

What To Do or Delegate

April 7, 2019 ~ Marching Orders ~ 2 Chronicles 24.1-14

Sermon Series ~ “Marching Orders”

- Today’s message is the last of a 5-part series
 1. “[Knowing What To Do](#)”
 - Be reasonably certain of a goal or direction
 - Asked 8 questions to test whether a decision was wise / right
 2. “[Wanting What To Do](#)”
 - Align our hearts with chosen goal or direction
 - Examined difficulty of aligning heart with decision
 3. “[Planning What To Do](#)”
 - Coordinate our thoughts & actions towards goal
 - 7 aspects good plan – 7 elements good planning
 4. “[Choosing What To Do](#)”
 - Avoid distractions ~ Stay focused
 - Testing & strengthening resolve & fighting laziness
 5. “[What To Do or Delegate](#)” / Ensure progress ~ No excuses ~ Delegate
- Head / Heart / Head / Heart / Hands & Head

Today’s Message – Ensuring Progress is Made by Us or Others

- Today’s 5th “[What To Do or Delegate](#)” (*holding ourselves & others accountable*)
- You have to “own” the responsibility as you made the decision
- You may delegate aspects of the work / But you still own it
- 6 things to focus on during this phase

1. Monitor Progress

- **III:** “[What gets measured gets managed](#)”
 - “[What doesn’t get measured gets ignored or overlooked](#)”
- Put reliable measures in place – without them you’re blind
 - Measures needn’t be perfect / They can be improved as needed

2. Stay Focused / Don’t Get Distracted

- **III:** [Letters c/blame](#) ~ Jefferson Davis to Joseph Johnston (July 1864)
 - Davis concerned about losing Atlanta
 - Replacing Joe Johnston with John Bell Hood was likely a mistake
 - He lost Atlanta “and” the Army of Tennessee (*Sherman unopposed*)
- Seek solutions / not someone to blame for failure
 - Don’t make a bad decision just to “punish” someone / [improve](#) situation

Xition: [Third thing to do well during execution phase . . .](#)

3. Don't Make Excuses / Don't Accept Excuses

- **III:** Douglas MacArthur ~ “There is no substitute for victory”
 - Excuses (*however justified*) don't equal accomplishment (*still failure*)
 - But it's part of fallen human nature to make them
- **III:** Garden of Eden ~ Adam and Eve gave excuses
 - “The woman you gave me ...” & “The serpent deceived me...”
- Excuses have us looking backward / “Look forward – Not backward”
- Seek solutions for success / not excuses for failure

4. Deal With Problems

- Problems surface when things fall behind, when commitments aren't met
 - Problems may have been present a long time but went undetected
 - Develop a culture in which people want to make problems visible
 - i.e., “Don't shoot the messenger”
- Problems must be analyzed for severity and cause / “Are they important?”
 - **III:** KEE error ~ Restarting computer resulted in loss of an hour or more
- Assessment may reveal problem is more / less serious than thought

5. Seek Opportunities

- We ought not conflate the terms “problem” and “opportunity”
- Opportunities ~ things are working but not as well as possible
- If we can do the same job with same resources in ½ time then do it
- **III:** “Adventures of Jonathan Gullible” – taking down trees
- Opportunities are economic disrupters – xform a market
 - **III:** “PSR” – eliminate complexity – reduce staff by 30%
 - **III:** “creative destruction” – Joseph Schumpeter

6. Delegate As Necessary – “The Jethro Principle”

- Delegation doesn't xfer responsibility / It shares it
- **Exodus 18** ~ Classic example of delegating authority / responsibility
 - Jethro visited Moses and saw him judging people throughout a long day
 - **Read vs 13-23** ~ “And so it was .. pace in peace”
 - **v17** ~ “The thing that you do is not good”
 - **v18a** ~ “.. you and these people .. will surely wear yourselves out”
 - **v18b** ~ “this is too much for you; you are not able to perform it by yourself”
 - **v22** ~ “they will bear the burden with you”

Xition: I want to emphasize 3 things about delegation . . .

1. Delegation is God's Design

- Man is responsible for the earth
 - **Ps 115.16** ~ “The heaven, even the heavens, are the Lord’s; But the earth He has given to the children of men” ~ (*Responsibility – not ownership*)
 - **Gen 2.15** ~ “Then the Lord God took the man and put him in the garden of Eden to tend and keep it” ~ (*Adam appointed a steward*)
- God retains ownership of the earth
 - **Ps 24.1** ~ “The earth is the Lord’s and all its fullness, the world and those who dwell therein” ~ (*Paul quotes in 1 Cor 10 / Ex 19.5 & Ps 50.12 same*)
 - **Dan 4.17** ~ “the Most High rules in the kingdom of men, gives it to whomever He will, and sets over it the lowest of men.” ~ *Nebuchadnezzar*
 - **Lev 25.23** ~ “The land shall not be sold permanently, for the land is Mine; for you are strangers and sojourners with Me.” ~ *Jubilee laws*

2. Delegation is Essential to Success

- When we're falling behind we must “*multiply*” efforts / not “*redouble*” them
- 5 excuses for not delegating
 1. “*It only takes me a few minutes*” / Yes, but the minutes add up
 2. “*I know exactly what's needed*” / Good reason to train someone else
 3. “*Training someone will take too long*” / You must invest time in others
 4. “*I've tried before and it didn't work*” / Why didn't it work?
 5. “*This is too important to screw up*” / Where's the line?

