

October Development Guide

SUBJECT: LEADING THROUGH OTHERS



Their responsibility is to equip God's people to do his work and build up the church, the body of Christ. - Ephesians 4:12 (NLT)

What does this mean?

The overall mission for every Christian leader is “to equip the saints for the work of ministry.” This involves training believers to serve God here on earth. Leaders are to train others in the church to serve others. In addition, ministry is “work.” It involves expending energy and placing the needs of others first.

The reason church leaders are to train every believer to serve others is “for building up the body of Christ.” In many modern churches, a pastor is expected to provide all or most of the ministry work for those in the congregation. When this takes place, others do not use their spiritual gifts.

When the people do not serve, the congregation's growth stagnates. Instead of allowing this to happen, church leaders are called on to focus on training others to serve. In this way, every believer is growing in maturity and making disciples of others.

How do I equip God's people?

John Maxwell's Five Levels of Leadership

Level 1 - Position

You are the “boss” and people only follow you because they have to. Your influence doesn't extend beyond job descriptions. Subordinates do things because they think they have to – to keep their job, receive their pay, prevent getting reprimanded, etc. This is where most leaders start. It is the ground floor of leadership from which we need to build our foundation from.

Level 2 - Permission

People follow you because they want to – they trust you and they believe in you. At this point, people will follow you beyond your stated authority. Leadership is influence and that makes this the first level of true leadership.

The leader isn't relying on positional authority anymore; they are influencing people through relationships. Building strong relationships enables people to follow you instead of simply following orders. Leading through relationships breaks down barriers to communication and deepens trust throughout the organization.

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Level 3 - Production

People follow you because of what you have done for the organization. To be a level 3 leader, you need to have self-discipline, a strong work ethic, organization, and the skills to produce. This is the level where you are making things happen and getting results. The ability to produce for themselves as well as for the team, gives leaders credibility, confidence, and more influence. Level 3 leaders attract other producers and create an environment for collaboration.

Level 4 - People Development

People follow you because of what you have done for them personally. Long range growth occurs here because you're developing future leaders to carry the torch. People are our most valuable asset, so it's vital that we continue shaping and developing them to take our place once we're gone.

When you put in the time, effort, energy, and money to develop future leaders, your organization will be rewarded with exponential growth. What's better? One leader with many followers, or many leaders that are growing and spreading throughout an organization? The highest goal of leadership is to develop leaders, not gain followers or do work.

Level 5 - Pinnacle

People follow you because of who you are and what you represent. Few people make it here (1% of leaders). As a level 1 leader, you are merely a position or title. As a level 2 leader, you focus on people and people skills. As a level 3 leader, you focus on personal and corporate productivity (while still focusing on people). As a level 4 leader, you are adding another layer, and that is developing the people below you.

Think of these different levels as building blocks – if you're on level 4, you're still taking care of your people and producing results, but your focus is on developing the potential in others (80% of the time). And finally, a level 5 leader creates leaders over a lifetime.

Discussion Questions:

1. What were your biggest takeaways from the teaching(s)?
2. How will you apply what you learned?
3. Where are you on your leadership journey?
4. Where do you go from here?

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Additional Resources:

[Growing Deeper section videos](#)

Victory Family Church Development Guide

- [October 2021: Leading Through Others](#)

Maxwell Leadership Podcast

- [When the Leader Believes in the People](#)
- [Are You a Climber or a Connector](#)

The John Maxwell Leadership Podcast (audio)

- [The 5 Levels of Leadership](#)

The Carey Nieuwhof Leadership Podcast

- [Dharius Daniels on Leading with Relational Intelligence, Leadership Learned the Hard Way, and the Keys to Great Communication](#)

Books

- *The 5 Levels of Leadership: Proven Steps to Maximize Your Potential* by John C. Maxwell
- *The Infinite Game* by Simon Sinek

References

- [Maxwell Leadership](#)
- [Wisdom for Life - The 5 Levels of Leadership](#)
- [BibleRef Online Bible Commentary](#)