

Build Leadership Pipeline

Lesson Ten: How to Develop Emerging Leaders

Welcome to Lesson 10 of Building a Leadership Pipeline. I hope you're finding this roadmap very helpful to help you build a leadership pipeline in your church.

In this lesson we're going to look at how to develop emerging leaders.

Leaders commit to building a pipeline in their church of those who are serving and volunteering and part of that pipeline that you need to keep an eye on is who is emerging into leadership. Maybe out of our Doers or out of our Delegators there are people who are stepping up that you think man I think there's real potential for leadership here. Or it may be even someone who is just serving somewhere, doing something, maybe greeting, and you think maybe there's potential for them to go further.

So I want to bring this concept to you of building emerging leaders as part of your pipeline.

Let me give you one simple method. Not easy, but a simple method to make sure you've got emerging leaders coming through your pipeline.

Lead an emerging leaders group

Now I think Pastors should make this just a regular part of their leadership lifestyle. Every single year leading at least one emerging leaders group. And if you're a key leader in your church to also maybe put your hand up to your Pastor and say hey, I'm really keen to help develop leaders in our church, maybe I could lead also an emerging leaders group and work with your Pastor on that.

I think this needs to be a regular part of a Pastor's leadership life and other key leaders in the church, as the church sees fit to release them into that role.

How Do You lead an Emerging Leaders Group?

So how do you set up, conduct and lead an emerging leaders group?

Chose up to 9 people

Firstly, choose up to 9 people to be in the group. Now you're not looking for a classroom setting so you want to limit the number of people in the group so it can be relational, interactive and dynamic. Where you and all the other folks in the group are building relationships with one another.

Don't make this a general invite to anybody in the church to join. Make this invite only. A personal invitation from yourself to people into the group. Where you go to them and say hey I'm starting an emerging leaders group or a development group, whatever you want to call it. We're going to meet this often, this is what it's going to involve and this is the commitment I want from you. This is the length of time I'm going to run it and leave people with a week or two to decide to be in the group.

Don't try and talk people into it who are reluctant. Get people who are keen and saying yeah I want to be in that. If you have to talk someone into it they'll probably drop out and you do not want drop outs out of this group.

Meet every 5-6 weeks

Meet with that group for a year for about every 5-6 weeks. Now you may want to, at times, go you know what I think I'll go intensive. I'll meet every week for 10 weeks and that's fine. You can do that, you can shift it up and shape it up in any way that you prefer to.

They key thing is that you have regular meetings. You don't cancel those meetings, you lock those meetings in, you give the dates for the whole year in advance to the group and you expect them to look at their calendar and work it out. .They don't need three reminders every time the group's meeting. You're trying to develop responsibility in this group.

When you get together here's what you do.

Pre-read and discuss book

Besides having coffee and a bit of food, pre-read and discuss a book.

So you choose a book that you like, a book that you've read that you've got a lot out of. So again it doesn't require a huge amount of prep work for you as the leader of the group. Everyone reads the chapters that you outline. It might be all chapters of the book, one by one - one for every meeting. Or it might be just four or five. You want to highlight. You might want to get through two books or three books in a year so you just pick out the chapters you really want to focus on.

Everyone pre reads and then comes to discuss and you just keep throwing questions out to the group and let the group interact around the book. Now the key thing out of the reading is to find out what people are going to change in their life because of what they've read and what they've discussed. So get people to make commitments to change and hold them accountable within the group for those changes. It can be recorded somewhere, put them into an app, Evernote or something like that. People can record it and then share their progress meeting by meeting.

So you're looking at heightening accountability, you're looking at development being accelerated within these people.

These groups are fantastic. I've run them over the years and they really do develop people and build relationships, especially with you as the Pastor or key leader in the church.

Next steps

So you're next steps here

Invite leaders

Invite some leaders, choose some leaders. Work out that you're going to have this group and think who am I going to have in the group. If you only get three or four that's fine. Start somewhere. Don't feel like you need to have a big group to get it launched.

Pick a book

Pick a book that you like, which you've read, that you know will be helpful in developing these leaders

Launch the group

Then go ahead and launch the group. Get it rolling, get it out there, get it happening and ask them to make that commitment to those meetings.

Well there you go, building a leadership pipeline - how to develop emerging leaders. It's so important in the pipeline.

Download and Complete the Check List