

### Moving from Addition to Multiplication

- Developing a Soul of Empowerment
- **ILL: BOARD GAME.** Took out all the pieces and then put it away—too hard!
- Empowering new leaders is hard and it might feel like it'd be easier another way.
- If you want to add people to your team, delegate tasks. If you want to multiply your team, empower people.
- A sign of a great leader is reproduction. Whenever a leader reproduces themselves, they multiply their efforts and will reap a great harvest of leaders.
- Leaders who only delegate tasks inch their way to the vision. Leaders who learn to trust their leaders and empower them, they will grow at an exponential rate.
- Empowering is greater than delegating. Delegating is necessary, but empowering essential for the growth of any organization.
- **2 Timothy 2:2 – And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.**
- Chronologically, this letter is the last one that Paul wrote.
- As Paul got older, he realized that the greatest task wasn't to preach, it was to train other preachers, because his impact is multiplied!
- Don't wait until later to start developing others, do it now! Paul told Timothy to make the practice of empowering other leaders the focus of his ministry.
- **Identify potential leaders.** How can you find new leaders?
- You must have a *clear picture* of what a potential leader looks like.
- **“Leaders know the way, go the way and show the way.” – John Maxwell**
- Know the way—They understand the mission and vision.
- Go the way—They model the kind of behavior that aligns with the values.
- Show the way—They are able to communicate the vision effectively to others.
- The best way to grow your team is by growing leaders from within. They already have the culture within them.
- **Communicate the vision clearly and often.** Vision is the great motivator.
- **Learn your leaders' gifts and passions.** Paint the picture of how that plays into the vision.
- **Give authority; don't hoard control.**
- **Train them to train their leaders as you have with them.**
- It is important that you have a group of people that you are training, mentoring and encouraging.

#### Empowering the Heart:

1. Ask questions – get to know your leaders, help them discover more about themselves, help them learn more about God through asking questions.
2. Invest – a surprise coffee or donuts go a long way, going out one-on-one, buy a book that can help them grow spiritually, in leadership, or in their skill set.
3. Overly Communicate – never assume that your team is crystal clear. Assume they are not. Leaders appreciate being in the loop. They thrive when there is clarity.
4. Do a heart check – some of the strongest leaders are struggling. A concerned leader will help pull back the curtains to their heart.

#### Discussion Questions:

1. Who is someone who took time to mentor you? What were some of your greatest lessons you learned?
2. Do you have people you are empowering? What does that look like?

3. Who is someone you've poured into that is now thriving?