

LEADERSHIP

AT THE RIDGE

Coach Module 2 – Lead An Engaging Huddle That Sharpens The Leadership Competencies of Your Leaders

Core Competency 2

Lead an engaging huddle that sharpens the leadership competencies of your leaders.

Objective

Able to create an enjoyable, relational, and skill-sharpening hour for your team leaders.

Assignments Overview

Assignment 1 | Read Luke 24:36-49 and answer the questions.

Assignment 2 | Read *The 5 Hats to Wear* question-development sheet (attached below) by Mac Lake (@maclakeonline.com) and answer the questions.

Assignment 3 | Read the online transcript, *Aha Moments in Building Leadership Skills* by Dr. Becky Barker and answer the questions.

Assignment 4 | Practice leading an engaging huddle that sharpens the competencies of your leaders using the attached huddle template.

Assignment 1

In Luke 24: 36-49 (NIV), Jesus has a very important huddle with the key players he is going to entrust his mission to. After reading the account, answer the questions that follow.

Questions

There are many things in this “huddle” that Jesus is doing to help make his followers ready for their ministry. Here are just a few to prime the pump:

- He invited them to observe him personally.
- He ate with them.
- He addressed their fears and concerns.

- He restated their mission.
- He gave them next steps/specific directions.
- He focused them.
- He created tension.
- He opened up scripture and connected the dots.
- He empowered them (promise of Holy Spirit).
- He created an atmosphere of continued learning.
- He asked them questions.
- He was real/genuine.

Take some time to add to this list and answer these questions:

1. Why do you think Jesus did that?
2. What happened later to some of these leaders that this huddle prepared them for? How?
3. Have you ever had someone in your life who prepared you in a similar way? What was the impact of that?
4. If you could have one skill Jesus displayed in this passage for leading an effective huddle with your leaders, which one would you pick? Why?

Assignment 2

One of the things Jesus did in this passage was ask them different kinds of questions to move them forward in what he had for them to do. On the next page, review *The 5 Hats* list by Mac Lake for asking effective questions in huddles with your leaders. Then answer the questions that follow.

The 5 Hats Follow Up Question Pathway

Type of Question	Desired Outcome	Types of Questions
<p>The Fisherman Hat</p>  <p>Point of view: You are “fishing for” the learner’s point of view or perspective on a specific topic.</p>	<p>Help the learner to understand their own point of view. The learner discovers the obstacles or opportunities regarding their development. (Note: The fisherman hat, POV Qs, can ask questions about feelings. Feelings are a part of their point of view.)</p>	<p>Why do you believe that way? What about that experience was good/bad? What impact did that experience have on you? How did that experience shape you? How does this impact those around you?</p>
<p>The Reporter Hat</p>  <p>Story: You are seeking to investigate and discover a story about the learner’s level of experience or exposure to the topic.</p>	<p>Help the learner to gain insight by sharing a story that illustrates their experience. The learner will discover specific insights and principles from their prior experience that connect with new learning insights.</p>	<p>Where have you experienced that in the past? Who have you seen do that well/poorly? What specifically made them good/not-so-good at that? What principles can you learn from their example? What one thing would you want to emulate from their example?</p>
<p>The Physician Hat</p>  <p>Self-analysis: You are seeking to help the learner to diagnose and discover a strength/weakness in a specific area.</p>	<p>Help the learner to do a self-assessment of their own skill level. The learner will discover their strengths or growth areas.</p>	<p>On a scale of 1-5, with 5 being high, how would you describe your skill level in this area? How would you grade yourself on an A-F scale? What specifically made you give yourself that score? What would you need to do in order to move that to a 5 (or an A)? What would you tell someone who scored themselves a 2 (or a D)?</p>
<p>The Pilot Hat</p>  <p>Action: You are seeking to discover relevant action steps or make a decision that will promote further growth and development.</p>	<p>Help the learner to discover specific and relevant application. The learner will find direction for key next steps that will further their development.</p>	<p>If you were to make real progress in that area, what would be the most significant step you can take? What are the most important steps you can take over the next 90 days? What impact do you think it would have on your skill level? If you could have someone to help you, who would it be?</p>
<p>The Contractor Hat</p>  <p>Build list: You are seeking to help the learner build a list, a framework, or a defense.</p>	<p>Help the learner formulate or brainstorm a list that will help facilitate growth or gain greater understanding.</p>	<p>What are 4 mistakes that people commonly make? What are 3 excuses people commonly give? What are 5 reasons people believe this?</p>

