# REALLIFECHURCH

# EQUIP

## CARE MODULE #3

**COMPETENCY:** Train and help build up Care Team Members.

**Opening Question:** What comes to mind when you hear the word "training", and what was the last time you went through "training"?
Scripture: Colossians 1:28-29

**Question:** How do these verses apply to you?

**Question:** What challenge is laid out for you as a Christ follower?

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**ASSIGNMENTS**

**Assignment 1:** Listen to the podcast, *How to Develop Leaders by Craig Groeschel* and answer questions.

**ASSIGNMENT 1**

**How to Develop Leaders**
**https://www.life.church/leadershippodcast/how-to-develop-leaders/#**

Developing people doesn't happen accidentally. Developing leaders must be intentional. I want to give you five big thoughts when it comes to being intentional about developing the people you lead.

1. Self-awareness is the first step to growth and development.
People have an unlimited capacity for self-deception. A problem someone doesn't know about is a problem they can't solve. People don't know what they don't know. The best foundation of future success is self-awareness in the present. As leaders, we can never assume people naturally become aware. Through tools, training, coaching, and testing, we can help create self-awareness.
"A problem someone doesn't know about is a problem they can't solve." –@craiggroeschel

2. Development hinges on trusted relationships.
People often believe trust must be earned. Not us. We have a different assumption. I'm believing we hire the best and surround ourselves with high integrity. I believe trust is given, but mistrust is earned. When I'm trusting of others, they are more likely to trust me. When trust becomes more than lip- service, it opens the door for true growth. When you talk to some leaders, they make you think they are important, but when you talk to the best leaders, they help you know you are important.
"Trust is given, but mistrust is earned." –@craiggroeschel

3. People grow best while they're in the game.
Many organizations feel the need to build programs to train leaders, creating a separate pathway for development, but that often undervalues the growth that can happen over time doing a job. Find ways to stretch people where they are. Don't just see people as means to get things done. See getting things done as means to develop people.
 "Don't just see people as means to get things done. See getting things done as means to develop people." –@craiggroeschel

4. Asking questions helps people grow more than giving answers.
The best developers listen more than they speak. As leaders, we tend to want fast results. After all, we've got experience and wisdom, right? But people don't retain truth when you dump it on them, they retain it when they discover it for themselves. Ask questions that help people discover the answers. Lead into the question gently, and remove threats to the answer. Listen to their answers to understand their thought process instead of preparing your response.
"People don't retain truth when you dump it on them, they retain it when they discover it for themselves." –@craiggroeschel

5. People must own their own development.
Strive to give your team members two things: permission to fail and room to rise. They need permission to fail because growth always involves the risk of failure. Push them out of their comfort zone. You aren't seeking perfection. You're seeking growth, and growth and comfort never co-exist. Remember, you don't have to know it all to be a great leader! Be yourself. People would rather follow a leader who is always real than one who is always right.

1. On a scale of 1 to 10, how good of a listener are you in developmental conversations? Ask people on your team. Try to ask five questions before ever offering any suggestions.

2. What is the number one thing you could do to become a better developer? What are you going to do about your answer?

3. Of the 5 big thoughts that Greg shared, which one do you feel you need to work on?

4. What questions did this podcast raise for you?

5. What accountability questions would you like for me to ask you next time we meet?