

(PART 2) DEVELOPING LEADERS THROUGH EQUIPPING THEM TO EXCEL.

- THREE MAIN REASONS PEOPLE DO NOT EXCEL IN THEIR PRESENT ASSIGNMENTS OR JOB.
- ***Review from last week***



1) LACK OF ABILITY OR WORK ETHIC.



2) THEY ARE NOT PROPERLY TRAINED.



3) LACK OF A CLEAR JOB DESCRIPTION.

- They don't know what to do to complete and excel at their job because they have not been given a proper job description with steps on how to do it.
- That means we need to create job descriptions for every assignment that we give and continue coaching.
- JESUS HAS GIVEN EVERY BELIEVER A CLEAR JOB DESCRIPTION.

Matthew 28:18-20 (NLT) 18 Jesus came and told his disciples, "I have been given all authority in heaven and on earth. 19 Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. 20 Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age."

→ **PRACTICAL WAYS TO DEVELOP DISCIPLES INTO MULTIPLYING LEADERS.**



1. HELP THEM EXCEL AT PRESENT JOB.

- **Quote:** "The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things." -President Ronald Reagan

A. JESUS TRAINED HIS DISCIPLES TO EXCEL.

- He trained them to do what he did and even greater.

John 14:12 (NLT) "I tell you the truth, anyone who believes in me will do the same works I have done, and even greater works, because I am going to be with the Father.

- **Power Point:** They will never be able to be an effective leader if they can't master and excel at their present assignments. (D.G's, marriages, careers, daily devotions, living what they preach, finances, commitments, etc. . .)
- **Power Point:** Present success qualifies them for future promotion and leadership.
- **Power Point:** When they excel at their job it gives them credibility from which they can influence others and lead. (How can they make disciples of Jesus Christ if they are not excelling at being a disciple of Jesus Christ?)
- **Power Point:** Helping them excel at their jobs not only develops them to one day be able to lead but also causes the organization to excel. • **Power Point:** "We cultivate our future leaders from a pool of individuals we have trained to excel in their present roles."



2. NEVER WORK ALONE.

- When taking on a task, invite people to join you so they can learn to do it too. Soon others will be capable of doing anything you can do.
- **Power Point:** Jesus wanted them to be with Him so that He could equip them to do what He did.



Mark 3:13-14 (ERV) 13 Then Jesus went up on a hill and invited those he wanted to go with him. So they joined him there. 14 And he chose twelve men and called them apostles. He wanted these twelve men to be with him, and he wanted to send them to other places to tell people God's message.

- **Power Point:** Having more trained team members and more equipped leaders means that we will be able to accomplish more with what we have and it means that we can be free to start new initiatives and spend time doing the things that expand the organization.



3. FOLLOW THE LEADERSHIP DEVELOPMENT/DISCIPLESHIP MODEL.

- Equipping leaders must be intentional and we must have a process in place.
- **Power point:** The function of leadership isn't to gather more followers. It's to train and develop more leaders. We need to create a leadership development track or else we won't be effective at leadership development.
- **Note:** "Through our Holy Warriors Growth Track, we have a step-by-step process to develop leaders. Additionally, engaging individuals in service is another effective way to cultivate leadership. Each time we place someone in a ministry role, we initiate their journey toward becoming a leader.

Luke 6:40 (DLNT) A disciple is not above the teacher. But everyone having been fully-trained will be like his teacher.

- "The goal is to become a leader who creates disciples capable of making more disciple making leaders."

→ **5 STEP PROCESS TO DEVELOP LEADERS.**





STEP #1

I DO IT AND LEARN TO DO IT WELL.

- First the leader needs to be successful. The disciple is not superior to the teacher. That means that the teacher/leader excels in the area that he is disciplining others in.



STEP #2

I DO IT AND YOU ARE WITH ME
TRAINING.

- As soon as you know what you're doing, invite team members to join you and let them watch you.



STEP #3

YOU DO IT AND I AM WITH YOU.

- In this step, others are doing the task and the leader coaches, encourages, and corrects the people doing the work.



STEP #4

YOU DO IT AND LEARN TO DO IT
WELL.

- This is the handoff. The task is delegated to the equipped team member.

Luke 6:40 (GW) ... everyone who is well-trained will be like his teacher. Step #5- You do it and someone else is with you.



STEP #5

YOU DO IT AND SOMEONE ELSE IS WITH YOU.

- "Pass on the 5 five-step process to them. The trained individual should select another team member to train, transforming addition into multiplication. When each team member trains someone else to excel and develop into a leader, the cycle of multiplication continues indefinitely."

2 Timothy 2:2 (TLB) For you must teach others those things you and many others have heard me speak about. Teach these great truths to trustworthy men who will, in turn, pass them on to others.

- **Illustration:** John Maxwell's nonprofit organization "EQUIP" took this model seriously and from 1997 to 2016 "EQUIP" trained 5 million leaders from every country in the world
- **Power Point:** Good leaders provide a means for people on the team to get where they need to go. They equip and empower them to equip and empower others.