



Course 6, Leadership and Multiplication: Team, Culture, Conflict, and Legacy

Block 6, the final course of the Crown Revenue Academy. You have a worldview, an offer, honest marketing, integrity in selling, and a money system. Now you stop being the bottleneck. This course is about leading, building, and releasing people, so the mission grows beyond you and outlasts you.

Course Overview

Almost every good thing eventually hits the same ceiling: the founder. You can only do so much, be in so many places, and carry so much, before the very thing you built starts to depend on you in a way that strangles it. Jesus modeled the answer. He did not try to reach the whole world Himself, He poured into twelve, and through them the gospel reached the nations. Leadership is not doing more, it is multiplying yourself into others, building a healthy team and culture, handling conflict like a grown up, and raising successors who will carry it after you.

Who it's for: Anyone leading or about to lead other people, in a business, a ministry, a team, or a family, who wants to grow something that does not collapse the moment they step away.

Format: 6 bi-weekly sessions, 60 to 75 minutes each, always free. The capstone of the program.

What you'll walk away with: - A plan to **stop being the bottleneck** and delegate well - The habit of **multiplying yourself** by training others - A way to give people **clear ownership** of their part - The heart to **develop people**, even the risky ones - A biblical method to **handle conflict** directly and redemptively - A **legacy plan** that raises successors and outlasts you

The rhythm of every session: Big Idea, Anchor Scripture, Biblical Case Study, Teaching Points, Real Application, Discussion, Go Deeper (a linked book and a linked podcast).

Session 1, Stop Being the Bottleneck

Big Idea: You cannot do it all, and trying to will wear you out and cap the mission. Real leaders multiply themselves through other people.

Anchor Scripture: Exodus 18:13 to 26 (Jethro tells Moses to delegate); Mark 10:42 to 45 (the leader serves).

Biblical Case Study: Jethro Counsels Moses (Exodus 18:13 to 26). Moses sits from morning to evening judging every dispute in Israel himself, and his father in law Jethro watches one day and says plainly, what you are doing is not good, you will surely wear yourself out, for the thing is too heavy for you, you are not able to do it alone. Then he gives the fix: appoint capable, trustworthy people over groups of thousands, hundreds, fifties, and tens, let them judge the small matters, and bring only the hard cases to you. Moses listens, and the whole nation is served better while Moses is freed to lead. The lesson is bracing for every founder. Doing everything yourself is not devotion, it is a trap that limits everyone.

Teaching Points: 1. If everything runs through you, you are the ceiling and the risk. 2. Delegating is not dumping, it is entrusting clear responsibility to capable people. 3. Keep only what only you can do, and release the rest. 4. The goal is not less work for you, it is more capacity for the mission.

Real Application: - *In the room:* List everything on your plate this week, then mark each one: only I can do this, or someone else could. Be honest. - *This week:* Hand off one thing on the someone else list, with clear instructions, and let them own it.

Discussion: - Where are you the bottleneck right now, and what does it cost the mission? - What do you struggle to let go of, and what is really underneath that?

Go Deeper: **Read:** [EntreLeadership by Dave Ramsey](#) · **Listen:** [Craig Groeschel Leadership Podcast](#)

Session 2, Multiply Yourself

Big Idea: Leadership is not doing the work, it is reproducing yourself in others. You multiply by training and releasing, not by holding on.

Anchor Scripture: Mark 3:14 (He appointed twelve to be with Him and to send out); 2 Timothy 2:2 (entrust to faithful people who will teach others).

Biblical Case Study: Jesus and the Twelve (Mark 3:14; Luke 9 and 10). Jesus had crowds and could have run a one man movement on His own power. Instead He appointed twelve to be with Him, and then He sent them out to do the very things He did. He taught them, modeled it, let them try, corrected them, and released them, until the work multiplied far beyond what one set of hands could do. Paul later names the whole strategy to Timothy: what you have heard from me, entrust to faithful people who will be able to teach others also. That is four generations in one verse. Multiplication, not addition, is how a mission reaches the world.

Teaching Points: 1. Addition is you doing more. Multiplication is others doing it too. 2. Train by showing, then doing together, then watching, then releasing. 3. Give people room to try and to fail safely, the way Jesus did. 4. Pour into faithful people who will pour into others.

Real Application: - *In the room:* Name one person you could begin pouring into, and write the first skill or responsibility you will train them in. - *This week:* Spend real time teaching that one person something only you currently know how to do.

