

MUSTARD SEED LEADERSHIP

PODCAST
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EP80

**From a Hierarchical leadership
mindset to a Servant - Based
leadership mindset:**

From raising servants to raising leaders.

Hierarchical thinking is a mindset that exalts a leader ABOVE the people

- Positioned at the TOP of a leadership pyramid
- The mindset of people serving the leader
- Draws its authority from a title or position
- Uses authority to control people

A Servant based leadership mindset is the belief that we are all EQUAL before God

- Positioned at the FRONT of a leadership arrow
- The mindset of the leader serves the people
- Draws its authority from respect coming from example, character, and vision
- Uses authority to empower others

WHY IS THIS SO IMPORTANT:

The growth statement for this week is:

“From raising servants to raising leaders”

And this is so important because we have such a need for more leaders!

This verse always makes me sad when I read it:

Ezekiel 22:30 (NIV) *“I [God] 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.*

I believe that God is continually looking for leaders who will build up the Kingdom and stand in the gap on behalf of others.

- And so as leaders we have a responsibility to continually be raising up more leaders around us
- **But only servant-hearted leaders can do this** - hierarchical type leaders are threatened

by other leaders and so prefer being surrounded by servants than other leaders!

RECAP OF GROWTH STATEMENTS:

- “From lording it over to going before”
- “From people serving the leader to the leader serving the people”
- “From positional power to respect based influence”
- “From using authority to control to using authority to empower”

PART 5: “From raising servants to raising leaders”

DESCRIPTION:

RAISING SERVANTS means developing the people around you to do what you tell them to do

- That may sound exactly what you want but actually it is not what will produce long term growth

- Servants are there simply to DO and not to THINK
- Servants don't MAKE DECISIONS they OBEY INSTRUCTIONS
- Servants exist FOR YOUR BENEFIT not THEIR GROWTH

RAISING LEADERS is a completely different mindset

- To raise a leader means to get them THINKING like a leader
- To raise a leader means to train them to MAKE WISE DECISIONS
- To raise a leader means you are focussed on THEIR GROWTH and not just your benefit.

Typically, hierarchical leaders are THREATENED by other leaders who might challenge them for the position, title, or privilege and so intentionally want to develop servants and not other leaders

Servant-hearted leaders are SECURE because their leadership influence is not based on control

and so intentionally want to develop more leaders to multiply their effectiveness.

Take note of how Moses was preparing Joshua not to be his servant but to be a future leader:

Exodus 17:8-9 (NIV) ⁸ *The Amalekites came and attacked the Israelites at Rephidim.* ⁹ *Moses said to Joshua, “Choose some of our men and go out to fight the Amalekites. Tomorrow I will stand on top of the hill with the staff of God in my hands.”*

Take note:

- Moses left the selecting of the team of soldiers to Joshua
- Moses entrusted the physical battle to Joshua to lead
- Moses gave responsibility for the battle to Joshua but took final responsibility by standing in prayer and overseeing the battle

Little wonder that Joshua was ready when the time came for him to not just take over Moses’

leadership role but also to lead Israel in their military campaign.

To raise leaders and not just servants means:

- There must be decisions that others under your leadership are allowed to make - if you make all the decisions you will never raise leaders who can make decisions.
- There must be room for those under your leadership to learn, experiment and develop without you being directly involved - if you are handling everything then they will never grow.
- There must be real responsibility and authority given to them with real consequences - if they never get to carry real responsibility with real consequences then they will never develop the muscle to carry it.

TESTIMONY:

A few years after starting our church, I began travelling with a member of our NCMI Apostolic Team to Brazil. I watched him teaching sessions to pastors and visiting churches in the evenings

or on Sundays. I was happy to just come along and support but soon he had me doing a few sessions at the conferences and then one day encouraged me to accept an invitation to another church in São Paulo.

I remember heading off by myself in a taxi that came to collect me. I didn't know where I was going. Didn't know what to expect. Didn't even know if I had to pay for the taxi ride of over an hour. The church was a big one, the whole experience was terrifying but after that, I had experience.

I look back now and realise that I was being trained not just to be a servant but to be a leader. Now, 17 years later, I walk in the privilege of having been under the leadership of someone who was committed to raising leaders and not just raising servants. That's why being a servant hearted leader and not a hierarchical based leader is so important to me.

HONEST REFLECTION:

- Evaluate your leadership style for a moment and ask yourself whether you make all or most of the decisions or do you encourage your team to think and make decisions?
- Do you give your team room to grow or do you micro-manage and smother them by being too 'hands on'?
- Do you let your team experience the consequences (good or bad) of the responsibility they carry or do you keep shielding them from consequences?

CHALLENGE:

Hierarchical leaders want to develop servants who **benefit them**.

Servant-based leaders want to raise leaders who will benefit the **church or organization**.

Are you willing to change your mindset and become a leader who is always raising up more leaders around them?

For more notes visit:

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

