



Leadership Collaborative



LEARNING • SUPPORT • ACCOUNTABILITY

MONTH 11

DISCIPLESHIP: HOW CAN YOU DEVELOP AND BUILD NEW LEADERS?

OBSERVE

Throughout the book of Acts, we encounter an impressive list of church planters, evangelists, and leaders who were discipled by Paul and raised up as leaders in the church.

Gifted and called women and men like: Timothy, Gaius, Luke, Titus, Priscilla, Aquila, Stephanas, Aristarchus, Sosthenes, Sopater, Secundus, Epaphroditus, Clement, Crispus, Tertius, Epaphras, Philemon, Trophimus, Tychicus, Archippus, Nympha, Apphia, Artemas, Onesiphorus, and Onesimus.

Although Paul taught and preached in many different locations, the school of Tyrannus in Ephesus (Acts 19, 20:17-35) was a significant location for Paul as he sought to reach the world with the gospel. When teaching about Jesus in the synagogue was not proving fruitful, Paul went with plan B, and that secondary plan became a place through which God ensured everyone in the area could learn about Jesus.

But when some were becoming hardened and disobedient, speaking evil of the Way before the people, he withdrew from them and took away the disciples, reasoning daily in the school of Tyrannus. This took place for two years, so that all who lived in Asia heard the word of the Lord, both Jews and Greeks. (Acts 19:9-10, NASB)

The early church lived and thrived because of their commitment to raising up a new generation of Christian leaders. Leaders were raised up from within the harvest and then sent out for the harvest. Paul's intentional teaching, learning, and discipling made possible the raising up of new leaders and the growth of the kingdom.

What are some ways you have participated in the discipleship of new leaders? What impact did the way these leaders were discipled have on your own growth and development?

As you consider Paul's usage of the school of Tyrannus and the significant list of disciples he developed there, how might your understanding of discipleship and leadership development be changed as a result?

Take a moment to dream and envision a hub for the discipling of new leaders from your ministry environment. What wild ideas might it include? How might it happen?

IDENTIFY

In their book, *Building Leaders*, Aubrey Malphurs and Will Mancini identify four different approaches to the training and development of leaders. Each of the four requires a different approach to learning.

- **Learner-driven:** Emerging leaders take responsibility for their own growth and participate in a self-led process of leadership development.
- **Content-driven:** Focuses on knowledge transfer, presented in both formal and informal settings; can be curriculum-based, providing the right information prior to engagement.
- **Mentor-driven:** Provides a process for instruction, modeling, observation, and evaluation; can combine relationship with information and modeling with teaching.
- **Experience-driven:** Emphasis is on a hands-on approach to training and actually doing ministry; an on-the-job and just-in-time focus.¹

The way you equip and train new leaders will make a difference in how leaders are developed, the depth of learning they experience, and their effectiveness as leaders in your ministry context. These four approaches each have their own benefits and limitations. The type of leadership training and discipleship you provide will have an impact on the type of leader you help raise up.

Of Malphurs' and Mancini's four approaches, which do you think makes the most sense in your context? Why?

Utilizing only one approach can sometimes be too limiting as you disciple new leaders. How might you envision a way of raising up leaders that makes use of all four approaches?

Are there any existing leadership development processes in your context that include all four of these approaches?

APPLY

A healthy process for discipling new leaders will keep in mind that emerging leaders are learners. This process will provide opportunities for growth to help developing leaders to grow in their capacity and influence as leaders. As a process for leadership development and discipleship is put together, four factors must be evaluated:

¹ Aubrey Malphurs and Will Mancini, *Building Leaders* (Grand Rapids: Baker Books, 2004).

- **Engagement:** Take time to evaluate how growth and learning will happen for these rising leaders. Will it be formal or informal, in a small group or large group, in person or via virtual/digital meeting? How will new information be presented? What will the level of interaction be like? How will you know leadership development is happening?
- **Environment:** Take time to consider how you will help these new leaders identify their leadership context. How might they apply what they are learning in their contexts? What will it look like for these rising leaders to apply and implement their learning?
- **Encouragement:** Take time to think through how coaching will take place. Will coaching be one-on-one, in triads, or conducted in some other way? Do you need to formalize the coaching relationship, or will it happen informally? How might support be provided to these rising leaders as they face challenges in their life and leadership?
- **Empowerment:** Take a moment to consider how you will empower these emerging leaders. Leaders are empowered when they are called by God, have gifts and passions, are in ministry contexts that are good fits, and find that positive things are happening in their ministries. What process might you use to help you identify emerging, called and gifted leaders? How will these rising leaders discover their gifts and passions? How will you help them participate in different ministry opportunities so they can better identify where God might be calling them?

How does your discipleship and leadership development process incorporate **engagement, environment, encouragement,** and **empowerment**? Which of these areas might need the most work? Which of these do you think has the greatest potential to work well?

Leadership development does not need to focus on raising as many leaders as possible. A leader can have a tremendous impact by investing in the lives of just one or two others.

As you imagine the way you will disciple new and upcoming leaders, how do you think you can best engage in these new leaders' lives? How is God calling you to make your own unique impact on these rising leaders?

NEXT STEPS

As you begin to explore what discipling new leaders might look like in your context, it can be tempting to try and over-complicate things. A formulaic or a pre-packaged approach may

make things easier, but these will not take into account the uniqueness of the gifts and callings of the rising leaders God has called you to disciple.

Remember, each emerging leader first needs to learn how to lead themselves. Leadership moves from the inside out. As you work to help these new leaders discover who God has called them to be, the most important thing is providing the environment and process for these new leaders to explore who they are called to be, and how God might intend for them to use their gifts in their ministries.

Think about your own journey and growth as a leader. Share an experience from that process in which your unique gifts were considered and that helped you develop in a direction you might not otherwise have gone.

As you think about discipling new leaders, what most concerns you, challenges you, and excites you?

REFLECT

Sarah Bessey

I cannot save the world, I know that by now. My idealism of my youth has become the pragmatism of my do-what-works stage of life. But I still believe that every small thing matters and that everything in our lives, everything we do can be a testimony to the goodness and freedom and welcome of our God.

Whoopi Goldberg

We're here for a reason. I believe a bit of the reason is to throw little torches out to lead people through the dark.