

REVIEW: Philippians 2:5-11.

Pick one principle from the Mentalizing Saints, Mobilizing Servants, Minimizing Self, or Maximizing Service principles. Share with a colleague why that one is the most important to you, or the hardest, or the one you want to work on most.

09

It's a Process!

We've been learning and growing for quite some time now. How exciting it is to see your growth and how God is already using you! We want to give you a **tool** to use—a **process** to walk a person through in any area of ministry which will help him/her to become a leader in that area: **The Leadership Development Process**.

Before we look at that tool, let's look at these verses: Mark 3:13-14 & Acts 4:13 and answer this question: What do you see in these passages that likely changed these men and made a difference in their lives?



Paul also believed that spending time with disciples was significant in preparing them for ministry. Read another passage: Acts 20:1-5.

How many people did Paul have with him on this ministry trip? ____

From how many different ministry locations were these men from?

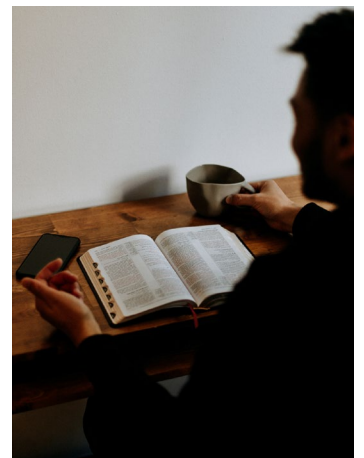
So, spending time with people, modeling what leaders are to do and watching them grow and develop, is necessary. The following tool will

help you do that.

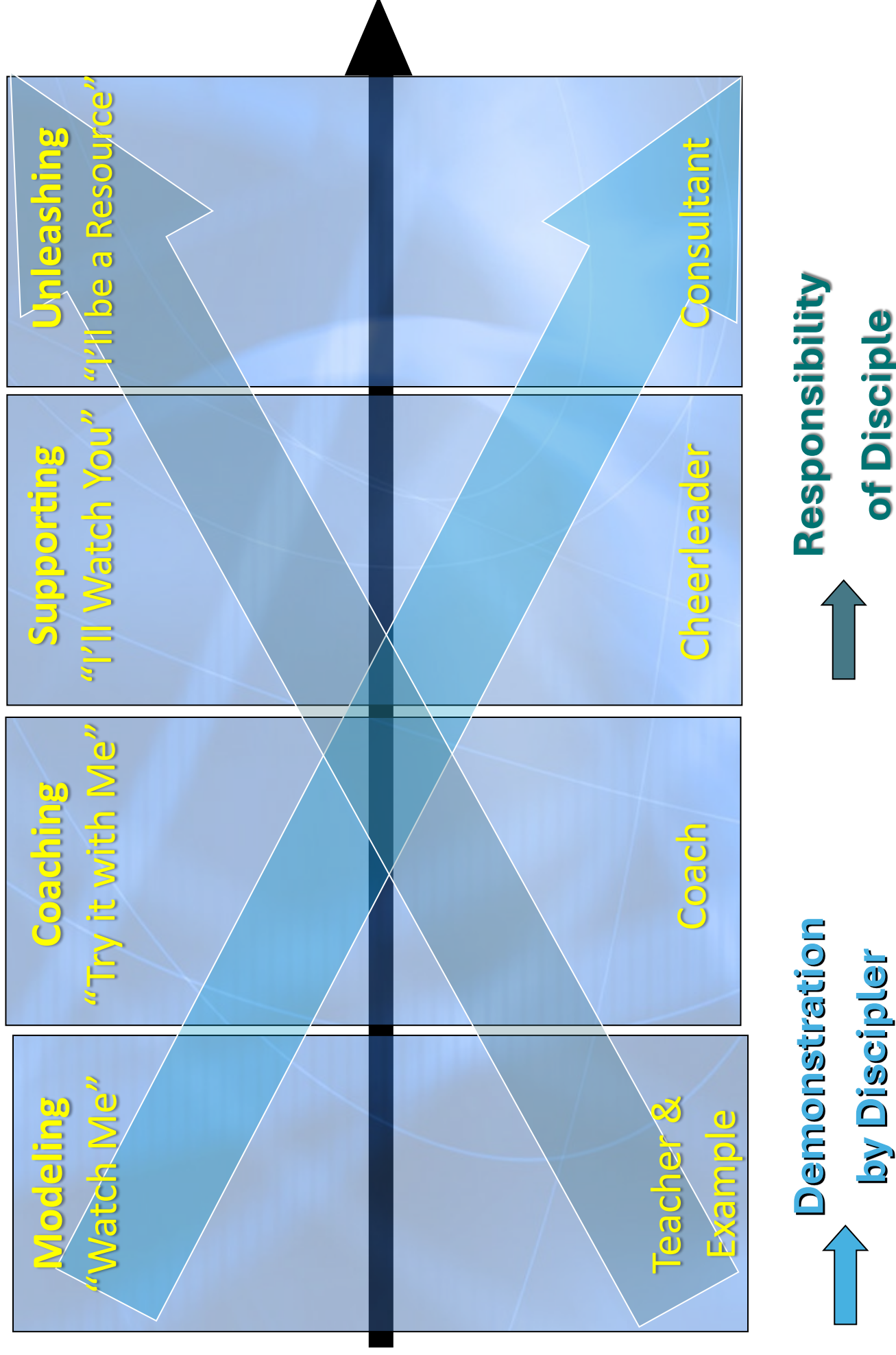
Spend some time getting to know the chart. Talk through what each **symbol** and **phrase** means. The major concept is that you, the disciple-maker, start out doing a lot while your disciple is doing very little in a particular leadership role.

Then, as you both move through the chart, you will do less while your disciple does more. Notice how your roles change as do the roles of your disciple.

At the end of the session, write here one thing you would like to do based on what you learned today.



Leader Development Process



We need to train people for strategic ministries in our churches, church plants, and other ministries. Choose one of the ministry areas in your church—anything—usher, deacon, Sunday School teacher, elder, etc. Then use the Leadership Development Matrix to map out the process whereby you would train this person.

1. Modeling “Watch Me”

The skills that must be developed:

How I will model these skills:

Things I must teach:

Level of learner involvement:

What skills must he/she master first—prioritize the process.

How will I provide feedback on his/her early attempts with these skills?

3. Supporting “I’ll Watch You”

What safety nets are still required?

How will I help him/her continue to develop the skills?

What about failure – what is my remedial course of action?



2. Coaching “Try it with Me”

What contexts will be best for his/her initial attempts at each skill?

How will I help him/her continue to develop the skills?

What about failure? What is my remedial course of action?



4. Unleashing “Try it with Me”

How will I keep in contact after delegating?

How can I continue to help him/her grow without being domineering (appearing like I’m still the boss or the one in control)?