

Discipleship Content: Leading Others

Section 1: PARTICIPANT PREP

COMPETENCY

“Leading Others” – Leadership Square

Jesus was the best leader the world has ever seen. He called us to be leaders when he gave the great commission to go and make disciples of all nations. When we multiply leaders, we are leading. To learn how to do this well we look at the example Jesus gives us in the Bible through his lifestyle and his teachings. Jesus was a hero in the sense that he gave his life for us. But Jesus didn't stop with being a hero. He made heroes out of his closest followers.

Jesus approached leadership completely different – He got low and served. Good leaders are servants and adapt their teaching styles to personally experience, value and address each stage of learning. As disciples of Jesus, we strive for “multiplication thinking” – shifting our focus from our own leadership to multiplying and developing other leaders.

ASSIGNMENTS

1. Read the Scriptures below and answer the questions.
2. Read the article and answer the questions.
3. Identify people in your life who model ideas or practices of multiplication. Write down your findings.

Scripture - Read the following passages and answer the questions provided.

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

John 3:22 – *“After this, Jesus and his disciples went out into the Judean countryside, where he spent time with them, and baptized.”*

Matthew 28:19-20 – *“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”*

John 15:12-17 – *“I no longer call you servants, because a servant does not know his master's business. Instead I have called you friends, for everything that I have learned from my Father I have made known to you. You did not choose me, but I chose you and appointed you to go and bear fruit—fruit that will last. Then the Father will give you whatever you ask in my name. This is my command: Love each other.”*

Scripture Questions:

1. Consider 2 Timothy above. If Paul gave you the same instructions that he gave to Timothy, how would you feel? Equipped and motivated? Or Unequipped and Overwhelmed?
2. In the John 3 verse it says Jesus ‘spent time with them’. Why is that so important to understand? How can you apply this concept to the people you have influence over—people you lead?

3. In Matthew 28 it says that Jesus told his disciples to ‘make disciples of ALL nations’ and in the process they were to ‘teach them’ everything they had learned from Jesus. Do you view your role as leader as one who is supposed to teach others what you have learned?
4. What stands out to you the most in the John 15 scripture? That Jesus considered his disciples his friends? That Jesus chose them? That Jesus appointed them to bear lasting fruit? Or how simple his final command was: Love one another? How does understanding these concepts change the way you look at the people you influence?

Article – Read the following article and answer the questions provided.

Jesus As The Hero Maker

Adapted from the book “Hero Maker” by Dave Ferguson & Warren Bird.

Jesus’ death on the cross was heroic. Jesus told his Father, “Not my will, but yours be done” (Luke 22:42), and then he stretched out his arms and gave his life for us. But Jesus didn’t stop with being a hero. He made heroes out of his closest followers. We know that Jesus was a hero maker by how he allocated his time and energy as a leader.

In this book they advocate that there are 5 Essential Practices of Hero Making. *One of them is Disciple Multiplying.*

Multiplication thinking means shifting your focus from your own leadership to multiplying and developing other leaders. When you learn how to invest your time and resources to multiply leaders, you're able to more effectively build God's ministry - not just your own - and maximize the gifts and resources God has given you as a leader.

DISCIPLE MULTIPLYING

This is a shift in **sharing**, and if you want a quick slogan for this practice, it’s “Share it!” You will begin to not only share what you know to help others follow Jesus but also share your life and invest in the development of leaders who do the same for other leaders. We see this in the life of Jesus as he spent three years primarily with twelve people (John 3:22). To help you easily implement this practice, I will give you a simple tool called the “five steps of apprenticeship.” This tool has the power to multiply movements of disciple-makers. The only reason it does not is because people have not fully used it.

A Simple Tool for Apprenticeship

If Paul’s goal of developing four generations of apprentices seems unreachable for you and your church, then I have good news for you. It is not. This goal is very doable if you and your church follow five simple steps.

