

# **Span of Control in Organization**

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## I. Introduction.

- A. Improving the way one get's work done is a necessity. (Job 3:25, 2 Corinthians 12:10)
- B. We all have the same amount of time.

## II. Leadership is accomplishing one's objectives through the efforts of others.

- A. Successful leadership is effective use of all available resources to accomplish one's objective.
- B. The main resource God gives is men. (Acts 6:4, 1 Chronicles 11:10, 2 Samuel 25)
- C. The essential characteristic of Christian leadership is influence through the exercise of tact, sympathy, prayer, and sound wisdom.
- D. It is possible to accomplish God's objectives through the efforts of others.

## III. Four key words in organization.

A. In our spiritual objectives we need to be in a place where God has our ear. We need to avoid distractions from this. This involves training others to do tasks.

### B. Organize.

1. An organization is required when two or more people are engaged in a common effort.
2. There is no such thing as a big job that cannot be divided into smaller jobs. This is the first step.
3. One must define the duties required to follow these jobs.
4. One must thirdly assign men to these jobs paying attention to the span of control.
  - a. The human brain can only retain five unrelated items.
  - b. A person can only govern and direct so many people at one time.
  - c. Two results of too many people reporting directly to one leader:

1) People make decisions without the leader and without proper information.

2) People do nothing when they cannot get to the leader to find out what he wants to do.

d. Moses organized people into groups with supervisors to govern the people. (Exodus 18:25)

e. There is a distinction between those doing different tasks and the same task.

#### C. Deputize.

1. This means to give a person some authority and responsibility to go ahead with the job.

2. God wants us to deputize to share our responsibilities. (Numbers 21:20)

#### D. Supervise.

1. The supervisor simply knows how to do a better job and helps the one he is supervising by checking up and correcting the one doing the job.

2. It is the supervisor's job to make sure that his men are successful in their jobs.

#### E. Control.

1. In an organization one can have a feedback of reports so that a leader can maintain control vicariously.

2. One's basic job as an executive is to develop his men. The key to building men spiritually is to build them administratively so that one can accomplish objectives through them.

3. At the heart of the energy and demands of a pastor is the unfaithful - but the faithful need to be focused on so that they can be trained to help in the demands of the unfaithful. (2 Timothy 2:2)

Application questions.

1. What does the speaker's concept of leadership suggest about what it looks like to be a successful leader?

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2. Summarize the speaker's suggestions on successful leadership. Which one stood out to you? Explain.

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3. Assess your own leadership abilities within your scope of influence. What are your strengths? In what ways might you improve? How would you go about that?

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