“Then the twelve summoned the multitude of the disciples and said, ‘It is not desirable that we should leave the Word of God and serve tables. Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business.’”

Acts 6:2-3

The “Jethro Principle”

When officers and Christian workers decide to become leaders, they take an important stand. They make a revolutionary decision in the way they perform their ministry. They no longer evaluate themselves only by what they can do themselves. Their value now depends on what they can get done through others! This is what we call the “Jethro Principle.”

The Day Moses Became a Leader

In Exodus 18:17-27 Jethro introduces this principle to Moses. “And Moses’ father-in-law said to him, ‘The thing that you are doing is not good. You will surely wear out, both yourself and these people who are with you, for the task is too heavy for you; you cannot do it alone.’”

Jethro proceeded to give Moses wise counsel as to how he could delegate the workload to others and multiply the amount of service being rendered to others. The Scripture says: “So Moses listened to his father-in-law and did all that he said . . .”

Many times in leadership it is easy for the leader to feel as if he or she must accomplish everything alone. However, as Jethro points out, that will cause one to wear out. So as a result, Moses made changes and began to equip others and share the responsibilities.
Seven Changes Moses Made to Become a Leader: (Exodus 18)

1. He became a man of _______. (v. 19)
   "Now listen to me: I shall give you counsel, and God be with you. You be the people's representative before God, and you bring the disputes to God."

2. He committed himself to _____________. (v. 20)
   "Then teach them the statutes and the laws, and make known to them the way in which they are to walk, and the work they are to do."

3. He laid out the _______. (v. 20)
   "Then teach them the statutes and the laws, and make known to them the way in which they are to walk, and the work they are to do."

4. He developed a ____________, (v. 20)
   "Then teach them the statutes and the laws, and make known to them the way in which they are to walk, and the work they are to do."

5. He _________ and trained the leaders. (v. 21)
   "Furthermore, you shall select out of all the people able men who fear God, men of truth, those who hate dishonest gain; and you shall place these over them, as leaders of thousands, of hundreds, of fifties and of tens."

6. He released them to ____________ based on their gifts. (v. 22)
   "And let them judge the people at all times . . . every minor dispute they will judge."

7. He only did what ____________ could not do. (v. 22)
   "...and let it be that every major dispute they will bring to you…"

In verse 23, we see the results of Moses' change: _______________ for Moses and ________________ for the people.

"If you will do this thing and God so commands you, then you will be able to endure, and all these people also will go to their place in peace."

A Question to Consider:
Do you find it difficult to equip other people and delegate tasks? Why or why not?
From Minister to Leader

There is a difference between a minister and a leader. While every leader is also to be a minister, not every minister is a leader. Look at how they differ:

**MINISTER**

1. Serves people.
2. Directly meets the needs of people.
3. Draws fulfillment from doing the work.
4. Plays defense to survive.
5. Reacts to needs that arise in the moment.
6. Focuses on immediate needs.
7. Shepherds others.

**LEADER**

1. Serves people.
2. Empowers others to meet the needs of people.
3. Draws fulfillment from equipping others to do the work.
4. Plays offense to make progress.
5. Creates opportunities to mentor others.
6. Focuses on long-term vision.
7. Equips others.

Developing others will take energy, time, and careful planning. It is a proactive way of leading, rather than the reactive way many leaders unfortunately run their organization. It will also mean that, as a leader, you will need to allow others to share ownership of the work you are doing. This requires a belief and trust in others and the ability to relinquish control. However, if you commit to equipping people, you will find Jethro’s promise to be true in your life and leadership.
A Thought to Ponder:

The sign of great leaders is not what they accomplish on their own, but what they accomplish through others.

~ A Leader's Heart Devotional Journal

What Difference Would It Make:

What difference would it make if you were proactive in following “Jethro’s Principle” in developing other leaders?
Delegating Tasks & Developing People

(Moving from Addition to Multiplication)

Lesson 2: Developing Others

The Big Idea:
Developing others while delegating ministry.


"Then He called His twelve disciples together and gave them power and authority over all demons, and to cure diseases. He sent them to preach the kingdom of God and to heal the sick."

We see in this passage that Jesus shared both responsibility and authority. To succeed in our mission, we must share both our work and power with a team. Jesus aimed to develop the disciples as He shared the work. He did not spend the majority of His time with the masses. He focused on training the disciples. By not spending equal time with everyone, but more time with those who were ready to be trained, Jesus was able to multiply His ministry in about three years.

A Question to Consider:

In what areas could you release control and equip someone to lead? Who is that person(s)?
How Do We Select People to Whom We Can Delegate Work?

This is an important question. Whom do we choose to equip? The answer may be found in Acts 6:1-4.

Now in these days when the disciples were increasing in number, a complaint by the Hellenists arose against the Hebrews because their widows were being neglected in the daily distribution. 2 And the twelve summoned the full number of the disciples and said, “It is not right that we should give up preaching the word of God to serve tables. 3 Therefore, brothers, pick out from among you seven men of good repute, full of the Spirit and of wisdom, whom we will appoint to this duty. 4 But we will devote ourselves to prayer and to the ministry of the word.”

