

COACH

PREPARE MODULE #2 LEADER GUIDE

A FEW THINGS TO REMEMBER:

- *Stay Engaged: small distractions make people not feel cared for.*

CONNECT (5 min): Spend time allowing team members to connect with one another relationally.

CELEBRATE (5 min): Ask how they've seen God working in their area of ministry since you met last.

- What is celebrated gets replicated. It reinforces values.
- Celebration is not just for celebration; it is for training.

CHECK-UP (5 min): Check in with your team members

COACHING (40-50 min): Facilitate discussion using the guide below and summarize with the leadership principles below.

- Remind your team members of what they are moving towards.
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COMPETENCY: Lead an engaging huddle that sharpens the leadership competencies of your leaders.

OBJECTIVE: To be able to create an enjoyable, relational, and skill-sharpening hour for your team leaders.

ASSIGNMENTS

Assignment 1: Read Luke 24:36-49 and answer the questions.

Assignment 2: Read "The 5 Hats to Wear" question-development sheet. (attached) by Mac Lake (@maclakeonline.com) and answer the questions.

Assignment 3: Read the online transcript of "Aha Moments in Building Leadership Skills" by Dr. Becky Barker and answer the questions. - [Leadercast NOW](#)

ASSIGNMENT 1

Jesus is about to have a very important huddle with the key players he is going to entrust his mission to. After reading the account below, answer the questions that follow.

Luke 24:36-49 (NIV)

³⁶ While they were still talking about this, Jesus himself stood among them and said to them, “Peace be with you.” ³⁷ They were startled and frightened, thinking they saw a ghost. ³⁸ He said to them, “Why are you troubled, and why do doubts rise in your minds? ³⁹ Look at my hands and my feet. It is I myself! Touch me and see; a ghost does not have flesh and bones, as you see I have.”

⁴⁰ When he had said this, he showed them his hands and feet. ⁴¹ And while they still did not believe it because of joy and amazement, he asked them, “Do you have anything here to eat?” ⁴² They gave him a piece of broiled fish, ⁴³ and he took it and ate it in their presence.

⁴⁴ He said to them, “This is what I told you while I was still with you: Everything must be fulfilled that is written about me in the Law of Moses, the Prophets and the Psalms.”

⁴⁵ Then he opened their minds so they could understand the Scriptures. ⁴⁶ He told them, “This is what is written: The Messiah will suffer and rise from the dead on the third day, ⁴⁷ and repentance for the forgiveness of sins will be preached in his name to all nations, beginning at Jerusalem. ⁴⁸ You are witnesses of these things. ⁴⁹ I am going to send you what my Father has promised; but stay in the city until you have been clothed with power from on high.”

QUESTIONS

There are many things in this “huddle” that Jesus is doing to help make his followers ready for their ministry. Here are just a few to prime the pump:

- He invited them observe him personally
- He ate with them
- He addressed their fears and concerns
- He restated their mission
- He gave them next steps/specific directions
- He focused them
- He created tension
- He opened up scripture and connected the dots
- He empowered them (promise of Holy Spirit)
- He created an atmosphere of continued learning
- He asked them questions
- He was real/genuine

Take some time to add to this list and answer these questions:

1. Why do you think Jesus did that?
2. What happened later to some of these leaders that this huddle prepared them for? How?
3. Have you ever had someone in your life who prepared you in a similar way? What was the impact of that?
4. If you could have one skill Jesus displayed in this passage for leading an effective huddle with your leaders, which one would you pick? Why?

ASSIGNMENT 2

One of the things Jesus did in this passage was ask them different kinds of questions to move them forward in what he had for them to do. Go over The 5 Hats List by Mac Lake for asking effective questions in huddles with your leaders.

