

MODULE 7: DEVELOPING LEADERS

INTRODUCTION



In this module, **Geno Olson** explains how following the leadership model of Jesus shifts your leadership priorities and successes.



Then, **Jay Pathak** presents a leadership development process you can follow as you raise and release new leaders.

These videos will help you answer two central questions:

1. What does it mean to lead like Jesus led?
2. How can I be a leader who brings others into leadership?

SESSION 1: HOW TO LEAD LIKE JESUS

Video Notes

- 1. The church needs more great leaders.** Leadership is taking people where they are not already going - redefining what's possible.
- 2. Jesus is the gold standard of leadership.** Philippians 2 and John 14:12. Jesus chose to invest in His disciples so that they could do even greater works than He would do in his three years of ministry. To lead like Jesus, we need to decide that instead of building our kingdom, we will choose to build God's Kingdom instead.
- 3. To be a selfless leader, your priorities must align with the priorities of Jesus.** Matthew 6:33, Mark 4:26-34, and Matthew 13:33. When we begin to seek God's Kingdom more than our own kingdom, we will see His power and His purpose at work in our life.
- 4. For many, this requires shifting from being a hero to being a hero-maker.** When you make this shift, you decenter yourself and make the Kingdom your number one priority. This redefines what leadership success looks like. In the Kingdom, leadership success is making disciples who make disciples and leaders who raise more leaders.
- 5. To lead like Jesus, you must first shift your mindset away from yourself and focus on the Kingdom first.** The best way to focus on the Kingdom while leading, is by pouring into others. Begin by helping the people you lead to find their unique calling and then release them to pour into others too.

SESSION 1: HOW TO LEAD LIKE JESUS

Reflection Questions

1. Geno says, “In order to lead like Jesus, we need to decide that instead of building our kingdom, we will choose to build God’s Kingdom.” How would you describe the difference between building your kingdom and building God’s Kingdom in the context of your life or ministry?
2. Geno described two approaches to leadership: centering the leader (being a hero), or centering those you lead (being a hero-maker). Can you think of a time in your life when you worked with or were led by a “hero leader”? How did that impact you? Or, what impact did you see that leader have on others?

Have you ever encountered or been led by a “hero-maker” leader? How did their leadership impact you?

3. What inspires you about Geno’s call to be a “hero-maker”? What feels challenging about shifting or shaping your leadership in this way?

SESSION 2: RAISE UP AND RELEASE

Video Notes

1. **Leadership requires intentional investment.** John 17:4-5. Jay said that Jesus' strategy to change the world was "to invest in a few people that would invest in a few people, and that would change the world."
2. **Recognize.** Matthew 4:19, John 20:21. When you see something happening in somebody's life that looks like the Kingdom, the fruit of the Spirit, leadership, a heart for God, or a heart for others, you should pause, recognize it, and say it to them.
3. **Raise up.** Follow this training loop for raising up leaders:

I do. You watch. We talk.
I do. You help. We talk.
You do. I help. We talk.
You do. I watch. We talk.
You do. Someone else watches.
4. **Release.** Matthew 28. Send them out to do it on their own.
5. **Repeat.** Consider living like this for the rest of your life. Don't just do the work. Don't just do the ministry. Commit your life to investing in a few, that invest in a few, and so on.

SESSION 2: RAISE UP AND RELEASE

Reflection Questions

1. Jay says leadership requires very intentional investment. How have you experienced intentional investment from others in your leadership process?

What intentional investments are you making as you recognize, raise up, and train leaders?

2. A crucial part of leadership development is saying “I see you” in conversations with others. Has anyone ever told you, “I see you,” and how did that impact your leadership?

Have you told someone recently, “I see you,” and if so, how did that impact them? If not, what do you think kept you from saying these words to them?

3. When you think about the training loop for raising new leaders, which part of that process feels easiest for you in your life or ministry and why?

Which is the most difficult part? Why do you think it is difficult for you?

ACTIVATION ASSIGNMENT

Put This Into Practice

This Activation Assignment requires more time and planning, so please read through everything first and make a plan for how you will complete each step before your final mentoring session this month. Before you begin, invite the Holy Spirit to speak to you through this process.

1. MEDITATE:

Take some time to read John's account of Jesus calling the first disciples to follow Him in John 1:35-50. Read it slowly several times. Take note of Jesus' intentionality, the moments he "recognized" each disciple, what He saw and called out in them, and how he invited them to follow Him.

It would also be helpful to scan through the Gospels and Acts and notice the ways that Jesus mentored his apprentices (disciples) with the training loop mentioned in this module:

- I do. You watch. We talk.
- I do. You help. We talk.
- You do. I help. We talk.
- You do. I watch. We talk.
- You do. Someone else watches.

2. SEEK WISDOM AND RESPOND:

Think of someone in your life (past or present) who you see raising up and releasing leaders. Keeping everything you've learned from this module in mind, schedule a time to meet or call them to ask them about their learnings from leadership. After this conversation, answer these questions:

- What did you learn?
- What would you like to implement in your leadership?

3. TRY:

Think of someone you could mentor in your sphere of influence using this module's Training Loop and ask them if you could mentor them. They could be on your ministry team at church, in your small group, or even a fellow believer at work. Name them here and create a plan for how you will mentor them.