

Leadership Moments

The Art of Delegation and Empowerment

1 Tim 1:1

Paul, an apostle of Christ Jesus by the command of God our Saviour and of Christ Jesus our hope,

- God's calling is a command.
- A command in the context of rescue and love is appropriate.
- In order to embrace the YES of our lives, we need to delegate the NO.

Delegation is the passing on of responsibility for completion of work to other people. You give them authority to decide and to do.

Why Delegate?

I have outlined some common reasons for delegation below:

1. Delegation helps you to focus on only what you can do in your core role.

This might mean you are now freed up to plan, strategize and network.

Ask yourself the question: The people that really need me, what do they need that only I can do? Give them that, the rest you can delegate.

2. Delegation allows people that are better than you the opportunity to do what they do best.

Being a leader does not mean that you are the best at everything. Often you are managing people who are more capable than you in certain areas. It's important to allow them to function in these areas.

3. Delegation gives your team members the opportunity to shine.

Often we are mentoring the people we delegate to. An important aspect of mentoring is sponsorship. This is where you speak positive things about the accomplishments of your protégées. Delegating challenging tasks that you know they will succeed in is such an opportunity.

4. Delegation is an opportunity to test the capability of the people following your leadership.

Often you have seen the individual's CV and have heard what they say about themselves. What delegation does is it gives you the opportunity to evaluate the current level of competence of the team member or your child at home.

5. Delegation helps the delegate to have a more realistic view of his or her abilities.

Often enthusiastic inexperienced employees want to be in a leadership position on day two of their orientation process. Delegation of certain tasks early on in their careers gives them a taste of

the types of challenges associated with higher levels of responsibility. This is especially true in the case of kids.

6. Delegation assists in Job enrichment and ultimately talent retention.

It's important to keep your star performers motivated and challenged. Giving them interesting assignments goes far in helping to retain them. One of the biggest needs people have in the workplace is the need to grow. Delegation is a good source of learning for them.

Exodus 18:13-27

13 The next day Moses took his seat to serve as judge for the people, and they stood around him from morning till evening. 14 When his father-in-law saw all that Moses was doing for the people, he said, "What is this you are doing for the people? Why do you alone sit as judge, while all these people stand around you from morning till evening?"

15 Moses answered him, "Because the people come to me to seek God's will. 16 Whenever they have a dispute, it is brought to me, and I decide between the parties and inform them of God's decrees and instructions."

17 Moses' father-in-law replied, "What you are doing is not good. 18 You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone. 19 Listen now to me and I will give you some advice, and may God be with you. You must be the people's representative before God and bring their disputes to him. 20 Teach them his decrees and instructions, and show them the way they are to live and how they are to behave. 21 But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens. 22 Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter, because they will share it with you. 23 If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied."

24 Moses listened to his father-in-law and did everything he said. 25 He chose capable men from all Israel and made them leaders of the people, officials over thousands, hundreds, fifties and tens. 26 They served as judges for the people at all times. The difficult cases they brought to Moses, but the simple ones they decided themselves. 27 Then Moses sent his father-in-law on his way, and Jethro returned to his own country.

- Are you carrying a load that is too heavy for you?
- When you are in God's will you will have the grace to carry that which He gives you.
- Jesus said "my yoke is easy and my burden is light".
- We see from this passage that there are levels of delegation.
- There is a difference between delegation and abdication.
- v14 is a very good question for all of us. Why don't we delegate?

Why do some leaders often struggle to delegate?

1. Perfectionism

If someone can do something 80% as well as you can then let them do it. Remember that there was a time when you also had to learn and grow.

2. Inflexibility

Often some leaders are fixated with their specific style of delivery. It's important to be flexible with regards to approaches. Just because they are not doing it your way does not mean it is wrong. Allow your protégées to achieve great results whilst still being true to themselves. In sport that's one of the marks of a great coach. They let you play your game. They allow you to become the best version of yourself.

3. Unwillingness to train others

A lot of managers are either bad coaches or simply too impatient to train others. They find it quicker and easier to just do the work themselves. This often happens when managers are short-sighted. They end up overloaded resulting in them dropping balls anyway.

