

HOW TO DELEGATE SUCCESSFULLY

I do, you watch

Encourage those you are leading to intentionally watch what you are doing and to ask questions along the way. The goal of this stage is to learn the why.

What does this look like?

- Invite your new Serve Team Member, your Service Captain, or your Co-Leader to shadow you.
- Bring them along in the work of the ministry. Have them observe you leading – from beginning to end.
- Before moving on, take 5-10 minutes to debrief, answer their questions, and share why you led the way you did.

I do, you help

Involve those you are leading into the process of pastoring and leading. Ask for their input along the way. The goal of this stage is to learn the how.

What does this look like?

- Invite the Serve Team Member, Service Captain, or Co-Leader to help you do the work of the ministry.
- Allow the new Serve Team Member to serve alongside a “seasoned” Team Member.
- Allow the Service Captain to lead a portion of the huddle or to run one of the weekend plays.
- Allow the Co-Leader to lead an aspect of the group or to contact the members outside of the group that week.
- Once again, before moving on, take 5-10 minutes to debrief and provide feedback on the portions they led.

You do, I help

Intentionally observe those you are leading as they pastor and lead. Offer assistance or redirection as needed. The goal is to ensure the why and the how remain intact.

What does this look like?

- Invite them to step more into their role as a Serve Team Member, Service Captain, or Co-Leader and help you do the work of the ministry.
- Observe the new Serve Team Member in their role.
- Observe the Service Captain as they lead the weekend huddle and the service they are overseeing.
- Observe the Co-Leader as they lead the group.
- Remember, at this stage, they are still learning the skills needed to confidently fulfill the vision and mission. Encourage them in the areas they are thriving in and offer guidance on the areas of struggle.

You do, I watch

Empower those you lead, but periodically check in to assess. The goal is to ensure accountability of the why and the how.

What does this look like?

- Invite them to fully step into their role as a Serve Team Member, Service Captain, or Co-Leader and help you do the work of the ministry.
- Release the new Serve Team Member to own their role.
- Release the Service Captain to lead the weekend huddle and the service they are overseeing.
- Release the Co-Leader to lead the group.
- Once you have released them into their roles, do not fully step away! Create a systematic checkpoint where you can continue to encourage and offer feedback where needed.