:13 (NIV)**

“When morning came, he [Jesus] called his disciples to him and chose twelve of them, whom he also designated apostles”

**We see this intentionality in Jesus’ life.**

- He ministered to the crowd but invested in the few.
- Why? Because the key to impacting many is investing in the right few.

**5 PART PRACTICAL PLAN FOR  
DEVELOPING LEADERS**

**PART 1: Start with WHY** - Become convinced that developing leaders is CRITICAL

3 Reasons why intentionally developing leaders is so important

**Simon Sinek** “Great leaders start with WHY”

**1. Because God works his purposes through people**

**Ezekiel 22:30 (NIV)**

“I looked for someone among them who would build up the wall and stand before me in the gap on behalf of the land so I would not have to destroy it, but I found no one.”

**Isaiah 6:8 (NIV)**

“Then I heard the voice of the Lord saying, “Whom shall I send? And who will go for us?” And I said, “Here am I. Send me!”

## **God has chosen to accomplish His purposes and plans through human instruments**

- The more leaders who will say “Here I am send me” (Isaiah 6:8), the more of God’s purposes and plans can be fulfilled.
- The more leaders you develop, the more of God’s purposes and plans can be worked out through your organization.

**Illust:** In the early days of starting our church, my wife and I initiated all the new purposes and plans

- Now with more leaders, so many more ministries and impact is possible!

## **GOD DOES NEW THINGS THROUGH PEOPLE WHO ARE WILLING TO LEAD**

**2. Because the growth of your organisation is capped by a lack of leaders**

**Acts 6:1-7 (NIV)**

1 In those days when the number of disciples was increasing, the Hellenistic Jews[a] among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. 2 So the Twelve gathered all the disciples together and said, “It would not be right for us to neglect the ministry of the word of God in order to wait on tables. 3 Brothers and sisters, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them 4 and will give our attention to prayer and the ministry of the word.”

5 This proposal pleased the whole group. They chose Stephen, a man full of faith and of the Holy Spirit; also Philip, Procorus, Nicanor, Timon, Parmenas, and Nicolas from Antioch, a convert to Judaism. 6 They presented these men to the apostles, who prayed and laid their hands on them. 7 So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a

large number of priests became obedient to the faith.

**John Maxwell - 21 Irrefutable Laws of Leadership - Law of the Lid “Everything rises and falls on leadership”**

**Any organization will hit a growth ceiling when too few people are trying to do too much**

- The way to break through a growth ceiling is to enlarge the leadership team.

**Illust: Average church size in America is between 65 - 89 people.**

- That’s the number that a single leader can comfortably lead.

- If all those single leaders learnt to develop other leaders then that average would be greatly increased!

**THE ORGANIZATION CANNOT GROW BEYOND ITS LEADERSHIP CAPACITY**

### **3. Because it reduces burnout and ineffectiveness**

**READ: Exodus 18:13-26**

**Tyrone Daniel** “God’s solution to increased burden is shared burden”

#### **God’s plan is to share the load**

- Not just for the leader’s well-being
- But so that the people “go home satisfied” because they have access to leaders who are available.

**Illust: The discovery that there are others who love doing what you don’t!**

- Learn to train and empower others, reduces your load and enables you to focus on what is in your strength zone.

**IF YOU FAIL TO BUILD AWAY FROM YOURSELF BY INVESTING IN OTHERS, YOU**

# WILL EVENTUALLY BE OF NO USE TO OTHERS.

## CHALLENGE:

Until you are absolutely convinced of the need to develop the potential leaders around you - you won't!

### Here is why you should:

1. God works through leaders - raise up more leaders and God will do more through your church or organization.
2. Because your church or organization is capped by your leadership capacity - you have to grow more and better leaders to grow the church.
3. Because by sharing the leadership load you will be more effective for longer and the people you lead will have greater access to leaders.

- 1. How intentional are you currently being about finding and developing the leaders around you?*
- 2. Of the three reasons given, which one is most needed in your church or organization?*
- 3. What do you need to change in your thinking to become more intentional about finding and developing leaders?*