Discussion: - Are you adding or multiplying right now, and what would multiplying look like? - Who has God put near you that you could be developing on purpose?

Go Deeper: **Read:** [Developing the Leaders Around You by John Maxwell](#) · **Listen:** [B.O.S.S. Moves Podcast by Dr. Myron Golden](#)

Session 3, Give People Real Ownership

Big Idea: People rise when they own a clear piece of the work. Hand out clear sections, not vague help, and let people take responsibility.

Anchor Scripture: Nehemiah 3 (each group repairs its own section of the wall); 1 Corinthians 12:14 to 20 (the body has many parts).

Biblical Case Study: Building the Wall Section by Section (Nehemiah 3). When Nehemiah rebuilds the wall of Jerusalem, chapter 3 reads like an assignment chart. This family repaired the section by their house, that group repaired the next gate, the goldsmiths and perfumers took a stretch, the priests took another. Everyone had a clear, owned, visible piece of the whole, often right in front of where they lived. The wall went up fast because the work was divided into real ownership, not vague volunteering. People do their best work when they own something specific and can see it.

Teaching Points: 1. Vague help produces vague results. Clear ownership produces real ones. 2. Give each person a defined piece they fully own, with the authority to run it. 3. Let people repair the section in front of their own house, what they care about most. 4. A body needs many parts, each doing its own work, not one part doing everything.

Real Application: - *In the room:* Take one area of the ministry or business and break it into clear, owned roles. Who owns what, fully. - *This week:* Give one person clear ownership of one area, including the authority to make the calls, and step back.

Discussion: - Where is ownership fuzzy on your team, and what problems does that cause? - What would it take for you to give real authority, not just tasks?

Go Deeper: **Read:** [The Five Dysfunctions of a Team by Patrick Lencioni](#) · **Listen:** [EntreLeadership Podcast](#)

Session 4, Develop People, Even the Risky Ones

Big Idea: Great leaders see what a person could become and invest before it is obvious. Be the one who develops people, including the ones others have written off.

Anchor Scripture: Acts 9:26 to 27 (Barnabas vouches for Saul); Acts 15:36 to 39 and 2 Timothy 4:11 (Barnabas restores Mark).

Biblical Case Study: Barnabas, the Developer (Acts 9 and 15). When the newly converted Saul tried to join the disciples, they were all afraid of him, until Barnabas took the risk, vouched for him, and brought him in. Later, when Mark had failed and abandoned an earlier mission, Paul refused to take him again, but Barnabas insisted on giving Mark another chance and invested in him. Years later Paul himself writes, get Mark and bring him, for he is useful to me for ministry. The man Paul once rejected became useful, because one leader, Barnabas, developed people others gave up on. Barnabas is barely famous, yet he developed both the greatest apostle and the writer of a gospel. Developers change history quietly.

Teaching Points: 1. See people for their potential, not only their past. 2. Take a measured risk on people others have written off. 3. Encouragement and belief are leadership tools, not soft extras. 4. The leaders you develop may go further than you, and that is the win.

Real Application: - *In the room:* Name one person with potential that others overlook, and write one specific way you could invest in them. - *This week:* Encourage and invest in that person concretely, with your time, not just kind words.

Discussion: - Who was a Barnabas to you, and what did it do for your life? - Who could you be a Barnabas to right now?

Go Deeper: **Read:** [Multipliers by Liz Wiseman](#) · **Listen:** [Faith Driven Entrepreneur podcast](#)

Session 5, Handle Conflict Like a Leader

Big Idea: Conflict is not the enemy, avoided conflict is. Address it directly, privately, and redemptively, the way Jesus taught.

Anchor Scripture: Matthew 18:15 to 17 (go to your brother privately first); Proverbs 27:17 (iron sharpens iron).

Biblical Case Study: Go and Tell Him, Just the Two of You (Matthew 18:15 to 17). Jesus gives a clear, escalating method for conflict. If your brother sins against you, go and tell him his fault, between you and him alone. Notice the order: first, privately, face to face, not gossip, not a group ambush, not silent resentment. Only if that fails do you bring one or two others, and only then the wider community. The whole aim is to win your brother back, to restore the relationship, not to win the argument. Most leadership failures around conflict are simple disobedience to verse 15: people will do anything except go directly and privately to the person.

