



Delegating

One key principle for a good leader is the willingness and the skill of delegation. Our longevity and success could be boiled down to this. Many leaders are so insecure that they will not trust others. They want to do all by themselves and end up achieving very little to nothing. If you want to go fast, go alone but if you want to go far, you need to delegate. You need to trust others to help you. Nobody has all the skills and the knowhow to do everything. God brings people in our lives that are better than us in certain areas, we need to trust them and delegate to them.

Insecure leaders tend not to delegate. If they did, it would be like giving their power away. These same leaders that do not delegate tend not to see value and potential in others but themselves. They are perfectionists and will not trust nor release others into their call and giftings. They want recognition for everything.

Exodus 18:13-26 And it came to pass on the morrow, that Moses sat to judge the people: and the people stood by Moses from the morning unto the evening. And when Moses' father-in-law saw all that he did to the people, he said, What is this thing that thou doest to the people? why sittest thou thyself alone, and all the people stand by thee from morning unto even? And Moses said unto his father-in-law, Because the people come unto me to inquire of God: When they have a matter, they come unto me; and I judge between one and another, and I do make them known the statutes of God, and his laws. And Moses' father-in-law said unto him, The thing that thou doest is not good. Thou wilt surely wear away, both thou, and this people that is with thee: for this thing is too heavy for thee; thou art not able to perform it thyself alone. Hearken now unto my voice, I will give thee counsel, and God shall be with thee: Be thou for the people to Godward, that thou mayest bring the causes unto God: And thou shalt teach them ordinances and laws, and shalt show them the way wherein they must walk, and the work that they must do. Moreover thou shalt provide out of all the people able men, such as fear God, men of truth, hating covetousness; and place such over them, to be rulers of thousands, and rulers of hundreds, rulers of fifties, and rulers of tens: And let them judge the people at all seasons: and it shall be, that every great matter they shall bring unto thee, but every small matter they shall judge: so shall it be easier for thyself, and they shall bear the burden with thee. If thou shalt do this thing, and God command thee so, then thou shalt be able to endure, and all this people shall also go to their place in peace. So Moses hearkened to the voice of his father-in-law, and did all that he had said. And Moses chose able men out of all Israel, and made them heads over the people, rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens. And they judged the people at

all seasons: the hard causes they brought unto Moses, but every small matter they judged themselves.

Here we see Moses make one of the mistakes that most leaders make. God sent him help through His father in law. It is crucial that we maintain a good relationship with our Fathers-in-law because God still speaks through them. (Just kidding)

Anyhow, Moses humbled himself and followed the wisdom that came forth from his father in law, and this changed and potentially saved his life.

1. Before or as you're ready to delegate, consider the following:

Not all tasks are created equal. You have to pinpoint certain Individuals that will deliver as regards to certain tasks. You should not be delegating to everyone. People have different skillsets and giftings.

Don't delegate your calling to other people.

A. Exactly what needs to be done?

a) Clearly defined and outline what needs to be done.

B. Why does it need to be done?

a) This fosters better decisions from those doing it. It gives them the reason for doing what is required.

C. When does it need to be done?

a) Tasks need a deadline. Completing a task is very satisfying. A deadline helps in that.

D. Who is the best person to do it?

a) People's strengths are key to who to delegate to. You shouldn't be delegating to everyone or anyone.

E. How well must it be done?

- a) All tasks have different values, priorities, and levels of detail, efficiency and accuracy required. There is a difference between a butcher and a surgeon.

2. Notice that there are benefits and dangers to not delegating.

Benefits

A. “And thou shalt teach them ordinances and laws, and shalt show them the way wherein they must walk, and the work that they must do.”

- i) The Leader has the time to teach and show the people. Teaching alone will not suffice. We must show people. We must demonstrate and live it out to them to help them walk and work it out.

B. “Moreover thou shalt provide out of all the people able men, such as fear God, men of truth, hating covetousness; and place such over them, to be rulers of thousands, and rulers of hundreds, rulers of fifties, and rulers of tens:”

- a) Choose leaders from among the people:

Leaders should not entirely come from the outside. We need to look within before we look without. If we are faithfully developing people, we won't miss finding a leader from among them.

- i) Able—Ability

- 2 Timothy 2:2 teaches that faithfulness ought to come before the ability aspect. These able men must have shown faithfulness. Ability alone will not suffice. Many folks have the ability but no faithfulness. Ability can be learned. Faithfulness is a character that has to be developed over time.

- ii) Fear God

- iii) Men and women of truth

- iv) Hating Covetousness

- Colossians 3:5 says covetousness is idolatry

- b) Place such over them, to be rulers of thousands, and rulers of hundreds, rulers of fifties, and rulers of tens:”
 - i) For every 10 people, we need a minimum of one leader. For example: For 100 people we need a minimum of 10 leaders.
- C. “And let them judge the people at all seasons: and it shall be, that every great matter they shall bring unto thee, but every small matter they shall judge:”
 - a) The leader concentrates on the great and harder matters.
- D. “And let them judge the people at all seasons: and it shall be, that every great matter they shall bring unto thee, but every small matter they shall judge:”
 - a) A leader is not bogged down with smaller matters.
 - i) Learn to delegate and set priorities.
 - ii) Some tasks can’t be delegated. These are high priority.
 - b) This will give the leader time for other things.

Dangers

- A. “And Moses' father-in-law said unto him, The thing that thou doest is not good.”
 - a) Not good to do it alone. Not delegating is not a good way of doing things.
- B. Thou wilt surely wear away, both thou, and this people that is with thee: for this thing is too heavy for thee; thou art not able to perform it thyself alone.
 - a) Wear away the leader—Moses.
 - b) Thou will surely wear away.
 - i) Notice the word “surely”
 - No doubt, definitely, rest assured.

