

# Director Module 2 – Develop and Drive the Leadership Pipeline in Your Ministry

## Core Competency 2

Develop and drive the leadership pipeline in your ministry.

### Read

Read *Hero Maker: Five Essential Practices for Leaders to Multiply Leaders* by Dave Ferguson and Warren Bird

### Discuss

1. What insight in this book shared stood out to you the most? Why do you think that stood out to you?
2. What was one to two things you disagreed with in this book?
3. Read John 14:12, which is about doing greater things. If Jesus is our role model, and he told his followers would do greater things, how would you apply this to your ministry and leadership?
4. What level would you consider The Ridge to be at when looking at the 5 Levels of churches? What would it take for The Ridge to reach the next level?
5. Respond to this question, “Am I trying to be the hero, or am I trying to make heroes out of others?” Dig beneath the layer of your response. Why do you think that is?
6. Which of the 5 essentials practices of a Hero Maker is a strength of yours? Which is a challenge? Why do you think that is?
7. What are 1 to 2 things you need to START doing to develop more leaders?
8. What are 1 to 2 things you need to STOP doing to develop more leaders?
9. What accountability question would you like for me to ask you next time we meet?

### Exercise

Create a leadership development plan for your department for the next two years.

1. Refer to Mac Lake’s “Leadership Pipeline Notebook.”
2. Look at your current “leadership picture” and record names of leaders in the various categories provided. (See Mac Lake’s Notebook on page 48- 50 for reference).
3. Look at the example on pages 52-54 for a plan for reproducing leaders. Complete an approved draft of this plan with your Director.
4. Schedule the next 2 appropriate conversations you need to have and a time to check in with your direct report.