Teaching Points: 1. Go directly and privately first. Skip the gossip and the cold shoulder. 2. The goal is to win the person back, not to win the fight. 3. Address conflict early, while it is small, before it hardens. 4. Iron sharpens iron, healthy friction, handled right, makes everyone better.

Real Application: - *In the room:* Name one conflict you have been avoiding, and write the first honest sentence you would say to that person, in private. - *This week:* Have that direct, private, gracious conversation.

Discussion: - What is your default with conflict, avoid, explode, or go directly, and where did that come from? - How do you have a hard conversation that wins the person, not just the point?

Go Deeper: **Read:** [Boundaries for Leaders by Henry Cloud](#) · **Listen:** [Craig Groeschel Leadership Podcast](#)

Session 6, Build a Legacy That Outlasts You

Big Idea: The final test of leadership is what continues after you are gone. Raise successors and hand off well, so the mission outlives you.

Anchor Scripture: 2 Timothy 2:2 (entrust to faithful people who will teach others); Matthew 25:21 (faithful over little, set over much).

Biblical Case Study: Entrust It to Faithful People (2 Timothy 2:2). Paul is near the end, writing from prison, and he is not thinking about his own platform, he is thinking about succession. He tells Timothy to take what he learned and entrust it to faithful people who will be able to teach others also. That is a leader planning to be gone and making sure the work goes on without him. Jesus did the same, He poured into the Twelve and then left, trusting them to carry it. And the reward in the parable of the talents goes to the servant who was faithful with a little and was then set over much. A legacy is not what you accumulate, it is who you raise up and what you hand off.

Teaching Points: 1. Lead from the start as if you are preparing to hand it off. 2. Document and teach what is in your head, so it does not leave with you. 3. Raise successors on purpose, do not hope they appear. 4. Faithfulness with a little is what God sets over much, and over generations.

Real Application: - *In the room:* Ask the hard question: if you stepped away for three months, what would break? Write the top one or two things, and who could carry them. - *Capstone (This Week):* Build your one

page Leadership and Multiplication plan: what you will delegate, who you are developing, how you assign ownership, how you handle conflict, and your first step toward a successor.

Discussion: - What would survive you right now, and what would not? - Who are you raising up to carry this further than you can?

Go Deeper: **Read:** [Spiritual Leadership by J. Oswald Sanders](#) · **Listen:** [Andy Stanley Leadership Podcast](#)

Expanded Resource Pack (Course 6)

Reputable leadership resources, faith based and mainstream. Each links to where to find it. Run every secular framework through a biblical filter, the leader serves.

Books

- [The 5 Levels of Leadership by John Maxwell](#) (how leadership actually grows)
- [Developing the Leaders Around You by John Maxwell](#) (multiplication)
- [The Five Dysfunctions of a Team by Patrick Lencioni](#) (healthy teams)
- [Multipliers by Liz Wiseman](#) (leaders who make others smarter)
- [EntreLeadership by Dave Ramsey](#) (leading a growing organization)
- [Boundaries for Leaders by Henry Cloud](#) (culture and conflict)
- [Spiritual Leadership by J. Oswald Sanders](#) (the classic on Christian leadership)

Blogs and Publications (free, reputable)

- [Harvard Business Review](#) (leadership and management)
- [Carey Nieuwhof](#) (church and leadership, widely followed)
- [Maxwell Leadership](#) (leadership development)
- [The Table Group, Patrick Lencioni](#) (team health)
- [First Round Review](#) (building and leading teams)

Free Online Courses (free to audit)

- [Coursera: Leading People and Teams, University of Michigan](#) (free to audit)
- [HarvardX: Exercising Leadership on edX](#) (audit for free)
- [SCORE](#) (free mentoring and leadership webinars for small organizations)
- [Coursera leadership courses](#) (free to audit)

Watch (reputable YouTube)

- [Craig Groeschel Leadership Podcast](#)
- [Simon Sinek on leadership](#)

- [John Maxwell on leadership](#)
 - [Harvard Business Review channel](#)
-

Devotional: Leading the Way Jesus Led (a 6 Day Reading Plan)

Each day, read the verse, sit with the insight, answer the question in writing, then pray.

