

This training was created by Harvest Bible Chapel in Chicagoland, under the leadership of Founding and Senior Pastor James MacDonald.

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LEADERSHIP TRAINING

UNCOMMON
LEADERSHIP 301

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WELCOME

The *Uncommon Leadership* training series exists to equip and empower you to lead, teach, and shepherd your people well. This training represents a model that unites discipleship through small groups and Biblical Soul Care to increase your effectiveness in making disciples for the glory of God.

Uncommon Leadership 101 laid the foundation for discipleship and care within the small group setting. *Uncommon Leadership 201* established the foundational doctrines for ministry. *Uncommon Leadership 301* builds on these trainings by instituting the leadership oversight role of the coach. The coach's role offers leadership to the small group leaders through counsel, consultation, and cultivation of disciple-making skills.

Great coaches bring out the best in their players. In the same way, spiritual coaches bring out God's best in disciples of Christ. People are motivated to follow a leader who recognizes giftedness and harnesses it for growth.

COACHES ARE INFLUENCERS AND FORCE MULTIPLIERS.

The goal is to engage the people you lead in dialogue that helps them recognize their current strengths and limitations, explore next steps, and paint a vivid picture for where God wants to take them. It is imperative that the people you lead feel inspired and equipped to take that next step. They achieve this when they sense you are motivated more by their personal growth than by a check mark. Coaches listen carefully and truly care about the hopes, challenges, and spiritual formation of those they lead. Coaches don't just point out problems, they recognize progress and spiritual victory. They empower others to lead but are there for them when they need you to be.

The invitation to be a coach is a serious calling. We believe you are up for the challenge.

— Harvest Bible Chapel Pastors of Discipleship and Biblical Soul Care

THE COACH'S MISSION

Coaches fulfil three key tasks:

1. _____

2. _____

3. _____

THE COACH'S MOTIVATION

INTENTIONAL DISCIPLESHIP (2 Timothy 2:2)

Coaching creates an intentional relationship where trained overseers assist leaders as they grow in their ability to influence, equip, and care for others.

FAITHFUL STEWARDSHIP (Ephesians 4:11-12)

We believe coaching will better utilize the skills of the most gifted disciple-makers to aid and direct small group leaders to grow in their leadership.

INCREASED FRUIT (Colossians 1:10)

Coaching increases the fruitful impact of your life by pouring into the lives of others.

REWARDING INVESTMENT (2 Timothy 1:3-6)

Coaching is rewarding as the investment of your time, insights, and skills develops others to be more effective in their care for and service to others.

MAXIMIZED JOY (Philippians 2:1-2)

Coaching brings great joy watching God work through your influence as small group leaders develop their giftedness and ministry capacity.

ASSESS THE NEED BEFORE ADDRESSING THE SOLUTION

STEP 1: CONNECT INTENTIONALLY BY ASKING PERSONAL QUESTIONS

- Find out about their worship, walk, and work.
- What are their spiritual disciplines?
- What are their priorities in this season of life?
- How did they become a small group leader?
- What is rewarding about it?
- What is hard about it?
- Do they enjoy serving with their apprentice or spouse?
- What is a strength and a weakness in their leadership?
- Where would they like to grow?
- How can you pray for them?

STEP 2: ASSESS CAREFULLY BY IDENTIFYING THE NEED

Get Specific:

- Ask clarifying questions.
- Listen to understand.
- Diagnose properly.

Three Main Categories:

- _____ problems
- _____ problems
- _____ problems

COACHES DISCERN THE RIGHT PEOPLE

THE DEFINITION OF A LEADER:

Someone who has godly character, genuine commitment, and growing competence, with the ability to influence, equip, and care for others.

Godly Character

Genuine Commitment

Growing Competence

Ability to Influence Others

Ability to Equip Others

Ability to Care for Others

TEN RED FLAGS WHEN DISCERNING LEADERS

1. Brand new to the church.
2. More passion to teach than to disciple.
3. Lack of follow through.
4. Overconfident in their own ability.
5. Immature in their faith.
6. Critical of others.
7. Lack of transparency.
8. Talks more than listens.
9. Disunity with spouse or others.
10. Lack of long-term relationships.