

# Replace Yourself: S2 Spring 2007

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4:00 – 4:10 | **Mingle and Munch**

- Sign-in Table– Directors host table, assist with name tags and sign in walk ins
  - Host, Trainer and other Director inside the room welcoming and answering questions
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4:10 – 4:15  
Host | **Welcome**

Glad you are here....thanks for making this a priority

Value and importance - talk about both the leader role and the apprentice role

What is the vision of S2

- Skills Development - 6 leader essentials to help you become a better group leader
- Shared Learning - a time to come together with other group leaders to learn and grow together

What can they expect (if this is your first time)

- 6 essential training - every 3 years we will cycle through each leader essential (intro trainer)
  - Group Discussion - the directors (intro directors) are at each table to facilitate the discussion around any subject they are concerned about
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4:15 – 4:20  
Host | **Ice Breaker**

Scrabble Word Game - Each team will have 3 minutes to spell as many words as possible with the tiles provided. Write down the list of words on the paper at your table as you spell the words with the tiles. You will receive one point per word, and the team with the most points accumulated will receive a prize.

Host - Each Team receives 1 point for each word spelled correctly. You can ask tables for the most unusual word, or word with the most letters. After the teams have totaled their points announce the winner and award the prizes.

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4:20 – 4:25 | **Presentation of the Topic**  
Host |  
Introduce Video  
Show Apprenticing video

4:25– 4:42  
Trainer

## Training Time

### I) Why

a) {ME} How many people in this room know \_\_\_\_\_? You may not know \_\_\_\_\_ but you feel the influence of ----- because I wouldn't be here if it weren't for him/her. He/She passed on what they had to me.

b) {WE} I bet that I'm not the only one in this room who has been impacted by someone else. If you think about it, I would venture that everyone in this room has had someone else pour into their life. For me it was \_\_\_\_\_. Who was it for you? Take a moment to write down their name.

c) {GOD} Today we are talking about the leader essential Replace Yourself. This leader essential has to do with how you intentionally apprentice. In our CGLO training we use this phrase to describe this essential, "Every leader is responsible for passing along to others the knowledge, skills, and opportunities for leadership." And that is basically what this essential is about. It is about passing it on.

i) Throughout the centuries God has worked through successive generations of people.

Abraham/Isaac/Jacob/Joseph. Moses/Joshua.

Eli/Samuel/David/Solomon. Elijah/Elisha.

ii) Jesus selected the twelve disciples. He entrusted the critical work of taking the message of grace to the end of the earth to twelve men.

iii) Paul passed it on to Timothy—2 Timothy 2:2. Timothy passed it on to reliable people. They passed it on. Ultimately it is why you are here today.

d) {YOU} Apprenticing is an opportunity to pass on what you have been given to others.

i) We realize that apprenticing is important but not urgent. It is easy to get caught up in the weekly prep. Next Tuesday comes every week. You could even successfully lead one group after another for years without developing any apprentices. But think about what you would miss out on.

(1) The opportunity to help someone else take the next step. You know how leading a group impacts your life. Watching group members take steps of faith. Give someone else the opportunity to experience that.

(2) The opportunity to impact people that you will never come face to face with. To leave a legacy.

(3) The opportunity to make space for your friend, neighbor, co-worker, brother/sister.

e) {WE} Think about what would happen if all of us ignored this leader essential.

i) Disconnected people wouldn't have the opportunity to experience community.

ii) There would continue to be formative groups.

iii) We wouldn't have qualified leaders to create consistent community group environments.

iv) We wouldn't capitalize on this critical point in the history of NPM.

v) We wouldn't be able to reach 5-50-10.

## II) Identify & Ask

a) We've talked about why it is important. But if it is so important, why doesn't every group have an apprentice? Now we are going to turn our attention to two of the biggest reasons why we don't have apprentices in our groups. First, leaders are unclear who they are looking for in an apprentice. Second, the leader simply hasn't made the "ask". So in the next several minutes we will discuss how to select and recruit your apprentice.

b) You may be tempted to tune me out of this point for two reasons.

i) You've already identified and recruited your apprentice. Great, but perhaps there is someone else in your group that could lead as well. You are not limited to one apprentice. Some groups have multiplied three or four ways.

ii) As you think about your group there really are no good candidates. That's okay — not everyone should be a group leader. But perhaps you may be unclear about what you are looking for.

c) Barrier number 1: unclear understanding of who to look for.

i) The term apprentice may feel like a heavy term.

(1) It may seem like you are looking for someone who has it all together.

(2) You may think it implies that you are therefore the "master" or "guru" who will lead them.

ii) An apprentice is simply a future leader.

(1) Your first filter.

(a) Who "gets it"? (seems to be on board with what we're doing and what groups are all about)

(b) Who is a good group member?

