

MENTOR GUIDE

# MODULE 7: DEVELOPING LEADERS

  
**vineyard**leadership  
ESSENTIALS

# 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 need a Kingdom-first mindset.** Begin by helping the people you lead to find their unique calling and then release them to pour into others.

# SESSION 1: HOW TO LEAD LIKE JESUS

## *Participant Reflection Questions*

After watching the video, participants will answer or journal the following questions for reflection. Feel free to utilize these questions for discussion at your next Coaching Session.

**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 write a plan for how you will begin to mentor them.

# MENTOR SESSION GUIDE

While the content we've provided will be impactful for participants, as a VLE mentor, the time you spend helping participants process will be transformative. Please use this time to make thoughtful observations and be prepared to speak into their lives. This time together will provide many opportunities to have an "ICNU (I See In You) Conversation", which will be catalytic in their growth and development! Here is a sample agenda you might consider using for your time together:

**Connection (5-10 minutes).** This is a great opportunity for small talk, to warm up the conversation. You can ask how their week has been, or if they have anything exciting coming up.

**Celebration (5-10 minutes).** Ask them if they have seen God do something in their lives or ministry in the past two weeks that they'd like to share. This is an opportunity for you to affirm and reinforce the good growth that is happening.

**Coaching Conversation (40 minutes).** See Coaching Conversation Section on the next page. This portion will be specific to each module.

**Care & Prayer (10-20 minutes).** As you wrap up your time together, make space for the work of the Holy Spirit. This could look different every time, especially if you are meeting with an individual versus a group. If you are with an individual, you could ask if the Holy Spirit has brought anything to the surface for them, and then pray into that. If you are with a group, this might be an opportunity for a hot seat, or for participants to break off into pairs and pray for each other.

**Closing Communication (5 minutes).** This is the time to highlight the next module, important church events, or announcements, etc.

# MODULE 7: COACHING CONVERSATION

**Module 7: Developing Leaders** focuses on a leadership development process centered around the humble and sacrificial leadership of Jesus. For this reason, participants were encouraged to reflect on Jesus's leadership as seen in the gospels, and specifically in John 1:35-50.

**1. First, begin with your own reflection.** We encourage you to reflect on what new insights you gained from closely reading that passage or others. What stands out to you about the leadership style of Jesus? Spend time discussing one or two other examples of Jesus using the training loop for raising up leaders in his life and ministry.

**2. Next, invite participants to share by asking:**

What examples of this kind of leadership have you seen or experienced in your life so far? Who has led you well? How did that impact who you are and how you lead others? Conversely, how have leadership models that are not based on the leadership of Jesus impacted you?

If relevant, discuss together: How can you heal from the negative impact of bad leadership in order to lead well in the future?

Share as an entire group or in groups of 2-3 (or share with you if in a 1:1 conversation).

**3. Take some time to reflect on some of the major themes of this**

**module:** As you name each theme, share any of your own experiences and observations about yourself before asking participants to share.

- **Shifting From Hero to Hero-Maker:** Are your priorities aligned with the priorities of Jesus?

- **Kingdom-First Mindset:** How can you help the people you lead find their unique calling?
- **Recognize:** How can you make “ICNU (I See In You) Conversations” an intentional part of your relationships?
- **Raise Up & Release:** Can you commit your life to following this training loop for raising leaders?

**4. Wrapping up – discuss your church’s mentoring/leadership development culture. Ask them:**

- Is this type of leadership development a big part of your church culture right now? If so, how have you all experienced the impact of that? How have you seen individuals grow because of it? What about the church as a whole?
- If this type of leadership development is not currently a big part of your church culture, spend some time dreaming together. How would you all like to deploy some of this module's lessons into how you lead in your church? What do you think the impact of that might be for individuals and for your church as a whole?

**5. As you move into prayer and ministry time, pray into whatever has surfaced from your conversation.** Use the hot seat, prayer partners, or group prayer.

- Is there anyone in your group with evident gifting or desire to develop leaders this way?
- Did anyone share a hurtful or painful experience with leaders who did not lead like Jesus?
- Lastly, pray together for God to continue to transform your church into a church where people are led well and, in turn, lead others.