Day 1: The Leader Serves ([Mark 10:42 to 45](#))

Jesus turns leadership upside down. The rulers of the nations lord it over people, He says, but it shall not be so among you, whoever wants to be great must be a servant, for even the Son of Man came not to be served but to serve. The world climbs over people to lead, the Kingdom kneels to wash their feet. Every method in this course only works on top of this heart. If you lead to be served, you will use people. If you lead to serve, you will grow them.

Reflect: Are you leading to be served or to serve, and where does that show up in how you treat your people?

Prayer: Lord, make me a servant leader, more concerned with growing people than being served by them.

Day 2: You Cannot Do It Alone ([Exodus 18:18](#))

You will surely wear yourself out, Jethro tells Moses, both you and these people with you, for the thing is too heavy, you are not able to do it alone. Notice it is not only Moses who suffers when he refuses to share the load, the people suffer too. Carrying everything yourself feels noble, but it quietly limits everyone and burns you out. God designed the work to be shared. Asking for help and handing off is not weakness, it is wisdom and humility.

Reflect: What load are you carrying alone that God never asked you to carry alone, and who could share it?

Prayer: Father, give me the humility to share the load and the wisdom to release it well.

Day 3: Entrust It to Faithful People ([2 Timothy 2:2](#))

What you have heard from me, Paul writes, entrust to faithful people who will be able to teach others also. It is one of the clearest leadership verses in Scripture, four generations in a single sentence: Paul, to Timothy, to faithful people, to others also. Real leaders are always handing off, always pouring into the next person, never hoarding what they know. The measure of your leadership is not what you can do, it is what continues through the people you raise.

Reflect: Who are the faithful people you could be entrusting what you know to, and what is the first thing to hand off?

Prayer: Lord, help me pour into faithful people, so the work outlives me and multiplies.

Day 4: Iron Sharpens Iron ([Proverbs 27:17](#))

As iron sharpens iron, so one person sharpens another. Sharpening is not gentle, it involves friction, and sparks. Healthy teams are not free of tension, they are full of honest, respectful friction that makes everyone better. A leader who avoids all conflict produces a dull, weak team. The skill is not avoiding the sparks, it is keeping them honest and aimed at making each other sharper, never at wounding.

Reflect: Are you avoiding the healthy friction that would sharpen your team, and where is honest tension needed?

Prayer: Father, give me the courage for honest, sharpening conversations that make us all better.

Day 5: Restore Gently ([Galatians 6:1](#))

If anyone is caught in a fault, you who are spiritual should restore that person gently, watching yourself, lest you also be tempted. Leadership means people will fail under you, and the question is what you do with failure. The world discards people who mess up, Barnabas restored them. Restore gently, the verse says, with humility, remembering you are not above falling yourself. The leaders who develop the most people are the ones who handle failure with grace instead of disposal.

Reflect: How do you handle people's failures, with disposal or restoration, and who needs gentle restoring right now?

Prayer: Lord, make me a restorer of people, gentle and humble, the way You have been with me.

Day 6: Wash Their Feet ([John 13:14 to 15](#))

On the last night, the Lord and Teacher took a towel and washed His disciples' feet, then said, I have given you an example, that you should do as I have done. This is the whole of leadership in one picture. The highest in the room knelt at the feet of the lowest, and called it the model. If your leadership ever feels too important to serve, too senior to kneel, come back to this towel. The leader who washes feet builds something the climbers never will, people who are loved, and a mission that lasts.

Reflect: Where could you pick up the towel and serve your people this week, in a way that is beneath your title?

Prayer: Father, give me the heart to kneel and serve, leading the way Jesus led.

Instructor Notes (for Fred)

70 minute run of show: Welcome and recap (5), Teaching (15), Case study read through (15), Application built live (15), Discussion (15), Assign plus book and podcast plus prayer (5).

Tips: - This is the capstone. Connect it back, the leader who serves here is the same heart that served the customer in Course 4 and gave generously in Course 5. - Conflict (Session 5) is where people get the most honest. Keep it safe and confidential, and model going directly yourself. - Collect the one page Leadership and Multiplication plans from Session 6, and consider asking graduates of the whole program to come teach a session, that is multiplication in action.

Where this leads: Back to the beginning, for the next group. The Academy multiplies when those you taught begin to teach. That is the whole point.

Crown Revenue Academy · A ministry of Crown Revenue · "And the things that thou hast heard of me, the same commit thou to faithful men, who shall be able to teach others also." 2 Timothy 2:2