

ADVANCED
LEADER
DEVELOPMENT



www.lifepointchurch.org

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INTRODUCTION

This guide is designed to be a “companion” guide to the “Developing the Leaders Around You” book by John C. Maxwell. It is recommended that participants read through the chapters indicated in this guide prior to meeting with their Coach or Coordinator. This will provide a clearer understanding of the material and provide you with an opportunity to consider your responses. Your Coach or Coordinator will schedule one-on-one time with you to discuss and study the questions together.

b. How are you developing your 5 to move to the next level?

c. How are they helping you share the load?

4. Who is your apprentice that could take your place? Why?

Therefore go and make disciples of all nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to obey everything I have commanded you. And remember, I am with you always, to the end of the age."

Matthew 28:19-20

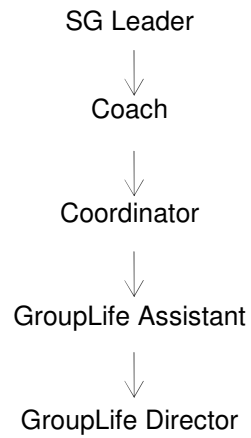
5. How is your SG sharing the load?

Whenever Moses would raise his hands, then Israel prevailed, but whenever he would rest his hands, then Amalek prevailed.

Exodus 17:11

Here is a snapshot of where we are with our leadership team and where we would like to be:

GroupLife Structure:



Now: 3 Coordinators, 13 Coaches, 87 Small Groups

Goal: 4 Coordinators x 5 Coaches = 20 Coaches x 5 SGL = 100 Small Groups

Chapter 3

Leader's Key Responsibility:

IDENTIFYING POTENTIAL LEADERS

As a leader, something that is even more important than ability is the ability to recognize ability. It is crucial for a successful leader to identify potential leaders.

- The key to choosing potential leaders depends on two things:
 1. Your ability to see the big picture
 2. Your ability to discern potential leaders

- Please review the following survey and score your top 5 potential leaders as well as yourself.

LEADERSHIP QUALITIES FOR POTENTIAL LEADERS

Assessment of Current Leadership Qualities for Potential Leaders				
Scale				
0 = Never	1 = Seldom	2 = Sometimes	3 = Sometimes	4 = Always

1	The person has influence.	1	2	3	4
2	The person has self-discipline.	1	2	3	4
3	The person has a good track record.	1	2	3	4
4	The person has strong people skills.	1	2	3	4
5	The person has the ability to solve problems.	1	2	3	4
6	The person does not accept the status quo.	1	2	3	4
7	The person sees the big picture.	1	2	3	4
8	The person has the ability to handle stress.	1	2	3	4
9	The person displays a positive spirit.	1	2	3	4
10	The person understands people.	1	2	3	4
11	The person is free of personal problems.	1	2	3	4
12	The person is willing to take responsibility.	1	2	3	4

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13	The person is free from anger.	1	2	3	4
14	The person is willing to make changes.	1	2	3	4
15	The person has integrity.	1	2	3	4
16	The person is growing closer to God.	1	2	3	4
17	The person has the ability to see what has to be done next.	1	2	3	4
18	The person is accepted as a leader by others.	1	2	3	4
19	The person has the ability and desire to keep learning.	1	2	3	4
20	The person has a manner that draws people.	1	2	3	4
21	The person has a good self-image.	1	2	3	4
22	The person has a willingness to serve others.	1	2	3	4
23	The person has the ability to bounce back when problems arise.	1	2	3	4
24	The person has the ability to develop other leaders.	1	2	3	4
25	The person takes initiative.	1	2	3	4
Total Points:					

When assessing a potential leader, you should pay more attention to the quality of the characteristics of the person rather than to the specific score. Grading scale:

90-100	Great leader (should be mentoring)
80-89	Good leader (must keep growing & mentoring others)
70-79	Emerging leader (focus on growth & begin mentoring others)
60-69	Lots of potential (excellent person to be developed)
Below 60	Needs growth (may not be ready to be mentored as a leader)

➤ What was your score?

➤ What were the scores of your top 5?

➤ Below are the key qualities to look for in a leader (pg. 55):

- a. Character
- b. Influence
- c. Positive Attitude
- d. Excellent People Skills
- e. Evident Gifts
- f. Proven Track Record
- g. Confidence
- h. Self-Discipline
- i. Effective Communication Skills
- j. Discontent With The Status Quo

➤ How do you see yourself in these areas?

- a. Strongest?
- b. Weakest?

➤ What about your top 5?

- 1.
- 2.
- 3.
- 4.

➤ How will you work to improve the weaker areas for you and your potential leaders?

Chapter 6

The Leader's Lifelong Commitment

DEVELOPING POTENTIAL LEADERS

The very best leaders, (the top 1 percent), take their people to the next step and develop them so they can reach their potential. The growth and development of people is the highest calling of leadership. Most leaders don't take this final step because it's hard work. Development is demanding work. It takes more attention and commitment than either nurturing or equipping. (pg. 131-132)

➤ Eight actions a leader must take to develop potential leaders: (adapted from pgs. 134-152)

1. Ask questions:
 - a. What motivated them to lead a group?
 - b. What do they want/need?
2. Listen, never criticize, coach
3. Plan:
 - a. GroupLeader.org (resources)
 - b. Crawl, walk, run
 - c. Apprentice
4. Keep 'em growing – prep foundations
5. Crawl, walk, run
6. Decentralize organically
7. How did you get to where you are?
8. Confront when not striving - reward, thank you

➤ Are you nurturing, equipping, & developing your top 5?

Chapter 8

The Leader's Greatest Joy

COACHING A DREAM TEAM OF LEADERS

Banker Walter, in Harvard Business Review, says, "The person who figures out how to harness the collective genius of the people in his or her organization is going to blow the competition away! (pg.171)

A great leader knows how to select, motivate, and empower his people. In order to become a dream team coach, a leader must develop ten qualities: (pg 172–188)

"You can buy a man's time, you can even buy his physical presence at a given place, but you cannot buy enthusiasm...you cannot buy loyalty...you cannot buy the devotion of hearts, minds, or souls. You must earn these."

~Charles Frances (pg.172)

The Qualities of a Dream Team Coach (pg.172)

Please review the following qualities of a dream team coach:

1. Chooses players well
2. Constantly communicates the game plan
3. Takes the time to huddle
4. Knows what his or her players prefer
5. Excels in problem solving
6. Provides the support needed for success
7. Commands the respect of the players
8. Does not treat everyone the same
9. Continues to win
10. Understands the level of the players

➤ Which of these qualities do you possess?

➤ Which qualities need more development?

➤ What about your top 5?

Delegation: The Dream Team Coach's Most Powerful Tool (pg. 189)

A key to coaching a dream team is the art of delegation. Effective delegation increases productivity for all members of a team...it also increases initiative by giving people a chance to grow and accustom themselves to succeeding.

The following are some of the most common reasons why some leaders fail to delegate effectively (pg. 190):

1. Insecurity
2. Lack of confidence in others
3. Lack of ability to train others
4. Personal enjoyment of the task
5. Habit
6. Inability to find someone else to do it
7. Reluctance cause by past failures
8. Lack of time
9. An "I do it best" mind-set

➤ Which of these reasons hinder you most often from delegating effectively?

➤ How will you increase your ability to delegate more effectively?

➤ Your top 5?

WHAT IS A WIN IN LIFE?

- To continually connect people to each other for the purpose of DISCIPLESHIP
- To enjoy the fulfillment of life with others who help us be more like CHRIST
- To impact this city, region, nation, and world so much so that outsiders will take notice and want in!

~ Eddie Mosley