

MUSTARD SEED LEADERSHIP

PODCAST

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EP72

Developing the leaders around you: Deal with Your Own Limitations

Developing the leaders around you

Becoming intentional about raising up leaders

Luke 6:13 (NIV)

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

Why? Because the key to impacting many is investing in the right few.

5 PART PRACTICAL PLAN FOR DEVELOPING LEADERS

PART 2: Deal with your own limitations

We looked last time why developing the leaders around you is so critical:

- 1.** Because God works through leaders
- 2.** Because your church or organization's growth is capped by your leadership capacity
- 3.** Because by sharing the leadership load you will not burn out.

So then why aren't all leaders actively and intentionally developing the leaders around them?

4 HEART ATTITUDES THAT CAN HOLD YOU BACK FROM DEVELOPING LEADERS

1. Lazy

It takes a lot of hard work to raise leaders

Matthew 16:23 (NIV)

23 Jesus turned and said to Peter, "Get behind me, Satan! You are a stumbling block to me; you

do not have in mind the concerns of God, but merely human concerns.”

Matthew 15:16 (NIV)

16 “Are you still so dull?” Jesus asked them.

Matthew 26:40 (NIV)

40 Then he returned to his disciples and found them sleeping. “Couldn't you men keep watch with me for one hour?” he asked Peter.

They let Jesus down, frustrated him and were more of a problem than a help many times!

- Because of this hard work, many leaders simply do everything themselves because it requires too much physical and emotional energy to train leaders.

Eg. Try to plant herbs but they keep dying

- I am a lousy gardener - I always forget and it is not part of my daily routine to water them and check on them

- I don't care for them enough and so they soon die!

2. People pleaser

2 Timothy 4:2 (NIV)

2 Preach the word; be prepared in season and out of season; correct, rebuke and encourage—with great patience and careful instruction.

A big part of raising up leaders is speaking difficult truth to them

- Helping them see their blind spots
- Pointing out unhelpful behaviour
- Challenging their attitudes

If you want to be POPULAR more than you want to be RESPECTED, then you will never be good at developing the leaders around you

Eg. Personal challenges by people who trained me

- Missing church too often to visit my fiancée
- Rubbing my stomach when I preached

Personal: Don't like to inconvenience people, so rather do it myself

- Thought I was asking them a favour to serve
- Breakthrough came when I realized that I am not asking someone a favour when giving them the opportunity to use their gifts to serve the Lord!

3. Control freak

Colossians 3:23 (NIV)

23 Whatever you do, work at it with all your heart, as working for the Lord, not for human masters

A control freak is someone who battles to trust others so holds on tightly to everything

- They battle to delegate
- They battle to empower others

- Because they cannot tolerate anything that is not done perfectly
- And the only one who can do it perfectly is THEMSELVES
- Excellence glorifies God, but perfectionism is not done for the Lord but for your own glory - it is a slave master

Short term this type of person can produce great results

- But there will be a lid on their leadership because they control a team of servants rather than empowering a team of leaders

4. Fear of division

Spoke to some leaders who don't want to invest in other potential leaders because as soon as they are given a platform of leadership or a group of people to lead

- They split from the church and start their own ministry!

- This leaves a leader hurt and betrayed and chooses rather to keep the leadership to themselves.

Matthew 26:21 (NIV)

21 And while they were eating, he said, “Truly I tell you, one of you will betray me.”

Jesus experienced the same sense of betrayal from one he loved and invested in

- But knowing this did not stop Jesus from investing in leadership development.

CHALLENGE:

Maybe you recognise one or more of these limiting factors in your own life?

Deal with it **RADICALLY!** Treat it as sin.

1 John 1:8-9 (NIV)

8 If we claim to be without sin, we deceive ourselves and the truth is not in us. 9 If we

confess our sins, he is faithful and just and will forgive us our sins and purify us from all unrighteousness.

May God break these limiting mindsets so that the journey of developing the leaders around you can truly begin.

Application

- 1. Do you recognize any of these limiting mindsets in your own life?*
- 2. What has this limitation cost you and the church or organization?*
- 3. What practical steps of repentance can you begin to work out?*