

## Become a Better Leader Through Multiplication

It takes leaders to make more leaders.

As a leader, you are not out to create followers, but to discover, disciple, and distribute more and better leaders throughout your organization.

Let's take the simple but accurate path of dividing people into two groups – leaders and followers. Followers don't develop leaders – they follow them. Only leaders can develop more leaders.

The odds are high that you have someone on your team that is now only a follower – but you recognize potential in them. You want them to become the leader you already see in them.

THE QUICK SUMMARY - [Multipliers](#) by Liz Wiseman

A revised and updated edition of the acclaimed *Wall Street Journal* bestseller that explores why some leaders drain capability and intelligence from their teams while others amplify it to produce better results.

We've all had experience with two dramatically different types of leaders. The first type drains intelligence, energy, and capability from the people around them and always needs to be the smartest person in the room. These are the idea killers, the energy sappers, the diminishers of talent and commitment. On the other side of the spectrum are leaders who use their intelligence to amplify the smarts and capabilities of the people around them. When these leaders walk into a room, light bulbs go off over people's heads; ideas flow and problems get solved. These are the leaders who inspire employees to stretch themselves to deliver results that surpass expectations. These are the Multipliers. And the world needs more of them, especially now when leaders are expected to do more with less.

In this engaging and highly practical book, leadership expert Liz Wiseman explores these two leadership styles, persuasively showing how Multipliers can have a resoundingly positive and profitable effect on organizations—getting more done with fewer resources, developing and attracting talent, and cultivating new ideas and energy to drive organizational change and innovation.

In analyzing data from more than 150 leaders, Wiseman has identified five disciplines that distinguish Multipliers from Diminishers. These five disciplines are not based on innate talent; indeed, they are skills and practices that everyone can learn to use—even lifelong and recalcitrant Diminishers. Lively, real-world case studies and practical tips and techniques bring to life each of these principles, showing you how to become a Multiplier too, whether you are a new or an experienced manager. This revered classic has been updated with new examples of Multipliers, as well as two new chapters one on accidental Diminishers, and one on how to deal with Diminishers.

Just imagine what you could accomplish if you could harness all the energy and intelligence around you. *Multipliers* will show you how.

## A SIMPLE SOLUTION

A central support in any leadership development structure has to be the concept that recognizes the value of people. Your team is not just cogs in a machine that gets things done. They are unique creations of God, and to not develop them is in some ways an abuse of their God-given abilities.

But as often is the case, the swirl and business of ministry often leads you to overlook this.

Is it possible to focus on the tasks in front of your organization AND consistently lead in the discovery and development of those on your team?

*Multipliers look at the complex opportunities and challenges swirling around them and think, "There are smart people everywhere who will figure this out and get even smarter in the process."*

Multipliers see their job as bringing the right people together in an environment that liberates everyone's best thinking – and then get out of the way and let them do it.

So what are the practices that distinguish the Multiplier? In researching the data for active ingredients unique to Multipliers, we found five disciplines in which Multipliers differentiate themselves from Diminishers.

**Attracting and Optimizing Talent.** Multipliers are talent magnets; they attract and deploy talent to its fullest, regardless of who owns the resource, and people flock to work with them because they know they will grow and be successful.

**Creating Intensity that Requires Best Thinking.** Multipliers establish a unique and highly motivating work environment where everyone has permission to think and the space to do their best work.

**Extending Challenges.** Multipliers act as challengers, continually challenging themselves and others to push beyond what they know.

**Debating Decisions.** Multipliers operate as debate makers, driving sound decisions through rigorous debate.

**Instilling Ownership and Accountability.** Multipliers deliver and sustain superior results by inculcating high expectations across the organization.

Liz Wiseman, [Multipliers](#)

## A NEXT STEP

Set aside time at a future team meeting to discuss the concept of a Multiplier as follows:

List each of the five practices of a Multiplier above on a separate chart tablet.

As a team, discuss each practice using the questions below as guides, and writing the answers on each chart tablet sheet.

1. Name individuals on your team that first come to mind when you say the practice.
2. What attitudes do they possess, or actions to they take, that make them a model for that practice?
3. Who on your team does not exhibit the practice?
4. List specific actions you can take with these individuals to help them become a Multiplier.

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