

# LEADERSHIP

AT THE RIDGE

## Guest Services

### Team Lead Module 5 – Identifying Potential Leaders

*“And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.” – 2 Timothy 2:2*

#### **Competency 5**

Identify and invite potential leaders to explore leadership.

#### **Three Steps to Reproducing Yourself:**

##### **Step 1: Invite.**

Look for someone who is willing to take on more responsibilities and is interested in leadership. Extend a personal invitation to them. Don't ask for volunteers. 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 is someone who can be described as follows:

- **Teachable** - is the person someone who is willing to learn from others?
- **Influence** - does the person have growing influence in the lives of others?
- **Integrity** - does the person have a proven track record of integrity and doing the right thing?
- **Passion** - are they passionate about the mission and vision of Guest Services?

##### **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 leadership competencies for your ministry area guide you in this process.

- **Competency 1** – Proactive Guest Engagement
- **Competency 2** – Visioneering “Connect Team Member's Role to Weekend Goal”
- **Competency 3** – Encouragement “Affirm Team Member's Accomplishments”
- **Competency 4** – Communication “Facilitate a Flow of Information Pertinent to the Guest's Experience
- **Competency 5** – Identify and Invite Potential Leaders to Explore Leadership

## Assignment 1

Read Chapter 5 in *Amplified Leadership*.

- [Invite Individuals Into Meaningful Ministry \(Chapter 5\)](#)
- Describe a time when someone saw something in you that you didn't see in yourself. How did that make you feel?

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

1. What thoughts or emotions did you experience?
2. What obstacles came to mind?

Read and reflect on **2 Timothy 2:2**. What is the progression that Paul talks about in this verse?

Read Chapter 4 (pages 58-70) of *Exponential* on "Reproducing Leaders"

- [Reproducing Leaders \(Chapter 4\)](#)
- Reflect on the five steps of leadership development included in this chapter. Who is someone you can help walk through these five steps?

## Assignment 2

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.

1. Why did you choose that person?

Think of one person in your family, friends, or someone who serves with you who embodies the 4 R's of Leadership at The Ridge and is coachable and competent.

### 4 R's of Leadership at The Ridge

- Be Relational – Value people over tasks

- Run Well – God, and others deserve our best
  - Reproducing – Do nothing alone
  - Rewarding – What you do matters
1. What leadership skills do you see in this person that embodies the 4 R's of Leadership at The Ridge?
  
  2. Discuss leaders you would like to learn from and be around. What makes them stand out to you?

### **Assignment 3**

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

1. Take a moment to walk through the three steps of reproducing yourself (Invite, Connect, Share). What do you see as the biggest benefit of leaders reproducing?
  
2. Reflect on **2 Timothy 2:2**. What is the progression that Paul talks about in this verse?
  
3. 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?