Eric Metcalf is a disciple multiplier, and he has used the five steps of apprenticeship with other leaders as often as anyone I know. Eric doesn’t shy away from a good challenge. The latest small group he led regularly drew 16 people, and it was a challenge. Some were solid Christ followers; most were not. Some were single, some living together, and some married. Some partied really hard! And some were new believers, including one person with a Muslim

background, another with a Jewish background (and a Catholic girlfriend), and another with practically no religious background at all.

You might imagine the lively discussions and lifestyle issues represented in those gathering and conclude, "I think a pastor needs to lead a group like that!" Eric is the pastor for one of Community Christian Church's locations on the north side of Chicago. He and his wife, Erin, especially enjoy that group, but Eric knew he had a bigger calling than leading this diverse group alone. From day one, he was praying about which member (or members) he could train as an apprentice to take over this group or lead a new group.

"Hey, I have this idea, and I want to run it past you," Eric told the group. Then he continued, "For our group to reach more people, I'm going to ask some of you to consider moving into an apprentice leadership role and meeting with me on a weekly basis. We can meet for coffee or whatever, but during that time I will help you get to the place where you are confident and capable of leading a group." Grace, one of the Christ followers, said to Eric, "I really see a need to take some of the women in the group deeper into accountability with each other. I think I can help them do that, if you would let me lead them." Eric loved the idea, and she became his first apprentice.

Eric used the same simple five-step apprenticeship tool with Grace that he had used with dozens of other leaders over the years to help them grow in their leadership. Over the next eight months, Eric and Grace used these five steps as a guide to develop her to the place where she was leading her own group. Here's how it might have unfolded:

1. I do. You watch. We talk. As the experienced leader, Eric leads the group and tells Grace, "You just observe everything that happens in our small group, and then we will find a time to meet and discuss what you observed." Before the next small group meeting, Eric and Grace debrief, and this includes asking the following questions: "What worked?" "What didn't work?" and "How can we improve?" This time for debriefing needs to continue throughout the five steps.

2. I do. You help. We talk. In this step of development, Eric gives his apprentice, Grace, an opportunity to help lead part of the small group meeting. In this case, Eric asked Grace, "Could you lead the icebreaker time at the beginning if I lead the rest?" Grace agreed. Again, the small group meeting should be followed up with a one-on-one debrief between leader and apprentice.

3. You do. I help. We talk. Now Grace transitions from helping Eric to taking on most of the leadership responsibilities for the small group. Since Eric has had an exceptionally busy week, he takes the opportunity to ask Grace, "Could you lead most of the meeting this week? If you do, I will handle the icebreaker at the beginning and the prayer time at the end, plus I will be there with you the whole time." Grace agrees, and since she has seen him lead the group enough times, she feels very comfortable and does great. Eric is gradually releasing responsibilities to his new, developing leader.

4. You do. I watch. We talk. The apprentice process for Grace is almost complete as she grows increasingly more confident in her role as a leader. Eric has her lead the entire meeting each week while he watches her, and he gives her the responsibility of finding a service project for the group. At their debrief time, Eric says, "I think you are ready for leadership; do you think you are ready?" With a smile, Grace says, "I think I'm ready." With both leader and apprentice

feeling ready for the next step, they begin to plan whether Grace will take over the group or lead a new group, and what Eric will lead next.

5. You do. Someone else watches. This is where the process of multiplication comes full circle. Eric says, “Grace, you have done great! Have you started to think about who you can mentor and repeat this process with?” Grace says, “I already have two people who have expressed interest, and I’m meeting with one this week.” Grace, the former apprentice, is now leading, and she begins developing new apprentices. Since Eric has developed and released several apprentices, he continues to work with Grace and other leaders in a coaching capacity.

The five steps to apprenticeship are really that simple! If you will constantly use these five steps, you can develop other leaders who will already know how to develop other leaders.

Reflection and Discussion Questions:

1. Who was a big spiritual influence in your life?
2. In what ways did this person’s influence involve ideas or practices of multiplication?
3. What idea in this article is something you’re doing well?
4. What was the biggest “Aha!” or “I need to work on that” for you from this article?
5. Jesus’ commissioned his disciples to “go and make disciples”. Have you had the opportunity to multiply yourself?

