LEADERSHIP DRIP

Season 1, Episode 7 Leader Guide

Are You Doing Too Much?

Equipping Others in the Journey of Leadership

Welcome to Leadership Drip! ***Have you ever wished you had more hours in the day?***

In this episode of Leadership Drip, Pastors Ashley and Charles tackle a challenge every leader faces – letting go. You'll discover why many leaders struggle to delegate, how to overcome the mindset that "it's all up to me," and a simple, practical process to begin equipping others with confidence. Because leadership isn't about doing more—it's about developing people who can carry the mission with you.

EPISODE NOTES

A Moment Every Leader Faces

As we grow in our leadership, often our responsibilities increase. Many leaders reach a point where:

- There is not enough time to accomplish what they are accountable for.
- The urgent, non-important things begin to crowd out the important priorities.
- Things that once brought joy now bring frustration.
- The workload feels unsustainable, and they consistently feel "behind."

When everything depends on us – we become the answer to every question, the decision-maker in every situation, and the mediator to every conflict – we will not only wear ourselves out, we will limit the growth of our team.

Like Moses, there comes a moment in every leader's journey where we must recognize we can no longer do this alone.

Common Pitfalls that Keep Leaders Stuck

Often, we struggle to let go of responsibility and empower those around us because of internal beliefs like…

1. **"It's up to me."** – We place too much pressure or expectation on ourselves about what only we can do.
2. **"No one else can do it like me."** – We struggle with the fear of failure or the need to be perfect and would rather do it ourselves to avoid mistakes.
3. **"It's just easier if I do it."** – We recognize it would take more time to teach someone else, so we continue to do it ourselves.
4. **"I don't want to burden anyone."** – We think we are helping by doing it all.

If we fail to overcome these mindsets, we risk burning ourselves out and preventing others from growing.

Leadership Development > Execution of Tasks

Ephesians 4:11-12
[11] So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, [12] to equip his people for works of service, so that the body of Christ may be built up…

Leadership is discipleship and equipping those around us to use their gifts to serve others is one way we can lead people to become more fully engaged followers of Jesus.

How to Equip Others – The Process of Delegation

Leadership is not about getting things done; it's about getting things done through others. Though it may take longer in the moment, equipping others will ultimately save us time and position us to focus on the heart of leadership – discipleship. Effectively equipping others requires us to intentionally invite them into the journey.

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."

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."

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.

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.

People don't learn just by watching – they learn by doing. True leadership development invites others to carry the weight through the giving of real responsibility, allowing room for mistakes, and offering feedback through the process.

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DRIP THIS INTO YOUR LEADERSHIP

Take time this week to evaluate how you are equipping others along the journey.

1.Evaluate Your Leadership Capacity

- What are you currently responsible to oversee or do? List it all out.
- What is draining your time and energy the most?
- What responsibilities are you holding onto that someone else could grow into?

2.Equip Others for the Journey

- Who could potentially carry those responsibilities alongside you?
- What is one task or responsibility that you could delegate this week?