



Leadership

DELEGATION

Often, one of the more challenging duties for leaders is understanding and properly utilizing the skill of delegation. Although it seems like one of the simplest things to do, many leaders struggle to accomplish it well. In this devotional we will spend time looking at the skill of delegation and allow God's word to encourage and grow us in this area.

- To begin, in your own words, how would you define "delegation"?

Perhaps you used words like entrust, assign, appoint or empower. One Biblical definition said: "To entrust someone else with a portion of one's responsibility."

- With that idea in mind, why do you think delegation is so hard? In your experience, has this been an area where you have struggled? If so, what has made it a struggle?

The Bible talks a lot about delegation. Begin by reading the following passages: Genesis 2:18-20, Genesis 6:9-22, Psalm 8.

- Where do you see delegation in these passages? What were some of the tasks that you see being delegated?

- Who is doing the delegating in these passages? What do these passages tell you about God's feelings on delegation?

A Study of Moses and the duty of Delegation

Read 2 stories about Moses: Exodus 18:13-18 and Numbers 11:4-15

- What condition is Moses in during these two passages? How would you describe Moses as a leader at this point?

In story 1 (Exodus 18), Moses thought he was doing a good job by hearing all of the disputes. However, read Jethro's response to Moses in Exodus 18:19-23.

- What advice does Jethro give Moses? What result does Jethro say Moses should expect from delegating some of the responsibility?
- Evaluate Jethro's suggestion of delegation. What benefit do you see for Moses? What benefit do you see for the people and community?

In story 2 (Numbers 11), reflect on God’s response to Moses. Read Numbers 11:16-17.

- What do you see as God’s solution to Moses’ problems? How is this solution similar to the solution Jethro gave in Exodus 18?

- Why does God say He is helping Moses? (v.17b). What does this say about God’s heart for us as leaders?

Numbers 11:17 says: *“Then I will come down and speak with you there, and I will take away some of the Spirit who is upon you, and put Him upon them; and they shall bear the burdens of the people with you,”* (NASB).

- According to this verse what is God going to take from Moses?

- Where or to whom is God going to place the part of the Spirit He takes from Moses?

- What do you see as the significance of this? What does this say about the way God wants to work through us as leaders as well as those we lead?

Read Numbers 11:25:

- What is the result of God's delegation of partial power from Moses to the 70 elders? How does this result speak to you as a leader who delegates?

Conclusion

The opposite of delegation is "withholding" or "not releasing." There are many reasons why a leader may fear unleashing leadership to those they lead.

- Make a short list of reasons why a leader (or even yourself) may choose to not delegate.

- Evaluate your list above. What does the Bible say in regards to some of the items on your list? How do the stories we studied about Moses as well as many other stories shared throughout the Bible give you encouragement as you grow in the area of delegation?

The November 2022 Flourish Blog will also share some thoughts about delegation. Look for that blog as an additional resource to help you in this area.