

Leading Others Module 8 • Identifying and Apprenticing Potential Leaders

Character: Esteem

To Esteem someone is to place the same value on them as we do on ourselves. It is fulfilling the greatest commandment, loving people with our actions and not just our feelings.

In leadership, when you esteem someone you lead you believe in their potential. You place significance on their success, and gain satisfaction in their growth and achievement like you would your own. A potential leader tends to rise to the level of genuine expectancy of a leader that they respect.

Read Philippians 2:3-4. What parts of the verses stick out to you with the idea of esteem? How are you currently when it comes to seeing the value of people around you? What practical steps can you take to grow in esteeming others?

Competency: Identifying and Apprenticing Potential Leaders Pre Assessment

Rate yourself in the following proficiencies.

10 being an expert, 1 being totally unfamiliar

- Consistently pray and look for God to send potential leaders _____
- Identify potential leaders and invite them into next steps to help them grow as leaders _____
- Give potential leaders tasks and debrief those for the sake of development _____
- Release and empower potential leaders to step into leadership _____
- Provide constructive feedback to help a potential leader grow _____

The Framework to Identify and Apprentice Potential Leaders

- **Pray for Leaders.** Jesus said 'Pray to the Lord of the harvest to send out workers into his harvest.' When we recognize that it is God who builds His church, we will trust Him to bring us the right people to develop. The willingness of a leader needs to come from God, not our great sales pitch or manipulation. What factors can divert a leader from asking God to raise up leaders as the first step of development? Do you pray for potential leaders?
- **Look for Potential.** If we only look for someone who is already prepared to lead effectively we will never do leadership development. Ask yourself what the person will look like after 12 months of investment. Look for people who are teachable, have integrity, and passion. In your own words, describe a person who you would identify as 'perfect potential leader'. What qualities do you look for and why?
- **Have an ICNU Conversation.** Tell the potential leader 'Here is what I see in you'. A simple conversation that builds someone's confidence can be a game changer. It can change the trajectory of someone's life! Did someone have a conversation like this with you? How did it (or the lack of it) affect your leadership?
- **Validate Their Calling.** Just because we see potential doesn't necessarily mean that God is calling them into leadership at this time. Invite them into the process of prayer, be realistic with expectations that they will need to fulfill, and ask questions that will help the person discern their next step. How did you come to the conclusion that stepping into a leadership role was something that God had for you to do?
- **Give a Task.** Give a task before you give a title. Demonstrate, do tasks together, give away responsibilities, and debrief/coach all along the way. Baby steps into competencies will result in confident and ready leaders. What are some reasons that you see to give a task away before a title? Have you ever seen a title that has been too quickly given away? What was the result?
- **Release into Leadership.** This can be one of the most difficult steps as a leader. If your standard of excellence is too high, if you need to be needed by the apprentice, or if their style of leadership is different than yours, letting go can be hard. Remember that it is not about you! Do you tend to release people too quickly, or hold on to people for too long? How will you make steps to be balanced in this area?