3. Delegation Must be Done Right

- Two extremes – abdication –or– micromanagement (*see saw*)
 - **III: Veggie Tales founder** – offloaded responsibility to 2 key people
 - Company must have felt like a runaway train
- Delegation must be clear – what's included / what's excluded
- Examples of details to be addressed:
 - “*What specifically is to be accomplished?*”
 - “*By when must it be done?*”
 - “*What will be the measure of success?*”
 - “*Who can be relied upon for assistance?*”
 - “*How much \$ do we have to get job done?*”

Joash Becomes King of Judah

- Seven years earlier Jehu took over in Samaria – killed kings Israel / Judah
- Athaliah – queen mother – then killed all male heirs to the throne
- But Jehoshabath (Joash' aunt) saved the infant Joash

Xition: Let's look at start of Joash' reign as king . . .

Joash Becomes King of Judah (2 Chr 24)

- **v1** ~ Joash 7 when he became king
- **v3** ~ Joash gets two wives and has sons and daughters
 - Likely married no earlier than 14 – then several years having children
- **v4** ~ After this “Joash set his heart to repairing the house of the Lord”
 - Likely in his early 20’s
- **v5a** ~ Instructs priests and Levites to gather money to repair temple
- **v5b** ~ He says “do it quickly, However the Levites did not do it quickly”
 - Years have passed – Joash is 30 years old in **2 Kings 12.6**

Joash’ Initial Plan to Repair Temple Fails

- **v5** ~ Joash tasked priests and Levites / **v6** ~ Held Jehoiada accountable
- “What was the specific process to collect money and make repairs?”
 - Chr indicates Levites were to go out and get \$ and make repairs
 - Kings indicates priests were to make the repairs using \$ brought in
 - The problem was that no \$ came to the priests for this purpose
 - King accuses Jehoiada of not holding Levites accountable
 - **v6** ~ “Why have you not required the Levites..”

Joash’ Remedial Plan to Repair Temple Succeeds

- We don’t know if king’s question of Jehoiada was answered
- **v8** ~ “.. at the king’s command they made a chest”
- **2 Ki 12.9** ~ “Jehoiada the priests took a chest and bored a hole in its lid”
- Levites bypassed in second attempt to collect \$

Assessing Joash’ Oversight of 1st Attempt

- Reading both accounts reveals complex method of implementation
- Levites were critical component yet weren’t held accountable
- Years passed with little or no oversight from Joash / Jehoiada
- Joash confronts Jehoiada with question . . . (*115 years old*)
- Jehoiada’s wisdom likely prevailed leading to 2nd attempt

Assessing Joash’ Oversight of 2nd Attempt

- The king and high priest both owned the second attempt
- King commanded chest and Jehoiada bored hole in lid and placed it near altar
- **v9** ~ “proclamation throughout Judah” / Priests ensured \$ placed in chest
- King’s scribe, high priest’s officer, and Levites bagged & counted \$
- Money given to specific men that oversaw temple repairs

Xition: Note 2 critical differences in 2 attempts . . .

Note Centralization vs. Decentralization

- Initially king tasked Levites with key role – centralized \$ collection
- He decentralized this allowing people to bring \$ directly to temple
 - **Read vs 8-10** ~ “Then at the .. all had given”
- **Read 2 Kings 12.4-6** ~ “And Jehoash said .. damages of the temple”
 - King had decentralized repairs in 1st attempt – but centralized in 2nd
- Decentralization is not always the right solution

Note the Increase of Pace

- **Read v11** ~ “So it was .. day by day .. money in abundance”
- Years without progress, but now chest is filling up every few days
- Even had extra \$ to furnish new utensils for temple

Recap Highlights

1. Monitor progress – “**what gets measured gets managed**”
2. Don’t get distracted – “**stay focused on making progress**”
3. Don’t make or accept excuses – “**There’s no substitute for victory**”
4. Deal with problems – “**don’t shoot the messenger**”
5. Seek opportunities – “**not all disruption is bad**”
6. Delegate as necessary – “**they will bear the burden with you**”

It’s God who has begun a good work in us – and God who will complete it
It’s God who plants desires within our hearts for us to discover and pursue
Be diligent – Be intentional – Plan and act in faith – Redeem the time

**Jude 24-25 ~ "Now to Him who is able to keep you from stumbling, and
to present *you* faultless before the presence of His glory with exceeding joy;
To God our Savior, Who alone is wise,
be glory and majesty, dominion and power, both now and forever. Amen."**

What To Do or Delegate - Handout

April 7, 2019 ~ Marching Orders ~ 2 Chronicles 24.1-14

1. What 6 things must be emphasized at this stage of implementing a decision?

- a. _____ progress.
- b. Stay _____.
- c. Don't make or accept _____.
- d. Deal with _____.
- e. Seek _____.
- f. _____ as necessary.

2. What are 3 truths about delegation?

- a. Delegation is God's _____.
- b. Delegation is _____ to _____.
- c. Delegation must be _____.

3. Write some excuses (and responses) people give for not delegating work.

- a. _____
- b. _____
- c. _____
- d. _____

4. Notes related to analysis of Joash' coordinating repairs to temple: