

Leading Others Module 5 • Empowering Those Around You

Character: Prudence

Prudence means looking ahead and making decisions in the present based on the threats and opportunities you see coming in the future.

A good way to look at prudence is through the lens of 'urgent' and 'important'. Many things that are important for a leader are not urgent, and vice versa. There is always pressure on a leader to prioritize the urgent things, but a good leader prioritizes important things.

Read Proverbs 24:27. Why would it be prudent to work your fields before building your house? What are tasks in your life right now that feel as urgent as building your house, and what are tasks that are as important for your future as working your fields? What adjustments do you need to make?

Competency: Empowerment

Pre Assessment

Rate yourself in the following proficiencies.

10 being an expert, 1 being totally unfamiliar

- Include team members in decision-making, capitalizing on their expertise and judgement ____
- Resist the urge to 'do it myself' ____
- Communicate clearly and regularly when empowering others to act ____
- Use delegation as a means to develop team members competency and confidence ____
- Delegate tasks, care, decisions, projects, and development ____

What is Empowerment

Empowerment is not just delegating tasks, but delegating authority. It is explaining the why behind a task, and expressing confidence in someone's abilities. It indicates trust in someone, and increases their confidence. What factors do you believe bring about a culture of empowerment?

Why Leaders Resist Empowering Their Team

1. The Tyranny of the Urgent- In the short run, empowerment takes longer than execution. In the long run, an empowered team is much better.
2. Lack of Confidence in Your Team- Is there a lack of competence, commitment, or character in the team? If so, these can be points of growth and coaching. If not, the problem lies within the leader.
3. Insecurity in Yourself- One of the biggest temptations you will face is using your authority to validate your identity. How can you identify and grow from this trap?
4. Expectations of Others- Culture can drive unhealthy habits, and turn leaders into executors. How can you balance getting things done with excellence, and driving empowerment on your team?
 - Of these four reasons, which ones are you most likely to struggle with as a leader? What practical steps can you take to grow?

Disciplines of an Empowering Leader

- **Delegate Discerningly.** A wise leader does not empower all people equally. Consider if the team member is ready, that they understand the vision and values before they are empowered.
- **Explain Supportively.** Explain why you have chosen them, the good you see in them, and that what you are delegating is an opportunity to grow in their faith. Don't waste an opportunity to grow your team spiritually!
- **Direct Clearly.** Unspoken expectations lead to predetermined resentment. What do you expect to be done, what is the timeframe, etc. Are you delegating tasks, care, decision making, a project, or ongoing development? Do the people you are empowering know what they have been given?
- **Communicate Regularly.** Ask how you can be supportive. Regularly communicate praise, ask for updates, and help process the experience.