

What they need is our Trust

Each time we get together, I want to spend a short time thinking about our responsibility towards and for others. That's because we are uniquely the team leaders. We run teams. This could be a church staff team or more likely it could be our launch team or our volunteer leadership team. Not the elders so much as the deacons – the guys who get things done rather than the guys who talk about what needs to be done!

Our responsibility for others is fundamental to our role. God has entrusted us with people, and we have a particular role to fulfil within that team, and that is to lead them. I want to think about that briefly each time we get together.

And, I want to encourage you to think about what the others in your team need from you. So that you can think through what you need to provide. And the realisation that we have an obligation towards others may not be uppermost in our thinking. So, I want to get out ahead of that.

This week I want us to think about the need of our team for our trust.

Trust is our willingness to accept or our conviction and confidence that they'll get the job done. Our team needs to know that we believe in them to deliver. They need to know that we think they've got it.

I think what I'm guarding against here is micromanagement. Dropping down from our role into theirs. At least I'm warning you about it. Trusting them means that we'll delegate and get out of the way. We won't constantly drop down into their world and get involved. We'll leave them to it.

There are six ways to delegate.

The 6 Levels of Delegation



Five Reasons Delegation is Difficult

1. The things we need to give away were the things that got us into leadership
2. The things we need to give away are the things that we really enjoy

3. The things we need to give away are the things others will do less well
4. The things we need to give away would be done quicker if we still did them
5. The things we need to give away are the things we get praised for

But I wonder whether there are two main things that make this difficult.

The first is their incompetence. They need micromanaging when they can't do the job that we want them to do in the way that we want them to do it. Of course, to begin with they're going to struggle to do the right thing in the right way. But that won't last forever. And at some point, they'll become good at what we're asking them to do. The trouble is that we're often the last to spot it. And there'll likely come a time when they'll work out that our way of doing it can be improved upon. As leaders we can overlook the progress and competence developing in the people around us and recalibrate our expectations and way of operating.

The second is our arrogance. If we think we're better than them at something then we're going to struggle to give it up. And the problem for many of us is that we were good at things, especially ministry things. Presumably that's why we're where we are. We're good at ministry. Most of us are generalists. We're 7 out of 10 for most things. We're not specialists, otherwise we'd be specialising in one ministry. Church planters are by the very nature of the task generally good at lots of things but exceptional at none! And being generally good at most things can give us a warped sense of perspective. We forget that God is likely to give us people who are at least an 8 out of 10 in some of the things that we've been doing.

If we don't get this right three things will happen

1. It's a waste of our time

You have lots on your plate. If you're spending your time telling people who know what they're meant to be doing and who they're meant to be doing it with then that's wasted time. It's time you could be spending on something else.

Ask yourself 'am I doing the work of those beneath me?'

2. It's a waste of their time

They don't need our help. By dropping down into their world of work we're taking up time that could be spent doing things talking about doing things.

One sure fire way to become a bottleneck and obstacle to productivity is to insist on being involved in the process.

3. It's a way to frustrate them

The opposite of trust is distrust. When we get in the way and drop down into their world of work what we're saying is 'I'm not convinced that you'll do it right'. That is utterly demoralising!

'Good people don't need to be motivated; they just need you not to demotivate them. So let them do their thing and support and encourage them along the way. Find a way to get them whatever resources they need to do a good job and then get out of their way'. Hamilton p 319