(c) When you're promoting participation, who responds? (i.e., Who brings the dip?)

(d) Who, when they show up, do you feel like group will go well?

(e) Who helps move the discussion along by asking good questions?

(f) Who adds value to your group?

(g) Who has moral authority in your group?

(2) Then use the grid of the 4 C's.

iii) Remember, they don't have to be ready to lead today; should be someone who you can see leading a year or two down the road.

iv) But what if after all this you still don't find someone who you feel comfortable with as an apprentice? That is OK. Pick out someone in your group to invest in anyway. Even if they never lead a group, the bigger issue is about pouring your life out into someone else.

d) Barrier 2: The leader hasn't made the ask.

i) How not to ask.

- (1) Don't ask the group as a whole.
- (2) Don't pitch it as an administrative checkbox or something the church asked you to do.

ii) How to ask.

- (1) Ask when the time is right.
  - (a) If you sense potential hesitation on their part of signing on the dotted line as a capital "A" Apprentice, then give them some time. Ask a potential apprentice to take on a particular role for a short season (such as facilitating discussion or leading prayer time), and then after they have done a couple of these things and gotten over some of their hesitation, you as a leader can make the "ask" and point back to how they have handled the opportunities you entrusted them with.
  - (b) But don't put it off. If you wait until a couple of months before your multiplication date you miss the whole point of the apprenticing process.
- (2) Ask specifically.
  - (a) Asking an individual (or couple) specifically conveys that they have value and that you see something special in them.
  - (b) Affirm their leadership — tailor the "ask" to highlight their strengths and what they bring to the table.
  - (c) Communicate clearly expectations.
  - (d) Close the deal. Determine follow-up.

Discussion Question :: If you haven't selected an apprentice, who came to mind as we went over what we are looking for? If you have selected an apprentice, how did you make the "ask"?

4:50– 5:00  
Trainer

## Training Time

### III) Develop

a) After you have identified and asked your apprentice, then what? There are several ways that you can prepare them to lead a group.

b) Connect them.

i) Introduce to Director. Connecting the apprentice with church staff is crucial to the apprentice's preparation for group leadership.

ii) Invite to training events. Ask them to join you at the next S2 or the Group Life Leader Conference in the Fall. Not only will this provide them with practical training and a vision for group leadership, but it will also reassure them that the church is committed to supporting them with training and development.

iii) Encourage them to move toward membership in the church if they are not yet a member.

c) Modeling

i) Demonstration. This is fairly straightforward; it's simply showing them how to lead by watching you. Everything you do as a group leader—the way you lead discussions, how you demonstrate authenticity, how often you interact with group members outside the group meeting—communicates a lesson about group leadership.

ii) Explanation. This helps the apprentice pay particular attention not only to what you do, but also to your method or approach, and it allows you to focus attention on the specific skill or principle that you are modeling. And by making it a priority to talk about what was or will be modeled, you create opportunities for the apprentice to ask questions or provide feedback.

d) Give them opportunities.

i) Start small. You can start by asking them to take the lead of a specific area or project, such as: planning a social, leading a

discussion, or leading the men or women through their gender's prayer time.

- ii) Build up. As they show they're ready, invite them to play an increased role in leading the group. You might give them the chance to run the entire group meeting instead of just one part. Present them with the opportunity to direct the group through a key discussion or transition, such as reviewing the group Covenant, selecting the next curriculum, or discussing next steps toward group multiplication.
- ii) Provide and invite feedback. As they take on responsibility, give them feedback on how they're doing (make sure that you give them more affirmation than criticism). Just as important, invite them to give you feedback. Ask them how you did; what went well, and how you could have done it better.

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5:00-5:08  
Trainer

### **Table Talk**

Discussion Question :: What is the next step for you to take with your apprentice, or potential apprentice?

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5:08 – 5:12  
Trainer

### **Training Wrap Up**

#### IV) Wrap-Up

- a) Now imagine if we all were serious about the essential of Replace Yourself.
  - i) Disconnected people would have the opportunity to experience community.
  - ii) There would be no more formative groups.
  - iii) We don't have a cloning machine where we can crank out leaders. You are our best leadership development strategy.
  - iv) We would be well on our way towards reaching 5-50-10.
  - v) Beyond that we would be on our way towards having 100,000 sitting in circles.

5:12 - 5:42  
Host

### **Transition to Group Discussion**

Value of their contribution as leaders in the trenches

Apprentices now is a great time to ask questions

Opportunity to talk with other leaders; celebration/challenge

Host - Turn them over to Directors

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5:42 - 5:45  
Host

### **Wrap - Up**

Hope you enjoyed this - recast S2 vision

If you still need input feel free to contact your director or connect with another leader you met here today

We are always trying to do things better and are interested in what you have to say, we will be sending out an email survey that we would love for you to fill out

Thank you for coming