

Coach Module 5 – Help Leaders Identify and Explore their Next Step in Leadership

Core Competency 5

Help leaders identify and explore their next step in leadership.

Three Steps to Reproducing Yourself as a Coach

What do I do?

Just three things...

Step 1: Invite.

Extend a personal invitation to someone in your group/team. Don't ask for volunteers. Look for someone you're already connecting with and who is willing to share your responsibilities and get involved in leadership. Remember: You don't need to find someone who can lead right now. Your apprentice or co-leader will have plenty of time to learn and grow. We call this an ICNU conversation. The type of person you are looking for to have an ICNU conversation with, as a potential Coach, is someone who possesses and displays the following qualities:

- Character – Does this person show integrity, teachability, humility, reliability, honesty, and a willingness to serve others?
- Competence – Does this person make huge contributions to the team as well as an ability to “get it done” even when things go wrong?
- Chemistry – Does this person bring positive energy to the team and get along well with his or her teammates?

Step 2: Connect.

Apprenticing someone is a relational investment. Relationship is the priority. You and your apprentice or co-leader need to encourage each other's spiritual growth through transparency and accountability. It will benefit you both.

Step 3: Share.

At first, you'll share tasks with your apprentice or co-leader, such as planning group/team meetings and sending emails. Your goal is to eventually share responsibilities with your apprentice. Let the 5 leader competencies for your ministry area guide you in this process.

(This module will focus primarily on Step 1)

Read, Watch, and Reflect

Read

[Chapter 5 in *Amplified Leadership*](#)

- Describe a time when someone saw something in you that you didn't see in yourself. How did they tell you? How did that make you feel?

Psalm 139:23-24 and spend a few minutes in prayer asking God to show you something about yourself.

- What thoughts or emotions did you experience?
- What obstacles come to mind?

2 Timothy 2:2

- Reflect on 2 Timothy 2:2. What is the progression that Paul talks about in this verse?

[Pages 58-70 of *Exponential on "Reproducing Leaders"*](#)

- Reflect on the five steps of leadership development included in this chapter. Who is someone you can help walk through these five steps?

Exercise

[ICNU conversations](#) can change a person's life. Write a thank you note to someone who saw something in you that you didn't see in yourself and helped move you in the right direction.

- Describe a time when someone saw something in you that you didn't see in yourself. How was that experience? How did that make you feel?
- Why did you choose that person?

Think of one person in your family, friends or someone who serves with you who embody [the 4 "R's"](#) and is coachable and competent.

- What have you identified as leadership in this person?
- Role play: divide into partners in your huddle and practice having an ICNU conversation.
- Talk through leaders who you like to learn from and be around. What makes them stand out to you?

Discuss

Write a response to these questions and be prepared to discuss them.

- Take a moment to walk through the three steps to reproducing yourself and the five steps to apprenticing. What do you see as the biggest benefit of leaders reproducing?
- Reflect on 2 Timothy 2:2. What is the progression that Paul talks about in this verse? How does this relate to the "5 Steps to Apprenticing?"
- How do you think we can become more effective at identifying and inviting potential leaders to explore leadership? Why do you think leaders have a hard time investing intentionally in others?
- How are you doing in developing the following four key relationships of a reproducing leader? What can you do to move forward in each of those relationships?
 - Followers
 - Apprentices
 - Peers
 - Coach