



THE LAW OF ADDITION

LESSON GUIDE

“Leaders add value by serving others.” – **THE LAW OF ADDITION**

ADDING **VALUE**.

We add value to others when we truly value them and intentionally make ourselves valuable to them. The most helpful way we do this is to actually get to know the people we are leading, find out their priorities, goals, hopes, and dreams, and then figure out what we can do to assist them in getting where they need to go.

A LESSON FROM **COSTCO**.

Jim Sinegal is the cofounder of Costco and was its CEO from 1983-2011. One of the big reasons why Costco is so successful is because of Jim’s approach to leadership. He believed in paying his employees well and offering them good benefit packages. Costco employees are paid an average of 42 percent more than the company’s chief rival. Costco employees pay a fraction of the national average for health care and has, by far, the lowest employee turnover rate in all of retailing. Yet Sinegal’s leadership style of adding value did not end with employee compensation. He went out of his way to show Costco workers that he cared about them. Sinegal was more focused on adding value to people by serving them than on serving himself or making himself richer with a huge salary.



CHECKING OUR **MOTIVES.**

Does a leader's motives matter? If you were to ask a lot of leaders what they consider to be their primary responsibility, they would probably answer like this:

1. Be in charge.
2. Make the organization run smoothly.
3. Build a great organization.
4. Accomplish goals.

Many people view leadership the same way they view success, hoping to go as far as they can, to climb the ladder, to achieve the highest position for their talent. Yet, if we are going to successfully lead in the kingdom of God, the opposite of this is true. The bottom line in leadership isn't how far we advance ourselves but how far we advance others. This is achieved by serving others and adding value to their lives.

The interaction between every leader and follower is a relationship, and all relationships either add to or subtract from a person's life. If you are a leader, you are having either a positive or a negative impact on the people you lead. How can you tell?

There is one critical question: ***Are you making things better for the people who follow you?***

If you cannot answer with an unhesitant yes, and give some evidence that backs it up, then you may very well be a subtractor. Most subtractors do not even realize they are subtracting from others. 90 percent of all people who subtract from others do so unintentionally.



In contrast, 90 percent of all people who add value to others do so intentionally. Why? Because human beings are naturally selfish. Being an adder requires me to go out of my comfort zone every day and think about adding value to others. But that's what it takes to be a leader whom others want to follow.

Adding value to others through service doesn't just benefit the people being served. It allows the leaders to experience the following:

- Fulfillment in leading others
- Leadership with the right motives
- The ability to perform significant acts as leaders
- The development of a leadership team
- An attitude of service on a team

HOW TO ADD VALUE TO OTHERS.

1. TRULY VALUE OTHERS.

Effective leaders must value people and demonstrate that they care in such a way that their followers know it. Leaders who add value by serving believe in their people before their people believe in them and serve others before they are served.



2. **MAKE OURSELVES MORE VALUABLE TO OTHERS.**

The whole idea of adding value to other people depends on the idea that you have something to add. You can't give what you do not possess. Nothing comes without a price. If you have skills, you gained them through study and practice. If you have opportunities to give, you acquired them through hard work. If you possess wisdom, you gained it by intentionally evaluating the experiences you've had. The more intentional you have been in growing personally, the more you have to offer. The more you continue to pursue personal growth, the more you will continue to have to offer.

3. **KNOW AND RELATE TO WHAT OTHERS VALUE.**

Inexperienced leaders are quick to lead before knowing anything about the people they intend to lead. But mature leaders listen, learn, and then lead. They listen to their people's stories. They find about their hopes and dreams. They become acquainted with their aspirations. They pay attention to their emotions. From those things, they learn about their people. They discover what is valuable to them. And then they lead based upon what they've learned.

4. **DO THINGS THAT GOD VALUES.**

God desires us not only to treat people with respect, but also to actively reach out to them and serve them.



Matthew 25:31-40 (ESV) gives us an amazing example of how God wants us to live as believers.

MATTHEW 25:31-40

“When the Son of Man comes in his glory, and all the angels with him, then he will sit on his glorious throne. Before him will be gathered all the nations, and he will separate people one from another as a shepherd separates the sheep from the goats. And he will place the sheep on his right, but the goats on the left. Then the King will say to those on his right, ‘Come, you who are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world. For I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you welcomed me, I was naked and you clothed me, I was sick and you visited me, I was in prison and you came to me.’ Then the righteous will answer him, saying, ‘Lord, when did we see you hungry and feed you, or thirsty and give you drink? And when did we see you a stranger and welcome you, or naked and clothe you? And when did we see you sick or in prison and visit you?’ And the King will answer them, ‘Truly, I say to you, as you did it to one of the least of these my brothers, you did it to me.’”

Notice that God sums up the life of those that inherit his kingdom as those that served others! This life of serving others should influence everything we do, especially our leadership.

If you desire to add value by serving others, you will become a better leader. And your people will achieve more, develop more loyalty, and have a better time getting things done than you ever thought possible.

That is the power of the **Law of Addition**.



LIFE APPLICATION.

1. Do you have a servant's attitude when it comes to leadership? Don't be too quick to say yes. Here's how you can tell.

In situations where you are required to serve others' needs, how do you respond? Do you become impatient? Do you feel resentful? Do you believe that certain tasks are beneath your dignity or position? If you answer yes to any of those questions, then your attitude is not as good as it could be. Make it a practice to perform small acts of service for others without seeking credit or recognition for them. Continue until you no longer resent doing them.

2. What do the people in your small group or ministry team value? Make a list of all those people, and after making the list, write what each person values most.

Then rate yourself on a scale of 1 (poorly) to 10 (excellently) on how well you relate to that person's values.

If you can't articulate what someone values or you score lower than an 8 in relating to that person, spend more time with him or her to improve.