Discipleship Content: Leading Others

Section 2: LEADER GUIDE

SESSION CONTEXT

Jesus was the best leader the world has ever seen. He called us to be leaders when he gave the great commission to go and make disciples of all nations. When we multiply leaders, we are leading. To learn how to do this well we look at the example that Jesus gives us in the Bible through his lifestyle and his teachings. Jesus was a hero in the sense that he gave his life for us. But Jesus didn't stop with being a hero. He made heroes out of his closest followers. We know that Jesus was a hero maker by how he allocated his time and energy as a leader. In order for us to learn to be Hero Makers we need to spend time with (diatribe) people and share with others what we know so they can multiply our efforts and do the same.

SESSION COACHING

CONNECT [5 mins]

Spend time allowing your group to connect with one another relationally.

CELEBRATE [5 mins]

What have you seen God do in your life since we met last that we can celebrate together?

CHECK-UP [5 mins]

How have you put the competency we learned last time into practice since we last met?

COACH [30 mins]

Coaching Focus Reminder: Overall reminder about this section. Below is the participant guide with added "COACHING BOXES with questions, thoughts or conversation starters for your discussion. Any of the **highlighted questions** are "highly suggested" while everything else is at your discretion.

Remember, we have all faced this struggle at some point or another. What or who helped you learn this specific competency? How significant has it been for you to lead your family and others? How thankful are you for the reminder of overflow is the path towards fruitfulness?

COMMUNICATE [2 mins]

Share important information with your group.

What to know before we meet again? Reiterate some of the next steps.

What do I need to know before the next meeting?

CARE [5 mins]

Spend time praying with your group (take specific prayer requests).

PARTICIPANT GUIDE WITH “COACHING BOXES”

COMPETENCY

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Coaching Opportunity

1. Take a moment and discuss a couple of the scripture reflection questions.
2. Reminder – we want to build upon the questions for engaging in a listening and hearing from God relationship from module 2 – What is God saying? What do I do?

Scripture Questions:

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Coaching Opportunity

1. Spend some time talking about the concept of "tribe". Press into the idea that this means more than meeting with people in a small group, emails or texts. It means letting people into their lives.
2. Ask them to share how they have seen this modeled by someone to them.

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Coaching Opportunity

1. This tool for discipleship multiplication has the potential to exponentially increase the impact of their leadership. They are most likely intimidated by the idea of stepping into this multiplication process. It will require a change in their thinking and time allotment. Ask them to share honestly anything they feel would hold them back from implementing this tool.
2. Discuss any of the other questions listed.

Reflection and Discussion Questions:

1. Who was a big spiritual influence in your life?
2. In what ways did this person’s influence involve ideas or practices of multiplication?
3. What idea in this article is something you’re doing well?
4. What was the biggest “Aha!” or “I need to work on that” for you from this article?

Coaching Opportunity

1. Key Learnings Question – What is one of the key leadership learnings you want to them to walk away with?
2. Key Learnings Question – How will we use this leadership principle in our homes, workplace, and volunteer role?
3. What are some practical ways I can apply this today?
 - a. What is God saying to you about this principle?
 - b. What are you going to do about it?
 - c. How can I encourage you as you take this next step?

Additional Resources – Use during session or for participant development.

1. Watch this 8-minute Kensington video of Chris Zarbaugh and Josh Isenhardt teaching the Leadership Square. <https://vimeo.com/136343301>
2. Read the blog “The Discipleship Square: Multiplying Disciples” at <https://firstcoastmissional.org/the-discipleship-square-multiplying-disciples/>
3. Read the article “The 5 Essential Practices of Leaders that Multiply Leaders” at <https://careynieuwhof.com/lead-hero-maker/>
4. Listen to the Carey Nieuwhof Leadership Podcast, Episode 169, where Carey Nieuwhof interviews Dave Ferguson about the future of the church and multiplication of church leaders: <https://podcasts.apple.com/us/podcast/cnlp-169-dave-ferguson-on-future-church-growth-rapid/id912753163?i=1000396013939&mt=2>