

## Coach Module 4 - Promoting Ownership and Decision-Making Among Leaders that Protects our Mission, Vision, and Values

### **Core Competency 4**

Promote ownership and decision-making among leaders that protects our mission, vision, and values.

### **Read/Watch & Reflect**

#### **Read**

[Serving Small Group Leaders](#)

#### **Reflect**

- How did Heather handle Shelley's second crisis differently than the first crisis? Which way was better for Shelley's development?
- When have you been tempted to take over the tasks that have been entrusted to people you lead? What happened?
- What are some ways that you can serve your leaders and help them accomplish their ministry goals without doing it for them?

#### **Read**

["Expert or Guide"](#) found on pages 63-67 in *Life Changing Conversations Coaching Guidebook*.

#### **Reflect**

- Why is it often more tempting to be the expert with the answers than the guide who questions?
- Do you think your leaders prefer you to be the expert or the guide? Why is it important for you to be aware of this?
- Describe a recent encounter with your leaders (or your kids or a friend) where you solved a challenge by playing the role of expert instead of guide. What questions could you have asked to help that person solve the challenge instead of solving it yourself with advice?

### **Exercise**

Put this skill into practice this week either at home or at work where appropriate and take some time to intentionally be a guide not an expert when someone around you comes to you with a challenge to solve. Use questions 2-4 of the six coaching questions model this week either at home, the workplace or on your Ridge team (what are you celebrating, what challenges are you facing and how do you plan to tackle those challenges).

## Discuss

- During your assignments, you read a couple of different things. Referring back to your reading of “Serving Small Group Leaders” How did Heather handle Shelley’s second crisis differently than the first crisis? Which way was better for Shelley’s development?
- Why is it often more tempting to be the expert with the answers than the guide who questions?
- Do you think your leaders prefer you to be the expert or the guide? Why is it important for you to be aware of this?
- When have you been tempted to take over the tasks that have been entrusted to people you lead? What happened?
- What are some ways that you can serve your leaders and help them accomplish their ministry goals without doing it for them?

## Next Steps

- Debrief your experience this week of being a guide not an expert. What went well? What would you do differently again next time?
- Debrief your experience this week using questions 2-4 of the six coaching question model. What went well? What would you do differently next time?