

Build Leadership Pipeline

Lesson Seven: How to Train your Leaders

Welcome to Lesson 7 in Building a Leadership Pipeline. In this roadmap I'm going to focus here on how to train your leaders. We've also looked already at some of the elements and skills we need to train our leaders in. I want to step right into the practicals of how do you actually train leaders. Let's jump into this.

Personal download

The first area is the personal download. Now I'm not talking about you getting on the internet and downloading all sorts of material. I'm talking about you getting with a computer or a piece of paper and doing this sort of a download.

7 things that I do when I'm delegating to someone / 5 things I would never do when running a small group / 12 things I think I do when I'm greeting people for the very first time.

In other words you're taking your knowledge and your skills about various areas that you want to train other people in and you're downloading onto that piece of paper or onto that computer screen. You'll discover, like I've discovered, you have far more in you than what you realise. You might want to write 7 ways to keep a great attitude when things go wrong. And then you have a training resource right there as you teach people and train people around these areas.

Download where you want to train people from your own heart, your own experience, and your own stories. I tell you what, you'll find more gold than what you realise. Far better than getting it from a book to be honest. I think it has a reality about it that really gets traction in the local church.

Show and tell

The second way of doing training is the show and tell method. This is a simple method where instead of showing someone what to do and then telling them what to do. What I do is I say, get ready I want you three trainees - I'm going to train you in how to greet strangers, how to greet new people in our church and I want you to watch me like a hawk.

Then I'll role play it out. I'll show them what I would do in that situation. But then I don't tell, I ask them to tell. I say tell me what you saw me do. And I'll pick one of the trainees and say ok tell me everything you saw and they'll rattle off - you had a warm smile, your handshake was good, you chatted about various things, you got their name and address details.

I would say great, that's fantastic. Alright the next person, what else did you notice. Oh I noticed that you were pretty relaxed in your whole stance, you didn't move into the person's personal space. They'll tell me a few other things and I'll do that with all the trainees down the line. Other people can watch as you do this.

Show and tell is a great method where you're not actually teaching, you're actually role laying, getting people to tell you what you did and then they can go ahead and practice in front of you and the rest of the crew as well. Other people can then jump into the training.

Don't be afraid to add tension to a show and tell training. People are going to be tense when they are faced with the real life situation but you'll find it will be heaps of fun with that as well.

Best volunteers

Another great method is use your best volunteers. People who are great at greeting, being hospitable, running a kids program, telling a youth story, running a small group. Whatever people are good at, get them to sit down and do their personal download. You might want to help them, they're not used to do this maybe. You help them do it. Do a bundle of questions with them. Do a download and then shape that material up.

Maybe they could deliver it or maybe someone else could deliver it. Not everyone who is good at something knows how to talk about that thing. But you can get great information about training. You can even get people to produce manuals, real simple manuals obviously, you don't want complex manuals for volunteers or people serving, but real simple step by step manuals of someone who comes to unlock the building. What do they do? Step 1, 2, 3, 4, 5. You right it all down then you've got the material to train someone, to coach someone through that process.

Resources

The fourth way, resources. Plenty of books out there, plenty of ways to do that. Out on the internet, podcasts, YouTube, blogs, heaps of material but frankly let that be number four. Use the other three that have access to what you've got and what people in your church have got to train people.

Focus on training as well as teaching

Can I just also say, focus on training as well as teaching. Teaching is an impartation of knowledge, training is lifting people's skills by involvement. Never mistake teaching for training. When you give people sitting down a whole bundle of information and knowledge, they haven't been trained, they've been taught and you don't know if they're going to use it or not. When you're training, people are involved and upskilling in the moment as they're being trained. So try to do more training than teaching would be my advice.

Next Steps

Design 12 months training

Well first thing I would sit down with your team and design 12 months' worth of training. Now that can sound like John that sounds mammoth but look at the previous lesson, the various skills you want to teach Doers, Delegators and Designers. Think through some of those areas and plan out over the course of 12 months, I think we'll focus in on this area for that meeting. For this skill in that gathering.

And we're going to talk in a future lesson about the various meetings and gatherings you'll have with leaders to build the pipeline but design your training specifically around the elements that people need. Don't just get people together and preach at them. I don't think that's really helpful in developing people. Get people together to train them using some of these methods.

Do a personal download

Why don't you go ahead and do a personal download, right now. Think of 5 ways that you delegate. Think of 3 things you would never do in greeting a brand new person in your church. Do a personal download. It's pretty simple to do. Just have a go at it and I think you'll find it quite rewarding in how much you have inside you

Show and tell training

Try a show and tell training. Think of a skill you want to impart to a leader and do a show and tell training with them.

There you go. How to train leaders. I hope you're getting an awful lot of material out of this roadmap. A roadmap that will make your church healthier as you grow and build a healthy church for the Lord Jesus. God bless you.

Download and Complete the Check List