

Leading Leaders Coaching Session #3



Leadership Competency: **Recruiter (pt. 2)**

Key verse: Exodus 18:21

Key question: Am I ready to draft the next key player for the team?

Description: A Recruiter is committed to the multiplication of LifeGroups at CVC by constantly seeking to discover and develop new LifeGroup leaders.

Connect:

1) What's new in your life?

Celebrate:

2) What's working well for you right now in your life? In your ministry?

Coach:

3) A Leader of Leaders not only helps to *discover* new leaders but also helps to *develop* new leaders. What part of that role is most energizing to you?

4) What part of that role is most challenging for you?

5) In the Leadership Greenhouse - Leading Leaders - Podcast 3, Leigh-Ann Brisbin said that modeling is the most important way that a leader develops other leaders. She said, "It takes a leader to grow a leader." Why is modeling so important?

Communicate:

[Together, read through the following article.]

How to Develop an Apprentice

from www.northpointleaders.org and edited by Rick Duncan

Apprenticing is a biblical model of developing the next generation of leaders. Throughout the Bible we see examples of leaders apprenticing those who would follow in their footsteps. Moses apprenticed Joshua. Elijah apprenticed Elisha. Paul apprenticed Timothy. In fact, one of the most frequently cited Scriptures on the subject of apprenticing and discipleship comes from Paul's second letter to Timothy: "*And the things you have heard me say in the presence of many witnesses entrust to reliable men, who will also be qualified to teach others*" (2 Timothy 2:2).

Perhaps the clearest example of apprenticing is that of Jesus and the twelve disciples (the word "disciple" literally means learner/follower). Jesus never did ministry alone. His disciples were always with Him, watching, learning, and listening; He involved them in everything He did. He saw beyond His three years of public ministry and knew that success was not merely doing ministry. Success was handing off the ministry and the responsibility for it to the group coming behind Him.

What is an apprentice?

Simply put, an apprentice is someone who works with another in order to learn. In the context of LifeGroups, an apprentice is a leader-in-training, and apprenticing is the practice of involving people in ministry for the purpose of training them to lead a LifeGroup.

How do I develop an apprentice?

Once you have identified your apprentice, consider some "best practices" that can help you develop them effectively. No two apprenticeships will look exactly the same because of the uniqueness of the personalities involved. There is no magic formula for developing your apprentice, and naturally you will want to tailor your approach to fit your personality and that of your apprentice, but the strategies of 1) modeling and 2) involving that follow can guide you through the process.

1. Modeling

The apprentice's understanding of what LifeGroup leadership is all about is based largely on what the apprentice sees a leader doing. There are two critical elements to strategic modeling: demonstration and explanation.

- **Demonstration** is fairly straightforward; it's simply showing an apprentice how to lead by watching a LifeGroup leader lead. Everything a LifeGroup leader does—the way he/she leads discussions, how he/she demonstrates authenticity, how often he/she interacts with group members outside the group meeting—communicates a lesson about group leadership.
- **Explanation** involves directly communicating with an apprentice about the principle that is being modeled. By making it a priority to talk about what was or will be modeled, the apprentice can ask questions or provide feedback.

2. Involving

Simply modeling—even intentional, strategic modeling—is not enough to prepare an apprentice for group leadership. In order to build both their competence and their confidence, they will need to practice leading a group. They will need opportunities to put into practice what they have learned through modeling. And the best way to prepare them is to actively involve them in the leadership of a LifeGroup. Here are some time-tested tips for involving apprentices:

- **Start small** — The life cycles of most LifeGroups provide numerous opportunities for apprentices to take on leadership responsibilities. Start by asking them to take the lead of a specific area or project, such as: planning a social, leading a discussion, or leading the men or women through their gender's prayer time.
- **Build up** — As they show they're ready, invite them to play an increased role in leading the LifeGroup. You might give them the chance to run the entire group meeting instead of just one part. Present them with the opportunity to direct the group through a key discussion or transition, such as caring for a hurting group member, selecting the next curriculum, or discussing next steps toward group multiplication. Involve them in major decisions or conflict resolution, as appropriate.
- **Provide and invite feedback** — As they take on responsibility, give them feedback on how they're doing (make sure that you give them more affirmation than criticism). Just as important, invite them to give you feedback. Ask them how you did; what went well, and how you could have done it better.

- **Encourage training** — Make sure your apprentices are invited to training events and encourage them to attend with you. Not only will this provide them with practical training and a vision for group leadership, but it will also reassure them that the church is committed to supporting them with training and development.

In short, follow the pattern of Jesus as He apprenticed His 12 disciples:

- 1) He did it; they watched.
- 2) He did it; they helped.
- 3) They did it; He helped.
- 4) They did it; He watched.

For many LifeGroup leaders, involving their apprentices is the most challenging part of the apprenticing process, because they feel a tremendous sense of ownership of and responsibility for their groups, and they are hesitant to entrust that responsibility to someone else.

The key is to remember that success is not just a job well done or more people under your care; success is another competent leader who is ready to lead a LifeGroup.

By making a commitment to identifying and developing an apprentice—in effect, replacing yourself—you are playing a significant part in raising up the next generation of leaders and ensuring that there will always be a place for those who want to connect in a community.

- 6) Think back: Were you developed as a LifeGroup Leader apprentice? When? How? By whom? What did they do well? How could they have done better?
- 7) What affirmed you most in the article on developing an apprentice? Why?
- 8) What challenged you most in the article? Why?
- 9) Which of the two steps for developing an apprentice – modeling or involving – comes easiest for you? Why?
- 10) Why is the other step – modeling or involving – harder for you? What are one or two things that you could do to grow in that area?
- 11) In the Leadership Greenhouse – Leading Leaders – Podcast 3, you heard several practical ideas to involve an apprentice: a) give opportunity to lead the group in prayer, b) let the apprentice plan serving opportunities, c) encourage them to pray with group members, d) ask the apprentice to provide care to a hurting member, and e) give them the chance to actually lead the group. Let's brainstorm. What are some other ways you can involve an apprentice?
- 12) What are the pluses for a church when developing apprentices is done well? What are the minuses for a church when this is done poorly?

Care:

- 13) What actions do you need to take to be a better recruiter at CVC before our next conversation?
- 14) How can we pray for each other?