

Sharing the Leadership Load

Notes taken from a presentation by Bill Donahue at Christ Community Church on 1/30/11

I. What Keeps Leaders from Sharing Leadership?

Loss of **Control** : "Who knows what will happen if I let him/her lead?"

Feelings of **Insecurity** : "What if my protégé is a better leader than I?"

Ego : "I need the attention and I like people depending on me."

Inadequacy : "Why would anyone want to learn leadership from me?"

Fear of **Failure** : "What if I pick the wrong person and they screw up?"

Short **Sightedness** : "There just aren't any other leaders around."

Unwillingness : "People just don't have the desire to help!"

II. Why Have Shared Leadership?

A Practice and Pattern in Scripture

- **Moses - Exodus 18**
- **Elijah and Elisha - 1 Kings 19; 2 Kings 2**
- **Jesus and The 12 - Gospels**
- **Appointing Elders in the church - Titus 1**

Essential for the *Health* of a Community

Shifts Focus off a *Few* and onto the *Many*

- **Allows others to develop and use their spiritual gifts**

Replaces *Hierarchical* Leadership with *Communal* Leadership

- **Develops a culture of mutual discipleship by tearing down the lone leader mentality and giving responsibility to others**

III. Identifying and Engaging Emerging Leaders

What kind of person do you look for?

- **An available person - they show up!**
- **A teachable person - they will accept your leadership**

Where do you find them?

- **Anywhere you find people - every group has someone that can be developed**
- **Give lots of people small opportunities to lead in order to see who rises to the surface**

How do you make "the ask?"

- **Let them know what you see in them - affirm their leadership potential**
- **Be direct - be clear about what you're asking**

*KEY: Invite people to a _____ **relationship** _____ *not a role!**

IV. A Process for Sharing Leadership with an Apprentice (see *Leading Life-changing Small Groups*, pages 67-76)

Give Them...

- 1) Someone to love in the community
 - **Have them invest in a particular person(s) in the group**
- 2) Something to learn from experiences
 - **Give them the opportunity to process group times and give feedback on your leadership. As you can imagine, this will require some vulnerability and humility on your (the leader) part!**
 - **Involve your apprentice in the things you do as a leader (especially the leadership development opportunities!)**
- 3) Some time to lead portions of the meeting and receive feedback
 - **Give them leadership experiences, give them feedback and help them process the experience**
- 4) Somewhere to look for others to share responsibility
 - **It's never too early for an apprentice to begin looking for someone they can invest in as a future leader - keep the DNA growing!**