



## 4.1 We are developing leaders within our company, establishing a leadership team, and pouring ourselves into those relationships.

*A FULLY DEVELOPED LEADER IS DEVELOPING OTHER LEADERS – JOHN MAXWELL*

### **Q. To start, why do you think developing other leaders might be important?**

Why is it important to develop other leaders? How is this important for your own leadership development? Since our leadership needs to reflect God's leadership, we have to look to God's Word to answer these questions. In the Bible we find several models of leadership development which result in development of other leaders. Let's look at some Biblical leaders and who developed them:

- God developed Moses,
  - then, Moses developed Joshua. (Genesis 15)
- Eli developed Samuel. (1 Samuel)
- Jesus developed the Twelve Apostles (The Gospels),
  - then, the Apostles developed the church elders and saints. (Book of Acts)
- Paul was developed as an apostle,
  - then, he developed Timothy and Titus (among others) as elders and pastors. (The Book of Acts, 1 and 2 Timothy, Titus)
- Christ's organized the Church in order to develop maturity in the saints,
  - then, He gifted the Church with apostles, prophets, evangelists, shepherds, and teachers;
  - then, they equipped the saints for the work of ministry. (Ephesians 4)

These are just a few of many examples of leaders developing other leaders in scripture. If we are going to represent Christ's Kingdom to the world, this is the example we should follow in our leadership—we should be developing other leaders. How, though, might we go about that?

## FINDING THE RIGHT PERSON

“Who “matters. Discerning who you should develop is incredibly important.

**Numbers 11:28** And Joshua the son of Nun, the assistant of Moses from his youth, said...

Moses developed Joshua over a long period of time, as he knew Joshua from Joshua's youth. Over time, Joshua showed Moses he was the right person to develop.

**John 15:16** “You did not choose me, but I chose you and appointed you that you should go and bear fruit and that your fruit should abide, so that whatever you ask the Father in my name, he may give it to you. “

Jesus selected specific men to carry on His message and leadership after He was gone. Then he invested three years preparing them for this role.

**Q. Who could you point to right now and say, “This is the right person to invest my time and energy into?”**

## DEVELOPING LEADERS TAKES TIME

**Read Exodus 2:11-22.**

**Q. How much time did God take to prepare Moses for leadership before He sent him?**

Often, it takes a great deal of time to develop another leader. They may have knowledge, skills, and loads of desire, yet they lack an essential attribute in their readiness to become a leader—wisdom.

**Proverbs 4:3-6** When I was a son with my father, tender, the only one in the sight of my mother, (4) he taught me and said to me, “Let your heart hold fast my words; keep my commandments, and live. (5) Get wisdom; get insight; do not forget, and do not turn away from the words of my mouth. (6) Do not forsake her, and she will keep you; love her, and she will guard you.

Wisdom is crucial for Godly leadership, and it comes with guidance, prayer, and time. To develop another leader, you have to invest in all three.

## IT TAKES HUMILITY AND INTENTIONALITY

### **Read Numbers 27:12-23 and Deuteronomy 31:1-8.**

Leadership has to be exercised in order to do its work. This means it has to be given away to those who would follow your leadership. It also has to be given away to those who would follow in your place and move beyond you. Moses asked God who should be given the mantle of leadership for Israel. He wanted God’s leadership choice, not his own. Someone had to pick up where Moses left off, so Moses went to God to get his answer.

In humility and obedience, Moses was willing to give his authority away to Joshua. Moses was fully aware he was part of something bigger than himself, and his leadership was only for a time. Now it was time for someone else to carry on and go beyond what Moses did.

**Numbers 27:18-20** So the LORD said to Moses, “Take Joshua the son of Nun, a man in whom is the Spirit, and lay your hand on him. (19) Make him stand before Eleazar the priest and all the congregation, and you shall commission him in their sight. (20) You shall invest him with some of your authority, that all the congregation of the people of Israel may obey.”

**Deuteronomy 31:7-8** Then Moses summoned Joshua and said to him in the sight of all Israel, “Be strong and courageous, for you shall go with this people into the land that the LORD has sworn to their fathers to give them, and you shall put them in possession of it. (8) It is the LORD who goes before you. He will be with you; he will not leave you or forsake you. Do not fear or be dismayed.”

## Q. Why was it important to make Joshua's commissioning public?

God told Moses to be intentional and public in commissioning Joshua. Those who would need Godly leadership in the future, now had a leader presented to them and authorized by the leadership they trusted. This is an act of service to those who would be led.

## SUMMARY

We are part of something bigger than ourselves. Our leadership is about Christ's Kingdom, not ours, so leadership development is about sustaining Christ's Kingdom beyond ourselves.

Leadership development is scriptural, selective, and time-consuming. On your part, it requires discernment, patience, humility, and intentionality. As we practice leadership development, our character becomes more Christ-like as well, and isn't that what Christ desires for you?

## LEADERSHIP CONNECTION

**The leadership connection here is obvious. Leadership is a service to God and those you lead, and to grow and sustain this service *beyond yourself* requires you to develop the next set of leaders.**

## RESOURCES FOR NEXT STEPS

- **Bible Study**  
**Proverbs 4: A Son's Leadership Foundation from His Father**  
**John 14-17: Jesus' Leadership Handoff**
- **RightNow Media@Work**  
**Leadership Development**  
<https://app.rightnowmedia.org/en/content/details/440161>