The 5 Hats Follow Up Question Pathway

Type of Question	Desired Outcome	Types of Questions
<p>The Fisherman Hat</p>  <p>Point of view: You are “fishing for” the learner’s point of view or perspective on a specific topic.</p>	<p>Help the learner to understand their own point of view. The learner discovers the obstacles or opportunities regarding their development. (Note: The fisherman hat, POV Qs, can ask questions about feelings. Feelings are a part of their point of view.)</p>	<p>Why do you believe that way? What about that experience was good/bad? What impact did that experience have on you? How did that experience shape you? How does this impact those around you?</p>
<p>The Reporter Hat</p>  <p>Story: You are seeking to investigate and discover a story about the learner’s level of experience or exposure to the topic.</p>	<p>Help the learner to gain insight by sharing a story that illustrates their experience. The learner will discover specific insights and principles from their prior experience that connect with new learning insights.</p>	<p>Where have you experienced that in the past? Who have you seen do that well/poorly? What specifically made them good/not-so-good at that? What principles can you learn from their example? What one thing would you want to emulate from their example?</p>
<p>The Physician Hat</p>  <p>Self-analysis: You are seeking to help the learner to diagnose and discover a strength/weakness in a specific area.</p>	<p>Help the learner to do a self-assessment of their own skill level. The learner will discover their strengths or growth areas.</p>	<p>On a scale of 1-5, with 5 being high, how would you describe your skill level in this area? How would you grade yourself on an A-F scale? What specifically made you give yourself that score? What would you need to do in order to move that to a 5 (or an A)? What would you tell someone who scored themselves a 2 (or a D)?</p>
<p>The Pilot Hat</p>  <p>Action: You are seeking to discover relevant action steps or make a decision that will promote further growth and development.</p>	<p>Help the learner to discover specific and relevant application. The learner will find direction for key next steps that will further their development.</p>	<p>If you were to make real progress in that area, what would be the most significant step you can take? What are the most important steps you can take over the next 90 days? What impact do you think it would have on your skill level? If you could have someone to help you, who would it be?</p>
<p>The Contractor Hat</p>  <p>Build list: You are seeking to help the learner build a list, a framework, or a defense.</p>	<p>Help the learner formulate or brainstorm a list that will help facilitate growth or gain greater understanding.</p>	<p>What are 4 mistakes that people commonly make? What are 3 excuses people commonly give? What are 5 reasons people believe this?</p>

QUESTIONS

- Which of the 5 hats is one you typically wear when formulating questions?
- Name a time when you were asked good questions by someone leading you at work, home, or in the community. Why are good questions important?

ASSIGNMENT 3

Read the transcript from the Leadercast Video “Aha Moments in Building Leadership Skills” from the online transcript of Dr. Becky Barker (link on page 2).

One of the things that I love most in teaching leadership and organization is the “aha” moments, when students get a concept and they’re able to take it and make it relevant. Helping them to be successful, and hearing those stories of how they have taken the text and made it come to life for them, is gratifying.

The “aha” moment for a student, employee or anyone is wonderful. You almost see the expression on their face, you see it physically in their body, and it’s as if this weight is lifted from their shoulders and they’re saying, “Ah, I get it.” When you can help that come to life for somebody, that’s significant. That’s when it becomes very real and meaningful and energizing and fun.

Leadership skills include a lot of psychology, a lot of understanding people. It’s being patient, it’s learning to listen, not having all the answers. Also, in some cases, it involves going through models or steps to get to a good decision.

QUESTIONS:

1. Have you witnessed an aha moment with someone you’ve led? What was your reaction when you saw the expression the moment, he or she “got it”? Reach out to that person and encourage him or her to keep discovering. Ask about any recent aha moments!
2. Aha moments come when learning truly clicks within a person. Although leaders cannot make that happen, critical thinking often stimulates the process. List a few challenges you can bring to your team to solve that may stimulate an aha moment.
3. When was the last time you had an aha moment? Write down what happened, what concept you discovered, and how that moment made you feel.

LEADERSHIP TAKEAWAYS:

Key questions you may want to ask your participants in this final section:

What stood out to you the most? What challenged you the most?

What questions did these assignments raise in you? What leadership strengths did this affirm in you?

What growth areas did this reveal to you?

What are the 3-5 action steps you need to take?

What accountability question would you like for me to ask you next time we meet?

How can you put this into practice before we meet again?

COMMUNICATE (2 min): Share important information items with your team including your next meeting time.

CARE (5 min): Spend time praying as a team. You may want to take specific prayer requests from your team members.