Questions

1. Which of the 5 *Hats* is one you typically wear when formulating questions?
2. Name a time when you were asked good questions by someone leading you at work, home, or in the community. Why are good questions important?

Assignment 3

Read the transcript from the Leadercast Video - Leadercast Now from the online transcript of Dr. Becky Barker.

Have You Used Aha Moments to Choose Your Decision-Making Model?

Dr. Becky Barker, who teaches leadership skills and organizational leadership at The University of Oklahoma, shares the importance of discovery in leadership. She calls this, "Aha moments" — when students truly understand a concept and are able to run with it and make it relevant to their lives, their work, their leadership style.

She adds that those moments of discovery happen across the board, at any leadership level, helping people understand why they are the type of leader they are; the way in which they approach problem-solving, and why they are more comfortable with one model of decision-making over another.

Do you know what leadership style is best for you? How did you identify it?

One of the things that I love most in teaching leadership and organization is the "aha" moments when students get a concept and they're able to take it and make it relevant. Helping them to be successful and hear those stories of how they have taken the text and made it come to life for them is gratifying.

The "aha" moment for a student, employee, or anyone is wonderful. You almost see the expression on their face, you see it physically in their body, and it's as if this weight is lifted from their shoulders and they're saying, "Ah, I get it." When you can help that come to life for somebody, that's significant. That's when it becomes very real and meaningful and energizing and fun.

Leadership skills include a lot of psychology, a lot of understanding people. It's being patient, it's learning to listen, not having all the answers. Also, in some cases, it involves going through models or steps to get to a good decision.

Questions

1. Have you witnessed an aha moment with someone you've led? What was your reaction when you saw the expression the moment he or she "got it"? Reach out to that person and encourage him or her to keep discovering. Ask about any recent aha moments!
2. Aha moments come when learning truly clicks within a person. Although leaders cannot make that happen, critical thinking often stimulates the process. List a few challenges you can bring to your team to solve that may stimulate an aha moment.

3. When was the last time you had an aha moment? Write down what happened, what concept you discovered, and how that moment made you feel?

Leadership Takeaways

What are at least two LEADERSHIP TAKEAWAYS from this module? Be prepared to discuss with your group.

- 1.
- 2.

Assignment 4

Part of leading effectively is communicating effectively. As you lead your teams through huddles, use the template below to help you organize your thoughts and communicate vision.

The Ridge 6 -C Huddle Template: (Put Title Here)

Leader Guide

CONNECT (2-3 min): Spend Time Allowing Team Members to Connect With One Another Relationally

CELEBRATE (2-3 mins): Ask How They've Seen God Working in Their Area of Ministry Since You Met Last.

- *What is celebrated gets replicated, it reinforces values.*
- *Celebration is not just for celebrating, it is for training.*

CHECK-UP (5 min): Check-In with Your Team Members on How They've Applied the Last Module.

COACHING (30-45 min): Facilitate Discussion Using the Guide Below and Summarize with the Leadership Principles Below.

- *Remind your team members of what they are moving towards.*

Focus Competency:

Opening Question:

Passage:

- Question
- Question

Assignments:

- Discussion Questions
- Discussion Questions
- Discussion Questions
- Discussion Questions
- Discussion Questions
- What is one action step you will take away from this huddle session?

LEADERSHIP TAKEAWAYS: There are three leadership takeaways I'd like to share with you as we wrap up.

- Takeaway 1:
- Takeaway 2:

- Takeaway 3:

COMMUNICATE (2-3min): Share important information items with your teams.

CARE (5-10mins): Spend time praying as a team. You may want to take specific prayer requests from your team members.
