

The Three Qualities of a Leader Everyone Wants to Follow.

Great leaders aren't always the loudest or the smartest in the room. But they are the ones everybody wants to follow.



In the final part of this three-part series we'll find out how to move our people from followers to owners.

3

Empower Your People



"The strength of your team is not a reflection of what you control - it's a reflection of who you empower, who you trust."

Here's the new idea: When a leader delegates tasks they create followers. But when a leader delegates freedom and the power make decisions they create owners.

As a leader, the two most empowering words you can use with your team are: **You decide.**

If all the decision-making power lies with you then your organisation will struggle to adapt or grow. If you don't empower the right people **YOU** become the limiting factor in your team.

Have you ever caught yourself saying these kinds of things?

1. It'll be quicker if I do it myself - yes, maybe... in short term, but not in long term

2. I don't want to be out of the loop - you may well feel left out and its hard to let go of some of the tasks at which you excel, but you'll still be in the loop in a more strategic way.

3. But they won't do it right! - this one comes down to trust. Why did you get them on your team in the first place if you don't trust them? (Maybe they will do it different but maybe it'll be better than you!)

Some leaders are tempted to say, "No one on my team can do the job better than me."

That's not a great leadership mindset.





I've discovered the best leaders say, "Eventually, the right person will do it better than I ever could." Even Jesus said about his disciples "You'll do greater things than me"

The strength of your team is not a reflection of what you control - it's a reflection of who you empower, who you trust.

You can't afford to shy away from empowering others. The stakes are too high with this one.

Here's what will happen if you don't empower others...

- **Stuff will get messy & people will get hurt** - You are great at something but not great at everything.
- **You won't grow** - even the most capable leaders have a capacity limit. So you won't grow if it all rests on your shoulders.
- **People will leave** - If you keep it to yourself, you'll push great people out. After all, would you stay around on a team for a leader who doesn't empower you?

So where should you begin with empowering others on your team?

My three suggestions:

- 1. Decide the right person** - Not everyone is capable of every task. ASK: Do they have the skill & margin to succeed?
- 2. Develop a timeline** - they need clarity on the task but also on the time. Remember to **develop** not **dictate** - its unfair to dictate a timeline they're not happy with.
- 3. Stay available** - Whatever level of delegation or empowerment you give, always be available to support them. Stay engaged. Don't abdicate when you empower others. Its not micro managing its good leadership.

Did you know that 73% of Jesus time was spent with the 12 disciples?

As you grow your church everything gets a little more complex. Not only do **complexity** levels rise, the need for more **capacity** grows too. You don't have enough **capacity** to do everything & you don't have enough **ability** to do everything.

Maybe you need to spend 73% of your leadership time empowering others.

FF FURTHER
FASTER
NETWORK