

DEVELOPING POWERFUL AND HEALTHY LEADERS



Dr. Michael Brodeur



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By Dr. Michael Brodeur

Pastor's Coach Ministry Essentials: Developing Healthy and Powerful Leaders

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Table of Contents

Intro to Training and Development	4
The Four Steps of Training	4
Example of Training a Leader	4
New Ministry Training	5
Training is the Model of Discipleship	5
Leave Them Leading	6
Effective, Efficient and Excellent	6
Effective	6
Efficient	7
Excellence	7
Resources	8
Pastor's Coach	8
Training	8
Membership Options	8
Coaching	9
Destiny Finder	9

Intro to Training and Development

Training is crucial to the process of developing powerful leaders. As leaders, we often just hand somebody a broom and say, “Get to work.”

We don’t take the time to go over what we’re expecting from them. Therefore, we can become disappointed, or they can be fearful that they are going to disappoint us because we didn’t bring definition to their role. We have to clarify the exact process we are looking for.

The Four Steps of Training

In an ideal setting, here is how you train a leader:

1. You hang out with me while I’m doing what I’m training you to do. You watch me do it.
2. We do it together. You’re doing it side by side with me. I’m letting you do a little, and I’m doing a little.
3. I leave you doing it while I watch.
4. I step back entirely and feedback with you periodically.

The hand-off of careful training is not so much *taught* but *caught*. Usually, there are two sides of training: There’s the *teaching* side and the *catching* side. Make sure you are doing both. You’re teaching them specifics that are relevant to the ministry they’ll be performing.

Example of Training a Leader

Let’s say, for instance, that a new leader is going to take over leading the Children’s Church.

Consider what this entails:

- What set of curriculum are they using?
- Are they using flannel boards?
- Are there certain videos you want to show?
- Is there a certain interaction style you want?
- Is there a certain culture you want?

When you have answered these types of questions, then you train them accordingly.

They will probably best be served by coming in as an observer and serving alongside an existing teacher for a season while they are learning.

Teach them how to lead the ministry they are going to be leading. Provide a clear job description. Write out the specifics of that job description.

Make sure they are in attendance and involved enough to get the sense of, “Oh, this is how they do it.” If they have this sense of confidence, they can come right in and serve.

New Ministry Training

If you are training a leader for an entirely new ministry, that is going to take a little bit more work. You are going to have to pre-think what their responsibilities will be and create training scenarios for them so that they can be well-trained and confident in their role.

One of the worst things a leader can do is turn somebody loose to perform a ministry and to fulfill expectations they did not fully define for them. This causes a lot of ambiguity and potential frustration. There will be a quicker burn-out rate, which you do not want.

In the training process, engage with the person. Teach them what they need to know from a conceptual level, and walk them through the steps of activity. Do the steps with them so that they can learn from you.

In many cases, it will not be you as a senior leader guiding this process. It will be one of your surrogate leaders or staff members. If you are a smaller church with only volunteer leaders, you might need to focus on other elements of leadership and delegate training to somebody else.

Training is the Model of Discipleship

Training is one of the key issues of discipleship. Jesus said in Matthew 4:19,

“Follow Me, and I will make you fishers of men.”

We find two aspects in this passage:

1. “Follow Me”: There is a relational connection in the training process.
2. “I will make you a fisher of men”: There is a practical application of that personal relationship.

The key here is that we do not want to only give somebody a fish—we want to teach them *how* to fish.

We want to teach them how to fish AND to teach others to do the same – it’s multiplication not addition.

We want to train people up in the ministry of Christ. That is our real goal. The giving of responsibility and training are the best context for any kind of discipleship relationship.

Nobody can make disciples in a classroom or in a vacuum. That does not work because we are dealing with the real world of a person's life. You can teach discipleship principles in a classroom, but the real discipleship training takes place in real life.

Adopt a real-life relationship, or a "life-on-life" relationship, with the people you are training. In that process, release them into the ministry you have called them to.

