

MUSTARD SEED LEADERSHIP

PODCAST

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EP81

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

From having a team to being a team

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

- Positioned at the TOP of a leadership pyramid
- Mindset of people serving the leader
- Draws its authority from a title or position
- Uses authority to control people
- Raises up servants instead of leaders

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

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

- Empowers the people in our teams to think and act like leaders and not just servants

WHY IS THIS SO IMPORTANT:

Because Kingdom leadership is different!

Think about Jesus:

- The Son of God became the Son of Man so that sons of men could become sons of God!
- That's the pattern of the grace of Jesus. We should not be exalting ourselves but humbling ourselves and empowering others
- In this we will discover true Kingdom glory and authority!

LIST OF GROWTH STATEMENTS:

To move from Hierarchical Based leadership to Servant Hearted leadership, means moving:

1. *“From lording it over to going before”*
2. *“From people serving the leader to the leader serving the people”*

3. *“From positional power to respect based influence”*
4. *“From using authority to control to using authority to empower”*
5. *“From raising servants to raising leaders”*

PART 6: From having a team to being a team

DESCRIPTION

HAVING A TEAM means you are above the team

- You are team leader but essentially the team reports to you
- They are accountable to you, not you to them
- They function for you or work for you
- You are separated from the team relationally

BEING A TEAM is different

- It means you are member of the team with the captains role
- Just as they are accountable to you, so you are to them

- They don't work for you, they work with you
- You are fully part of the team but with a captain's role

I think that Barnabas, the man who started the church in Antioch that we read about in the Book of Acts is an amazing example of a leader who didn't just have a team but was fully part of the team:

Acts 11:22-24 (NIV) ²² News of this reached the church in Jerusalem, and they sent Barnabas to Antioch. ²³ When he arrived and saw what the grace of God had done, he was glad and encouraged them all to remain true to the Lord with all their hearts. ²⁴ He was a good man, full of the Holy Spirit and faith, and a great number of people were brought to the Lord.

Here we discover the type of leader he was. Now we fast forward about 4 years to catch a glimpse of his team and what happened to them:

Acts 13:1-3 (NIV)

¹ Now in the church at Antioch there were prophets and teachers: Barnabas, Simeon called Niger, Lucius of Cyrene, Manaen (who had been brought up with Herod the tetrarch) and Saul. ² While they were worshiping the Lord and fasting, the Holy Spirit said, “Set apart for me Barnabas and Saul for the work to which I have called them.” ³ So after they had fasted and prayed, they placed their hands on them and sent them off.

I believe that Barnabas was still the captain of this team:

- We saw that he started the church
- We see here that his name is still first in the team list

But notice that he was not telling the team what to do

- He was worshiping, praying and listening to God WITH THE TEAM

- He was yielded and submitted to the will of God AND THE TEAM
- Later in Acts 14:26 we see how they returned to the church and were accountable TO THE TEAM for the trip they had just been on

THIS IS A GREAT EXAMPLE OF
NON-HIERARCHICAL LEADERSHIP

TESTIMONY:

I have had the privilege of leading an elders team here at Outlook Church for the past twenty years. Recently this point of being part of the team and not just having a team was made clear to me.

I usually plan my next year's calendar in October every year. So at the end of 2019 I was planning my 2020 list of ministry dates to other churches. I used to be out of home base only on 12 Sunday a year. But my 2020 plan was up to 22 Sundays out

- visiting both churches in other nations and here in South Africa.

When I shared the calendar with the elders team they said no! I was shocked. They felt it was too much - too much for me, too much for my family and too much for Outlook Church. I need to be at home more, I had a son in Matric and family and church that needed me. I was angry! I felt they had lost the apostolic edge. I felt they were clipping my apostolic wings! But, I knew they were right. I was having a problem saying no to invitations.

I did submit to their counsel and had to cancel a whole lot of the travel and invitations. Of course then COVID 19 hit and what was looking like my busiest travel year became my most stay at home year! Point is that this was a real challenge for me - am I leading a team or am I part of a team?

HONEST REFLECTION:

1. Does the concept of 'having a team' versus 'being in a team' make sense to you? The heart of the leader decides whether they are truly part of the team or above the team.
2. If you are a team leader, are you part of the team or above the team? Are you functioning alongside them? Working with them or expecting them to work for you?
3. What could you do differently to move from having a team to being part of a team? Are you as accountable to them as they are to you? Are you listening to them or just telling them what to do? Is there a genuine relationship between you and the team members?

CHALLENGE

PART 6: "From having a team to being a team"

Hierarchical leaders have a team that works for them.

Servant based leaders are part of a team that works with them.

Are you willing to grow your leadership and become a true servant hearted leader?

For more notes visit:

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