Good leadership responds effectively to the need for more leaders and workers. In the early church, no one took a vote to determine the identity of these people. The apostles had specific qualifications in mind for the leaders they wanted; they chose men who were . . .

1. Known from among their sphere of ____________________.

   “Therefore, brothers, pick out from among you”

2. Fellow ____________________.

   “men of good repute, full of the Spirit and of wisdom”

3. People who could serve on a ____________________.

   “Pick out from among you seven men.”

4. ____________________ among the people.

   “Pick out from among you seven men of good repute”

5. ____________________ for the task.

   “men of good repute, full of the Spirit and of wisdom”

6. Competent and ____________________.

   “men of good repute, full of the Spirit and of wisdom”

7. ____________________.

   “whom we will appoint to this duty.”

1. Influence

2. Believers

3. Team

4. Trusted

5. Empowered

6. Intelligent

7. Responsible
How Do We Develop Others While We Delegate the Ministry?

1. Know yourself. Be familiar with the strengths you pass on to others in the work.

2. Know the person you wish to develop. Identify his or her strengths and weaknesses.

3. Clearly define the assignments. Don't leave anything in question; write it down.

4. Teach the “why” behind the assignment. Let them know why it is important.

5. Discuss their growth process as you go. Talk about how they will grow from what is being done.

6. Spend relational time with them. Invest time when you are not talking about work.

7. Allow them to watch you minister. Let them observe and get feedback from you.

8. Give them the resources and authority they need. Provide the tools to do the job.

9. Encourage them to journal during the process. Help them interpret their growth.

10. Hold them accountable for their ministry. Get permission from them to keep them in line.

11. Give them the freedom to fail. Communicate that they can learn as they go.

12. Debrief and affirm them regularly. Encourage them all along the way as they succeed.
A Thought to Ponder:

Players to whom you delegate:
At this stage, players can be given a task, and you can be confident that it will be done. They only need you to lead. Provide them with vision on the front end and accountability on the back end, and they will multiply your efforts toward success.

~ Developing the Leaders Around You

What Difference Would It Make:

What difference would it make if you were intentional about selecting the right leaders to develop and then releasing them to do the ministry, instead of trying to do it all yourself?
Delegating Tasks & Developing People

(Moving from Addition to Multiplication)

Lesson 3: The Development Process

The Big Idea:
We should be developing leaders instead of developing followers.

The Truth about Developing People

Nearly every lasting movement in history endured because the first group of leaders reproduced their leadership and values into a second generation of leaders. It became a movement because it was about multiplication and not addition.

**ADDITION LOOKS LIKE THIS: 1 + 1 = 2**

**MULTIPLICATION LOOKS LIKE THIS:**

![Diagram showing multiplication of leaders]
Questions to Consider:

Am I spending my time developing followers or leaders?
How am I cultivating a leadership environment?

The Development Process:

1. I do it while you watch.
2. We do it together.
3. You do it while I watch.
4. We evaluate.
5. You do it while another watches.

Developing Others While Delegating Work

There are several distinctions between a leader of leaders and a leader of followers:

1. __________________________
   Leaders who develop Followers - __________________________.
   Leaders who develop Leaders - __________________________.

2. __________________________
   Leaders who develop Followers - Focus on the ____________ of people.
   Leaders who develop Leaders - Focus on the ____________ of people.

3. __________________________
   Leaders who develop Followers - Devote effort to those with the most __________.
   Leaders who develop Leaders - Devote effort to those with the most __________.

4. __________________________
   Leaders who develop Followers - Are __________________________ Leaders.
   Leaders who develop Leaders - Are __________________________ Leaders.

1. Desire
   Need to be needed
   Want to be succeeded

2. Focus
   Weaknesses
   Strengths

3. Priorities
   Needs
   Potential

4. Abilities
   Good
   Great
5. _______________________________________________________________________

Leaders who develop Followers - Lift up ___________________________.
Leaders who develop Leader - Lift up _____________________________.

6. _______________________________________________________________________

Leaders who develop Followers - ______________________ time with people.
Leaders who develop Leaders - ______________________ time in people.

7. _______________________________________________________________________

Leaders who develop Followers - Ask for _________________________ commitment.
Leaders who develop Leaders - Ask for _________________________ commitment.

8. _______________________________________________________________________

Leaders who develop Followers - Lead everyone the _____________________.
Leaders who develop Leaders - Lead everyone _________________________.

9. _______________________________________________________________________

Leaders who develop Followers - Impact ________________________ generation.
Leaders who develop Leaders - Impact ________________________ generation.

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A Thought to Ponder:

“Some leaders want to make followers. I want to make leaders. Not only do I want to make leaders, but leaders of leaders. And then, leaders of leaders of leaders.”

~ Dale Galloway

What Difference Would It Make:

What difference would it make if you were intentional about developing leaders instead of followers?
Who are you developing right now or who could you begin to develop?
What is your plan for development?