- ii) Wear way simply means to faint, fail, fall, or burn out.
 - b) A lack of delegation hurts the leader and the people.
- C. Thou wilt surely wear away, both thou, and this people that is with thee: for this thing is too heavy for thee; thou art not able to perform it thyself alone.
 - a) Wear away the people, not just the leader.
 - i) Wear way simply means to faint, fail, fall, or burn out.
 - ii) What the leader does to himself, he has done to the people.
 - b) A lack of delegation hurts the leader and the people.
- D. Thou wilt surely wear away, both thou, and this people that is with thee: for this thing is too heavy for thee; thou art not able to perform it thyself alone.
 - a) Too heavy for the leader to do all the work alone without delegating.
- E. Thou wilt surely wear away, both thou, and this people that is with thee: for this thing is too heavy for thee; thou art not able to perform it thyself alone.
 - a) The leader is not able to do it or perform it alone.
 - b) A leader will fail if they do not delegate well.
- F. Other dangers will be:
 - i) Lack of development of leaders
 - ii) Lack of development of skills in the team.
 - iii) Labor mobility
 - iv) Lack of growth in the team.
 - v) Lack of growth of the ministry or church.

3. Rulers

And Moses chose able men out of all Israel, and made them heads over the people, rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens.

- i) Here is a powerful principle. This passage lists that we need to have a leader for every 10 people. For every 10 people, we must have at least one leader,
- ii) Moses had leaders over tens, fifties, hundreds, and thousands,

4. Multiplication

For multiplication to occur, there must be delegation.

1) Acts 6:1-8 And in those days, when the number of the disciples were multiplied, there arose a murmuring of the Grecians against the Hebrews, because their widows were neglected in the daily ministrations. Then the twelve called the multitude of the disciples unto them, and said, It is not reason that we should leave the word of God, and serve tables. Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business. But we will give ourselves continually to prayer, and to the ministry of the word. And the saying pleased the whole multitude: and they chose Stephen, a man full of faith and of the Holy Ghost, and Philip, and Prochorus, and Nicanor, and Timon, and Parmenas, and Nicolas a proselyte of Antioch: Whom they set before the apostles: and when they had prayed, they laid their hands on them. And the word of God increased; and the number of the disciples multiplied in Jerusalem greatly; and a great company of the priests were obedient to the faith. And Stephen, full of faith and power, did great wonders and miracles among the people.

A. Here in the book of Acts, we see the reason as to why the disciples multiplied was because the leaders delegated and chose leaders to take on the other matters such as waiting tables (serving) while they concentrated on prayer and the ministry of the Word.

a) Delegation: Delegation caused the Word to increase and the disciples to multiply.

i) Doing it all yourself will wear you out of God and the people. One of the ways multiplication comes, is as a result of delegation.

i) Delegate, Trust, and Replicate.

B. Delegation should not be made to anyone or everyone. It should never be done out of desperation. It has to be very strategic and intentional.

- a) It's quite amazing what the qualifications were when they were choosing leaders. They did not look for charisma, eloquence, looks, body weight, popularity, fame.
- i) When we are selecting leaders, we ought to look for the following;
 - Men of honest report, full of the Holy Ghost, and wisdom (Acts 6:3).
 - Stephen was full of faith and of the Holy Ghost. Acts 6:5.
 - ii) This will be a person(s) that believe in you, that loves you and are on board with the vision of the church and Pastor. We should not be just delegating to people who have a skill set yet have no heart of what we are doing.
- b) Do not select leaders by asking for volunteers or people to raise their hands and sign up as volunteers. Leaders are mostly those that do not volunteer. Leaders are to be chosen or selected.
- i) Leaders over people are to be handpicked.
 - ii) You have to reach out to leaders. You have to pursue them. They are usually busy people anyway.
- c) Hire and delegate to your weakness.
- d) Don't commit leadership or delegate to hurting people. Hurt people, hurt people.

2) Feeding the 5000

Mark 6:37-44 He answered and said unto them, Give ye them to eat. And they say unto him, Shall we go and buy two hundred pennyworth of bread, and give them to eat? He saith unto them, How many loaves have ye? go and see. And when they knew, they say, Five, and two fishes. And he commanded them to make all sit down by companies upon the green grass. And they sat down in ranks, by hundreds, and by fifties. And when he had taken the five loaves and the two fishes, he looked up to heaven, and blessed, and broke the loaves, and gave them to his disciples to set before them; and the two fishes divided he among them all. And they did all eat, and were filled. And they took up twelve baskets full of the fragments, and of the fishes. And they that did eat of the loaves were about five thousand men.

- a) Jesus did not feed all the people by Himself. He delegated it to the disciples. He could not have been able to alone feed the 5000 men—possibly 10,000 people including men and women. It could have taken him days and months to do that. The art of delegation got this accomplished within hours.
 - i) As Jesus broke the bread, He gave it to the disciples, and I believe the multiplication happened in the hands of the disciple.

5. The Great commission

Matthew 28:18-20 And Jesus came and spake unto them, saying, All power is given unto me in heaven and in earth. Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, even unto the end of the world. Amen.

- a) Jesus was a chief at delegating. He did this well and this is one of the reasons the church exploded and grew. He was a secure leader and secure leaders do delegate.
- b) Jesus the Head delegated His authority and power to the body according to Matthew 28:18-19. This is how we can accomplish the great commission.
- c) The authority and power we have are delegated authority.
- d) This is the way He accomplishes His will here on earth. The head doesn't function independently of the body and the head can't and does not do everything alone.