Leave Them Leading

Before you launch new leaders into their ministries, make sure you are clear with them in terms of what your expectations are of them.

- What do you want the culture of their ministry to be like?
- How would they correct somebody who might be out of order?
- What kind of love, grace, and purposefulness do they bring to the equation?
- What kind of timeliness do they bring to the equation?
- Do you want them to be prompt when they make a commitment?

These are the types of things to specify and engender in our ministry leaders and teams.

Effective, Efficient and Excellent

You are responsible for instilling three, primary aspects of culture into your leaders and ministries.

You want your leaders and ministries to be EFFECTIVE, EFFICIENT, and EXCELLENT.

Make sure to bring those three values of culture into every training process. Your new leaders must be trained to do everything through those three main values.

Effective

You want to be effective. Make sure that you are beginning every ministry with the end in mind.

What is the outcome you are hoping to produce? Whether you are focusing on an outreach ministry, a worship ministry, or an intercessory prayer ministry—each one of these ministries matters.

What is the outcome you are hoping for as the lead pastor?

Efficient

You want to make sure your new leaders are arriving at the ministry goals using the least amount of expenditure of time, energy, and money.

I do not want to see people burn out. I want to see people serving stronger twenty years from now than they are today. For that to happen, we must conserve and continue to multiply the human resources we have.

I want to replant within them passion, desire, love and consistency.

So I'm building ministry with that culture, but I want to specify that culture in everything we do.

Excellence

As a senior leader, you must make sure everything you do is done with the highest degree of excellence you can possibly achieve. The excellence level of your leaders and ministries matters to people and to God. Just remember when the Queen of Sheba visited King Solomon. (1 Kings 10) The excellence of the Kingdom of Israel made an impact on those who were in it. Therefore, we too should have that same effect on those in our churches and communities.

Training and developing new leaders takes work but can be done following the few simple steps in this e-book. Remember the four steps of training:

1. You watch me do it.
2. We do it together.
3. I watch you do it.
4. I leave you doing it and check in periodically.

And, remember the three primary values to instill into the culture of every new leader and ministry.

1. Effectiveness
2. Efficiency
3. Excellence

As you practice these steps we are confident you will become more able to train up and develop the kinds of leaders you envision!

Resources

This e-Book was taken from our “How to Launch Thriving Ministries” online course. See all our courses at www.pastorscoach.com.

Pastor’s Coach

See www.pastorscoach.com, contact Glen Reed at 916-467-9934, or email us at info@pastorscoach.com.

Training

Check out our June MasterClass, “*Developing Powerful Leaders*” at www.pastorscoach.com/developing-powerful-leaders-masterclass.

This MasterClass starts June 7th and it includes:

- 4 Weekly One-Hour Video Group Coaching Calls, Wed. @ 9am Pacific Standard Time (calls are recorded)
- "How to Develop a Powerful Leadership Team" online video course (5 videos, 8-min. each)
- "How to Launch Thriving Ministries" online video course (5 videos, 8-min. each)
- Course notes
- “Developing Powerful Leaders” e-Book

Topics include:

- Biblical principles of developing powerful leaders.
- Discovering and implementing individual, regional and organizational vision.
- How leaders see intended outcomes be realized.
- Developing leadership teams.
- How to identify, recruit, train, launch and support new leaders and ministries.

Membership Options

All MasterClasses and video courses are included FREE for Pro and Max members.

We have many resources, including courses, MasterClasses, assessments and coaching available to our members. Consider joining; check out membership options at: www.pastorscoach.com/join.

Coaching

We specialize in personal coaching for all aspects of ministry and leadership, by phone, Skype or in person. See www.pastorscoach.com/coaching, contact Glen Reed at 916-467-9934, or email us at info@pastorscoach.com.

Destiny Finder

See www.destinyfinder.com, contact Glen Reed at 916-467-9934, or email us at info@pastorscoach.com.