

Advanced Kingdom Leadership Course

Module 5

Session Five: Development Over Delegation

Overview

This session continues exploring the family model of leadership and emphasizes the importance of development over delegation. Healthy leaders prioritize developing people so they can grow into maturity, responsibility, and ultimately fulfill their destiny.

1. Development vs Delegation

Delegation is important in leadership, but development is even more important.

When leaders prioritize delegation alone, people may be pushed into responsibilities they are not prepared for.

2. Identity as the Foundation

Healthy development begins with identity—helping individuals understand they are valued and belong.

When people know they are loved and valued, they are more confident in their growth.

3. Building Community

Community teaches individuals how to relate to others through honor, forgiveness, and service.

Healthy cultures intentionally teach people how to resolve conflict and care for one another.

4. Cultivating Maturity

Maturity is the ability to manage emotions and respond intentionally rather than reactively.

Mature individuals pursue long-term goals and growth rather than short-term emotional responses.

5. Teaching Responsibility

Responsibility helps individuals develop character and accountability.

Leaders train people to serve others and contribute meaningfully to the organization.

6. Discovering Destiny

Every individual has a God-given design and purpose.

Leaders help people discover their strengths, calling, and long-term direction.

7. Leadership as Development

The goal of leadership is to develop people rather than simply assign tasks.

When leaders invest in people's growth, organizations become healthier and more effective.

Questions

1. Do you focus more on delegating tasks or developing people?
2. Which stage of development (identity, community, maturity, responsibility, destiny) needs the most attention in your leadership environment?
3. How can you intentionally help someone move toward greater responsibility and purpose?

Activations

- Identify one person you could intentionally develop in their leadership journey.
- Consider practical ways to help people grow in responsibility and maturity.
- Ask God for wisdom to lead as a developer of people rather than merely a manager of tasks.