

LeaderSHIFT: EMPOWERMENT

Change Your Thinking, Change Your Leading

Leadership Behavior: Leaders Are Better Together

And he said to them, “Go into all the world and proclaim the gospel to the whole creation. Whoever believes and is baptized will be saved, but whoever does not believe will be condemned. And these signs will accompany those who believe: in my name they will cast out demons; they will speak in new tongues; they will pick up serpents with their hands; and if they drink any deadly poison, it will not hurt them; they will lay their hands on the sick, and they will recover” (Mark 16:15–18, ESV)

How did Jesus take twelve ordinary men and accomplish something extraordinary with them? Simple, He changed the way they thought.

If you change your thinking, you change your leading!

“Do not be conformed to this world, but be transformed by the renewal of your mind” (Rom 12:2, ESV).

Sobering reality, our life is the sum of our thoughts. Your life is always moving in the direction of your most dominant thought. Likewise, your thinking is directing your leadership. If you want to change the way you lead, you need to change the way you think.

Maxwell thoughts on the power of thinking:

- *Everything begins with a thought*
- *Thinking is hard work; that’s why so few do it*
- *Your thinking, more than anything else, shapes the way you live. It’s really true that if you change your thinking, you can change your life.*
- *If you combine your thoughts with the thoughts of others, you will come up with thoughts you’ve never had!*
- *Your life today is a result of your thinking yesterday. Your life tomorrow will be determined by what you think today.*
- *Successful people think differently than unsuccessful people.*

To do something you’ve never done before will require thinking in a way you’ve never thought before. Rather than trying to do what a great leader does, it is better to disrupt your own thinking and ask how does that leader think.

Over the next four devotionals, we are going to challenge our thinking and make some leaderSHIFTS that help create momentum.

LeaderSHIFT #1 Great Leaders Think Empowerment

1. THINK EMPOWERMENT, NOT CONTROL

“If you want something done right you’ve got to do it yourself.” This thought is rooted in the prideful belief that no one can or will do something like you.

“You can have control or you can have growth, but you can’t have both.” - Craig Groeschel

The leader who doesn’t learn to empower will eventually become overworked, overwhelmed, and overstretched.

The problem with leaders who seek control is they overestimate their own importance, and at the same time they undervalue the leaders around them. The consequence is those that follow them will not grow, or they will not stay.

The strength of your organization is not a reflection of what you control. The strength of your organization is a reflection of who you empower.

2. OBSESS ABOUT THE RIGHT PEOPLE MORE THAN THE RIGHT PROGRAM

Many leaders are obsessed with finding the right strategy, the right product, or the right opportunity. The best leaders are obsessed about empowering the right people.

“Everything rises and falls on leadership.” - John Maxwell

People don’t follow programs, they follow people.

You can’t solve a problem without a leader. If you see a need, or a problem that needs to be solved, find a leader to empower and let them lead.

3. DELEGATE AUTHORITY ALONGSIDE RESPONSIBILITY

Most leaders delegate tasks but the best leaders delegate authority. When you delegate a task, you create a follower, but when you delegate authority you create a leader. Leaders multiply your efforts and grow ministries, organizations or teams.

Every leader needs two things:

- Clear Communication (*review 4 C’s of Winning*)
- Genuine Trust

Question, how consequential of a decision can you make or your leaders make before they have to come to you?

A great place to start making that shift is to practice the “I Intend to” principle. As a Captain in the US Navy, David Marquet was assigned to command the Navy’s worst-rated nuclear submarine. Marquet had no working knowledge of this type of submarine. Within one year he was able to turn the ship around and receive the highest rating of any nuclear submarine in the history of the Navy. He accomplished this through one simple shift — he stopped giving orders and started asking his officers to tell him what they intended to do in a given situation. (Watch <https://www.youtube.com/watch?v=pYKH2uSax8U>).

Make It Practical

If you lead others, who is one person you lead who shows leadership potential, but you haven’t trusted with authority yet? How can you give them the two currencies of empowerment?

- Clear Communication (what you want accomplished)
- Genuine Trust (authority to make it happen)

And if you’re not in a leadership position, what is a task you can proactively take off your leader’s plate so they feel less overworked, overwhelmed, or overstretched? Write it down.