

### 3 KEYS TO EQUIPPING OTHERS

**Truth:** The goal of a leader is not to do it all but to develop and equip others to do it and do it well.

A leader's main responsibility is to be a master equipper.

**Ephesians 4:12 (CJB)** Their (a leader's) task is to equip God's people for the work of service that builds the body of the Messiah,

**Equip: (katartismos)** prepare, perfect, to supply whatever training, resources and tools needed to accomplish assignment or mission.



#### KEY #1- BE AN EXAMPLE OTHERS WANT TO FOLLOW.

##### A. AN EQUIPPING LEADER MUST ALWAYS SET A GOOD EXAMPLE TO FOLLOW.

We will never be effective people developers with an inconsistent life. The more integral and consistent we are the more respect we will earn with those we are aiming to develop and influence.

**Titus 2:7 (CEV)** "Always" set a good example for others. Be sincere and serious when you teach.

##### B. WE MUST BE ABLE TO SAY WITH CONFIDENCE- "PATTERN YOURSELVES AFTER ME".

We will not produce what we want, what we say but who we are.

**1 Corinthians 11:1 (AMPC)** Pattern yourselves after me, follow my example, as I imitate and follow Christ (the Messiah).

##### C. EQUIPPING LEADERS MUST BE AN EXAMPLE IN PERSONAL DEVELOPMENT.

We will never have enough credibility to develop others if we are not personally developing ourselves. To be an effective equipper, teacher we must continue to be a student.

**Proverbs 1:5 (AMP)** The wise will hear and increase their learning, And the person of understanding will acquire wise counsel and the skill to steer his course wisely and lead others to the truth]

**Insight #1-** Great disciple makers are first great disciples.

To teach well we must first follow well.

**Insight #2-** When we stop growing. We cannot help others, are team or our organization to grow. Future growth is dependent on present growth.

**Insight #3-** The number one determining factor of whether any kind of training course or new system will work is senior leadership involvement.

A leader's absence creates a credibility gap.



**KEY #2- SPEND TIME WITH THOSE YOU ARE EQUIPPING.**

**Proximity Principle:** bring people close to you that you desire to develop and equip.

**Fact:** Equipping and leadership development can not be done at a distance.

There is no substitute for intentional proximity.

**A. JESUS EMPOWERED HIS DISCIPLES BY BREATHING ON THEM.**

This exemplifies the Proximity Principle. The best disciple making is bringing them within the reach of your breath. Leadership is not only taught it is also caught.

Ex. Covid is caught by proximity, so is leadership Impartations.

**John 20:22 (NLT)** Then he breathed on them and said, "Receive the Holy Spirit.

**Problem:** practicing the Proximity Principle can be challenging in a virtual work environment. We can simulate proximity by using technology, but it won't have the same effect.

**Solution:** create touch points with your team. There must be times where you and your team come together in person and do one on one. Put prospect proximity on your schedule or else they won't happen.

## **B. PAUL KNEW THAT HE NEEDED PROXIMITY IN ORDER TO IMPART A SPIRITUAL GIFT.**

**Romans 1:10-12 (NLT)** 10 One of the things I always pray for is the opportunity, God willing, to come at last to see you. 11 For I long to visit you so I can bring you some spiritual gift that will help you grow strong in the Lord. 12 When we get together, I want to encourage you in your faith, but I also want to be encouraged by yours.



### **KEY #3- SET EQUIPPING GOALS WITH THEM.**

**Goals are a road map to success.**

#### **A. GOALS ARE AN AGREED UPON TARGET.**

For goals to be effective they must be mutually agreed upon. We are not giving them goals, we setting goals with them. Unless they agree on the goals the goals are not their goals they are our goals. They must take personal ownership of their goals or else they won't have the passion or faith to accomplish them.

**Matthew 18:19 (AMPC)** Again I tell you, if two of you on earth agree (harmonize together, make a symphony together) about whatever -anything and everything they may ask, it will come to pass and be done for them by My Father in heaven.

#### **B. MAKE GOALS ATTAINABLE.**

Nothing is more discouraging than setting goals that are unachievable. Let's set them up to succeed and not fail. We need to be careful not down size someone's dreams. Of course we would rather aim for the moon and Hit stars but we must also help them set goals based on their present unique abilities and help them navigate to their desired destiny. If they have a really big goal, never tell them they can't do, instead ask them how do they plan to do it. If the plan and drive is there - go for it!!

**Matthew 25:21 (NLT)** "The master was full of praise. 'Well done, my good and faithful servant. You have been faithful in handling this small amount, so now I will give you many more responsibilities. Let's celebrate together!

**Insight:** Goals should still be a stretch, but should be an agreed-upon stretch. Each accomplished goal should lead them to set higher goals the require a greater stretch from them in order to go farther.



**Quote: (Ian MacGregor, former AMAX chairman of the board)**

"I work on the same principles as people who train horses. You start with low fences, easily achieve, goals, and work up. It's important to never ask people to try to accomplish goals. They can't accept".

**C. MAKE GOALS MEASURABLE.**

It's not enough to say I want to get better or I want to grow a leader. These are not goals because they're not measurable.

**Insight #1-** Every goal should be specific enough that they can clearly answer yes or no to the question. Did you achieve the goal?

**Application:** Set S.M.A.R.T Goals; (S) specific (M) measurable (A) achievable (R) relevant (T) time bound.

**Insight #2-** God did not tell Noah to just build a boat, God gave Him specific measurements.

**Genesis 6:15 (NLT)** 15 Make the boat 450 feet long, 75 feet wide, and 45 feet high.16 Leave an 18-inch opening below the roof all the way around the boat...

**D. MAKE GOALS CLEAR AND IN WRITING.**

Without written goals there isn't any real commitment or accountability. Every clearly agreed upon target must be put in writing for it to be legit. Written goals bring clarity and clarity makes goals compelling.

**Habakkuk 2:2 (EXB)** The Lord answered me "Write down the vision; write it clearly, plainly on clay tablets so whoever reads it can run to tell others.

**E. BENEFITS OF SETTING AND ACHIEVING GOALS.**

- 1) Accomplished goals build confidence.
- 2) Achieved goals give us a sense of accomplishment. (Which is one of the greatest motivators that exist.)
- 3) Written goals bring clarity and build faith.
- 4) Create a way to keep us and others accountable.
- 5) Help us track progress.
- 6) Build influence. (When we achieve or help others achieve a goal it builds our leadership influence. Makes us a better leader.)
- 7) Attract the presence, power, provision and favor of God on our lives. (God can not resist a vision with faith.)

**Ephesians 3:20 (MEV)** Now to Him who is able to do exceedingly abundantly beyond all that we ask or imagine, according to the power that works in us,