

# MUSTARD SEED LEADERSHIP

PODCAST

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EP75

## Developing the leaders around you: Becoming intentional about raising up leaders

### Developing the leaders around you. Just do it

**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 5: Just do It**

**Personal:** Early days what held me back was not feeling like I was a good enough leader to raise other leaders!

- This lack of confidence and hiding behind an introvert personality type held me back

I have seen in some other pastors and leaders a similar hesitancy

- Here is my advice
- JUST DO IT!

God's first commission to Adam and Eve was to be fruitful and multiply

- We should be multiplying as followers of Jesus
- AND multiplying as leaders

*Try and finish this series with three pieces of practical, biblical advice:*

## **1. Hearts and Handles**

To effectively train leaders we have to deal with both.

**Psalms 78:72 (NIV)** *“And David shepherded them with integrity of heart; with skillful hands he led them.”*

Notice the great combination: **“Integrity of heart” & “skillful hands”**

**Often the balance is more towards leadership skills.**

- Developing vision
- Building teams etc.

**Personal:** I had the privilege of visiting many churches to do leadership development. As such, got involved in trying to help with some problems and issues with leaders. **What did I discover?**

- Not deep theological issues that end up splitting churches - it is character immaturity
- Offenses, insecurity, pride, resentment
- Don't be intimidated to train 'mature leaders on the basics of Christian maturity

## 2. The Leadership Question

One of the simplest and most powerful adjustments I have tried to learn is to **STOP MAKING ALL THE DECISIONS!**

It is natural and instinctive for leaders to access situations and make decisions

- The problem with this is you will end up leading a team of followers instead of establishing a team of leaders

So what is the LEADERSHIP QUESTION?

- Here it is, it is profound: “**WHAT DO YOU THINK?**”

Do your best to stop yourself from making a quick decision and asking the person who needs a decision: “What do you think?”

- It will get them thinking like a leader
- It will give you insight into their level of thinking
- It will give you a leadership moment as you discuss their answer

- It will produce more responsibility and ownership in them because not it is 'their' idea

Look at what Jesus did when faced with the problem of feeding 5000 hungry people:

**John 6:5-6 (NIV)** <sup>5</sup> *When Jesus looked up and saw a great crowd coming toward him, he said to Philip, "Where shall we buy bread for these people to eat?"* <sup>6</sup> *He asked this only to test him, for he already had in mind what he was going to do.*

**The goal as a leader is to make as few decisions as possible!**

- *The less decisions you make, the better leaders you make.*

### **3. Release them to lead**

Lastly, a quote I mentioned in the previous episode: *"The only way to know if you can trust someone is to trust them"*

The best leadership training happens on the job

**Matthew 10:5-8 (NIV)** “<sup>5</sup> These twelve Jesus sent out with the following instructions: “Do not go among the Gentiles or enter any town of the Samaritans. <sup>6</sup> Go rather to the lost sheep of Israel. <sup>7</sup> As you go, proclaim this message: ‘The kingdom of heaven has come near.’ <sup>8</sup> Heal the sick, raise the dead, cleanse those who have leprosy, drive out demons. Freely you have received; freely give.”

Jesus was quite happy to drop his disciples into the proverbial “deep end”

- Don't spend forever training and not releasing
- Get them leading as soon as possible
- Over trained and under released leaders become frustrated

Drop them in the deep end and get them to trust the Lord!

## **CHALLENGE:**

Is something holding you back from developing the leaders around you?

Don't pick up the next leadership book or start the next podcast leadership series until you have made a decision to **JUST DO IT!**

Go ahead and DEVELOP THE LEADERS AROUND YOU

### APPLICATION QUESTIONS:

- 1. Do you find yourself focussing more on 'heart' or 'handles'? What do you need to do to restore that balance?*
- 2. How good are you at asking the 'Leadership Question'? What can you do to remind yourself to practice it?*
- 3. Do you find yourself battling to trust or trusting potential leaders too quickly? Why?*

For more notes visit:

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

