

Leading Leaders Coaching Session #9



Leadership Competency: **Trainer (part 4)**

Key verse: 2 Timothy 2:2

Key question: Am I helping other leaders become better at what they do?

Description: A Trainer understands, applies, and communicates the “LifeGroup Resource Guide.” A Trainer knows how to inspire LifeGroup leaders to greater productivity, commitment, and loyalty. A Trainer provides instruction, guidance, and coaching to LifeGroup leaders in the Core Competencies of Leading Others.

Connect:

1) Think back. Who invited you into your first spiritual leadership responsibility? When did that happen? What character, skills, and potential do you think they saw in you? How did they invite you into leadership?

Celebrate:

2) What’s something hard that’s happening in your life right now? What’s something great that’s happening in your life right now?

3) The last time we met, we discussed one thing you committed to do to encourage a LifeGroup leader to be a better shepherd for others. What progress did you make? (Note: Open your time together in prayer.)

Coach:

4) In this session, we are focused on how we can help train the LifeGroup leader to be a Scout – to be looking for and recommending new LifeGroup leaders. Scouts manage LifeGroup dynamics and delegate responsibilities to members. A Scout identifies and recruits emerging LifeGroup leaders. They build into the life of a LifeGroup Leader Apprentice. A key question for every LifeGroup Leader is: “Am I always on the lookout for the next man or woman up?” Think about what characteristics make for an effective scout for a pro baseball, basketball, or football team. Or think about what skills make for a great a talent scout in the business, music, or art communities? Write the characteristics and skills on a giant Post-it.

5) What are a few of the top reasons that some LifeGroup leaders don’t become great Scouts? What happens in the church overall when LifeGroup leaders don’t function as Scouts?

6) In the podcast for this lesson, Denise Petek challenged us to look beyond stereotypes—that when God is calling someone into leadership, He will gift him/her for the role. She gave us 15 things to look for in the lives of the next man/woman up.

This person:

... is dependable.

... is prepared spiritually.

... serves with joy.

... shows patience.

... exhibits God’s love.

... is teachable.

... follows guidelines.

... handles corrections/suggestions well.

... shows initiative.

... builds relationships.

... follows up.

... has people skills.

... overflows with the Holy Spirit.

... is a natural leader.

... steps into a void.

While remembering that no one (except Jesus!) perfectly exhibits all these characteristics, which 3-5 need to be most fully formed before a person takes the step to being a LifeGroup leader? Which 3-5 are okay for us to see only in embryonic form?

7) Denise spent a lot of time talking about the importance of being led by the Holy Spirit. She told a story about a young man who is serving as an effective Children's LifeGroup leader. Most people wouldn't have given him a chance to serve, but because of the Holy Spirit's leading and prompting, she did. What does it look like/feel like when a LifeGroup leader (as a Scout) is listening to the Holy Spirit about the next woman/man up?

Communicate:

[Together, read through the following excerpt from CVC's LifeGroup Resource Guide.]

SCOUT

From day one of the LifeGroup, be on the lookout and observe others who have the potential to be biblical leaders. This means having a keen eye and a measure of discernment as to who is taking extra measures to engage the group, to offer assistance, and/or to purposefully foster relationships. These people can help share in the ministry of a LifeGroup.

Ephesians 4:11-13 says, "So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ."

Living in community can be volatile and can only thrive when the people that comprise that community give to the group in a sacrificial way. We ALL need to play a role in the success and health of a LifeGroup in order for it to truly reflect a caring community. As a Scout, it is essential to help group members find and grow in their roles as group members.

What is even more challenging, to be honest, is that most LifeGroup leaders and group members cringe at the idea of planning for the LifeGroup to one day multiply. As a matter of fact, leaders and group members can be offended and hurt at the notion of no longer meeting with this same group of people. The reality is that no matter how great and fantastic the LifeGroup has become, it will eventually find its way into decline if it is not growing.

Remember, there is no success without a successor. It is vital for the health of LifeGroups that the current leader identifies and invests in a future LifeGroup leader. This creates a special relationship between a leader and his/her apprentice designed specifically for growing the reach of a caring community.

2 Tim. 2:2 – 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.

Matthew 10:1 – He called his twelve disciples to Him and gave them authority.

LifeGroup Leader Selection:

Aspiring LifeGroup leaders step forward and volunteer themselves or they are identified and invited into leadership by a current LifeGroup leader who is willing to disciple them and then launch them. They can also be identified by church leaders or other members of the church and invited into a group leader training process that will include either discipleship in a LifeGroup or participating in a CVC LifeGroup equipping group or class designed to train leaders and launch them.

It is important to allow your group members to serve. If you don't share the load, your group will die. No one is called to do everything all the time. God has gifted different people for different things. Allowing others to serve is a way to celebrate others' giftings. As your group begins to mature, it will be important for you to share the responsibilities with others for many reasons.

1. If you don't, you'll burn out.
2. If you don't, others will feel undervalued.
3. There may be someone who can do some things better than you can.

The way you share the ministry is relatively simple. As your activities continue, offer the opportunity to head up the next event. The opportunities are endless. Maybe a group member can plan the next social opportunity you have, maybe someone can lead the group as you serve others (i.e. take ownership of organizing restoration efforts), or maybe someone can lead the group through parts of your upcoming Bible studies.

If no one will step up when asked, you may have to individually invite someone to serve. Oftentimes, people are nervous about stepping into new roles because they are afraid that they might fail. It's important that you spend a great deal of time encouraging them.

Keep in mind: The ways you can share the ministry are really determined by the people who are in your group and the way that God has gifted them. Be careful not to just push something on someone because you don't want to be responsible for it. If someone is given a task that doesn't match his/her gifting, it can be bad news for the group as well as a burden for the member. Be sensitive to God's leading as you share the ministry with your group. Look for and recognize what giftings your group members have. Celebrate those giftings by encouraging them and asking them if they are willing to use them within the group. This is how you develop members as future leaders and encourage them to use the gifts God has given them.

8) The article states that "most LifeGroup leaders and group members cringe at the idea of planning for the LifeGroup to one day multiply." Why does this pose a threat to the health of a local church? How did you as a LifeGroup Leader overcome the resistance to multiply? How might you tell your story to the LifeGroup leaders you are leading?

9) In the article, we read, "There is no success without a successor." We've seen our leaders at the highest levels of CVC seek to apply this truth when Pastor Rick passed the torch of leadership to Pastor Chad. What are some principles we could learn and apply from that transition to LifeGroup leadership?

10) The article suggests 4 ways of finding new LifeGroup leaders.

1. They step forward and volunteer themselves.
2. They are identified and invited into leadership by a current LifeGroup leader.
3. They can also be identified by church leaders.
4. They can be identified by other members of the church.

Which do you think may be least effective and why?

Which do you think may be most effective and why?

11) We read that there are 3 reasons why LifeGroup leaders need to Scout and then develop new leaders.

1. If you don't, you'll burn out.
2. If you don't, others will feel undervalued.
3. There may be someone who can do some things better than you can.

What other reasons would you add?

How is encouraging a LifeGroup leader to be a better Scout actually a way of caring for that LG Leader?

12) What is one thing you will commit to do in the next 2 weeks to encourage a LifeGroup leader to be a better Scout?

Care:

13) Since we are dealing today with this whole topic of scouting and then developing leaders, how do you personally most need to be developed as a leader?

14) How can I pray for you?