4. Control Freak Tendencies

Often if someone is under pressure to perform, he or she might tend to control the outcome of the work by doing it themselves. This is a form of uncertainty avoidance. Unfortunately this type of fear results in some people becoming control freaks. Often it's rooted in fear of their manager/boss. They need their manager to validate their worth. Sadly, the result of this is that their team never grows in self-confidence and no one wants to work for them.

5. Past experiences

If someone has had negative past experiences with regards to delegation they might have made an inner view such as "From now onwards I am going to do it by myself. You can't trust anyone around here." These thoughts become deeply entrenched in a manager's psyche and a mind-set develops that causes an inability to relinquish control.

6. Poor Delegation Skills

Many managers struggle to delegate because they are strong implementers. They have come from a strong technical background and are skilled as doers not as managers. When they attempt to delegate they do not give clear instructions and fail to understand why their instructions have not been carried out.

7. Incorrect assumptions

Often people in leadership roles underestimate the capabilities of their staff simply because they don't really know them. Sometimes they assume that their staff don't want to be overloaded with more work when in actual fact the team actually wants to be challenged more.

Luke 10:1-21

After this the Lord appointed seventy-two[a] others and sent them two by two ahead of him to every town and place where he was about to go. 2 He told them, “The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field. 3 Go! I am sending you out like lambs among wolves. 4 Do not take a purse or bag or sandals; and do not greet anyone on the road.

5 “When you enter a house, first say, ‘Peace to this house.’ 6 If someone who promotes peace is there, your peace will rest on them; if not, it will return to you. 7 Stay there, eating and drinking whatever they give you, for the worker deserves his wages. Do not move around from house to house.

8 “When you enter a town and are welcomed, eat what is offered to you. 9 Heal the sick who are there and tell them, ‘The kingdom of God has come near to you.’ 10 But when you enter a town and are not welcomed, go into its streets and say, 11 ‘Even the dust of your town we wipe from our feet as a warning to you. Yet be sure of this: The kingdom of God has come near.’ 12 I tell you, it will be more bearable on that day for Sodom than for that town.

13 “Woe to you, Chorazin! Woe to you, Bethsaida! For if the miracles that were performed in you had been performed in Tyre and Sidon, they would have repented long ago, sitting in sackcloth and ashes. 14 But it will be more bearable for Tyre and Sidon at the judgment than for you. 15 And you, Capernaum, will you be lifted to the heavens? No, you will go down to Hades.[b]

16 “Whoever listens to you listens to me; whoever rejects you rejects me; but whoever rejects me rejects him who sent me.”

17 The seventy-two returned with joy and said, “Lord, even the demons submit to us in your name.”

18 He replied, “I saw Satan fall like lightning from heaven. 19 I have given you authority to trample on snakes and scorpions and to overcome all the power of the enemy; nothing will harm you. 20 However, do not rejoice that the spirits submit to you, but rejoice that your names are written in heaven.”

21 At that time Jesus, full of joy through the Holy Spirit, said, “I praise you, Father, Lord of heaven and earth, because you have hidden these things from the wise and learned, and revealed them to little children. Yes, Father, for this is what you were pleased to do.

9 Things Jesus does when He delegates?

- Jesus empowers
- Jesus commissions
- Jesus gives clear instructions
- Jesus trusts us, believing the best.
- Jesus warns of dangers
- Jesus imparts His values
- Jesus expects us to represent Him fully – Represent can mean to present again.

- Jesus clarifies the WIN
- Jesus does not call the qualified, He qualifies the called

Acts 6:1-7

In those days when the number of disciples was increasing, the Hellenistic Jews[a] among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. 2 So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables. 3 Brothers and sisters, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them 4 and will give our attention to prayer and the ministry of the word." 5 This proposal pleased the whole group. They chose Stephen, a man full of faith and of the Holy Spirit; also Philip, Procorus, Nicanor, Timon, Parmenas, and Nicolas from Antioch, a convert to Judaism. 6 They presented these men to the apostles, who prayed and laid their hands on them. 7 So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith.

- They were already experiencing some degree of success
- Good things can still lead to conflict
- God can use conflict to help us make good decisions
- They had to guard against neglecting their primary purpose
- They needed to delegate responsibly
- They had criteria for delegation
- Delegation frees you up
- The result of delegation was more fruit – multiplication.

What are you neglecting as a result of not delegating?