



Relational Equity

The Currency of Change

Leadership Behavior: Leaders are Better Together

Even if you are limited in resources (likely you are) you can still create powerful and positive momentum by investing into your greatest asset - relationships.

Relational equity is the currency of change!

With it, you can accomplish things money can't buy. Without it, everything becomes exponentially harder. It's true—**it's all in who you know.**

The good news is, **ANYONE** can build relational equity.

Jesus was a tremendous example of relational leadership. He created a global movement without political influence, financial capital or even the support of religious institutions. He did it through the power of relationship.

HOW JESUS BUILT RELATIONAL EQUITY

“Philip found Nathanael and said to him, “We have found him of whom Moses in the Law and also the prophets wrote, Jesus of Nazareth, the son of Joseph.” Nathanael said to him, “Can anything good come out of Nazareth?” Philip said to him, “Come and see.”

Jesus saw Nathanael coming toward him and said of him, “Behold, an Israelite indeed, in whom there is no deceit!” Nathanael said to him, “How do you know me?” Jesus answered him, “Before Philip called you, when you were under the fig tree, I saw you.” Nathanael answered him, “Rabbi, you are the Son of God! You are the King of Israel!” Jesus answered him, “Because I said to you, ‘I saw you under the fig tree,’ do you believe? You will see greater things than these.” And he said to him, “Truly, truly, I say to you, you will see heaven opened, and the angels of God ascending and descending on the Son of Man” (John 1:45-51 ESV).

1. JESUS SPOKE INTO NOT JUST TO

Jesus saw Nathanael coming toward him and said of him, “Behold, an Israelite indeed, in whom there is no deceit!”

Great leaders don’t speak to or at a person, they speak *into* them.

Note Jesus's first words—they were *intentional, personal* and *specific*.

Intentional - “Behold”

- His words had **purpose**.
- He drew attention with the first word.
- He didn’t waste His words or Nathaniel’s time.

Personal - “an Israelite indeed”

- This was a distinct/important characteristic that belonged to Nathanael.
- It connected with something that was important to him.

Specific - “in whom there is no deceit”

- This wasn’t a blanket or token compliment.
- Truthfulness was a value of Nathanael and Jesus acknowledged it.

Jesus didn’t lead with **“come and follow.”** In fact, the invitation was **“come and see.”** Nathanael was curious but not yet convinced.

Great leaders know they must win their heart before you ask for their hand (John Maxwell, The Law Of Connection).

Just because you have the (positional) authority to ask, doesn’t mean you’ve earned the (relational) right to ask.

“If you really want to win with people, say something encouraging within the first thirty seconds of every conversation” (John Maxwell, The 30 Second Rule).

Three things everyone wants to hear:

A) They are known by you.

- Speak to them personally. Call them by their name.
- Give them your undivided attention.

B) They matter to you.

- Share genuine encouragement that is connected to their values.

- Affirm them.

C) What they do matters to you.

- Thank them for their contribution.
- Speak to their purpose.
- “If you want to repel high-capacity leaders, give them tasks, not responsibilities” (Carey Nieuwhof).

2. JESUS MADE MORE DEPOSITS THAN WITHDRAWALS

Jesus answered him, “Before Philip called you, when you were under the fig tree, I saw you.”

Jesus showed genuine interest in Nathanael before Nathanael even knew who Jesus was. This communicated great value.

People are interested in people who are interested in them.

One of the most fulfilling things a leader can do is to add value to those around themselves.

Practical Steps:

- Begin your day thinking about who you will connect with.
- Pray for them by name and ask the Holy Spirit for a word of encouragement.
- Encourage them in the first 30 seconds.
- Ask about themselves and their families.
- Ask about their concerns and how you can pray for them.
- Ask how you can help.
- Offer any resources you have.
- Reinforce their value to you and the mission.

Adding value to people is an investment that always multiplies!

3. JESUS GAVE AWAY OWNERSHIP IN THE VISION

You will see greater things than these.” And he said to him, “Truly, truly, I say to you, you will see heaven opened, and the angels of God ascending and descending on the Son of Man.”

Everyone asks the question “what’s in this for me?”. It may not be asked out loud, but it’s contemplated internally. Seek to answer the question for them.

It is likely Nathanael was sitting under the fig tree (a place of devotion) praying for the Messiah to come. As he’s praying that prayer, his brother comes inviting him to see the Messiah. Now the Messiah is offering him a front row seat to the answer to his prayers.

Leaders take greater responsibility when they recognize they are stakeholders in the vision.

What’s in it for me (local church)?

- Become part of a healthy community.
- Find emotional and spiritual edification.
- Grow in an environment of shared and reinforced values.
- Contribute in synergetic interdependence.
- Make a multiplied community impact.

Ask yourself, what role are they currently playing, and what greater role can they embrace? Give away ownership!

ONE FINAL THOUGHT: INFLUENCE VS MANIPULATION

Remember that leadership is influence - nothing more, nothing less. Great leaders use their influence for the benefit of others not themselves. They understand the difference between influence and manipulation

Manipulation is selfishness. I seek what is best for myself.
Influence is selflessness. I seek what is best for others.

Remember the law of reaping and sowing:

- When you build people, people will build the vision.
- When you give to others, others will give back.

Questions:

- 1) Who will you seek to build relational equity with in the next few days? Write down their names and pray for them.

- 2) How can you implement the 30 second rule in your daily life?
- 3) What leaders are in your life that need to be invited to shared ownership?
How and what will you give away?
- 4) Why is it important to understand the difference between manipulation and influence?