

NEXT

LEVEL LEADERSHIP

GROW A **HEALTHY**
Church

You & Your Life # 1

Instructions for Coach

FIRST COACHING SESSION

Remember to:

- Pre-read the Learning Exercises the leaders emailed to you.
- Keep your reconnection moment brief.
- Move into the actual coaching session as smoothly and quickly as possible.
- Focus on “How” and “What” style questions and “Tell Me” statements.
- Avoid “Why” questions as they can be accusative.
- Avoid closed questions that require a simple “Yes” or “No”.
- Refuse to be the guru – let the Reading Material be the content.
- Keep your focus on building awareness and increasing responsibility.
- Don’t focus on taking notes but on asking good questions and waiting for good answers.

FIRST QUESTIONS



What was your main learning from the Learning Exercises?



What changes will you make to your life and your leadership because of that learning?

THE BIG PICTURE



What was your answer to: *How do you “step back, survey the bigger picture, and reflect on God’s work in you”?* Page 2

If they allocate limited time to reflection or have poor reflection skills, explore new possibilities with them. Being a reflective leader is critical to their ongoing health and fruitfulness.

FOCUS ON THE FIVE PHASES OF LEADERSHIP

Examine the Learning Exercises answers sent to you by the leaders.



What was your main learning from the five phases of leadership?

Use their answer to help you focus your questions out of the questions listed below.



How many questions you ask will be dependent on the team members’ ages and their current phase.

PHASE 1: SOVEREIGN FOUNDATIONS



What aspects of your God created uniqueness do you struggle with?



What unresolved issues or relationships do you carry from your upbringing?



How much of a problem is comparison with others?

PHASE 2: INNER-LIFE GROWTH



What have been some defining moments in your life when you were tested in your:

- Obedience to God or leaders over you?
- Personal integrity to remain true to your word or your character?
- Self-control to resist temptation?
- Reliability and faithfulness to serve?
- Commitment to spiritual disciplines?

Discuss the area of character each one has identified that will strengthen their level of integrity and how they will do this. *You may want to reserve aspects of this discussion for one on one coaching sessions.*

PHASE 3: MINISTRY MATURING

Discuss the different ministry and leadership skills each one has listed and their competency rating for each.

Talk through the goal they are setting, the practical actions and the measurable indicators they have established to develop one specific skill.



Please do not set the goal for them. Ensure they set the goal. Otherwise they will not take full responsibility for it.

PHASE 4: LIFE MATURING

Discuss the one significant challenge that shaped them as a person and a leader.



What are the stories you share because of the insight you have received from this event?

PHASE 5: CONVERGENCE

Discuss their answer to “Where and who would you like to influence in the future?”

FOLLOW UP

It is important that you encourage the team to read the Reading Material again and complete the Section Two Learning Exercises and email the required exercises to you.



END THE SESSION WITH A WORD OF PRAYER AND CONTINUE TO PRAY
REGULARLY FOR EACH LEADER

SECOND COACHING SESSION

Remember to:

- 🕒 Pre-read the Learning Exercises the leader emailed to you.
- 🕒 Keep your reconnection moment brief.
- 🕒 Move into the actual coaching session as smoothly and quickly as possible.
- 🕒 Focus on “How” and “What” style questions and “Tell Me” statements.
- 🕒 Avoid “Why” questions as they can be accusative.
- 🕒 Avoid closed questions that require a simple “Yes” or “No.”
- 🕒 Refuse to be the guru – let the Reading Material be the content.
- 🕒 Keep your focus on building awareness and increasing responsibility.
- 🕒 Not focus on taking notes but on asking good questions and waiting for good answers.

FOLLOW UP



How are the two areas of character and ministry/leadership skill that you chose to develop progressing?

Discuss what practical actions they have implemented and how they are tangibly measuring their growth.

A HOLISTIC APPROACH

Examine the Learning Exercises answers sent to you by the leaders.

Use their answers to help you focus your questions out of the questions listed below.

If necessary, you may want to follow up some or all of your leaders with an individual session after the group coaching session.

YOUR SPIRITUAL LIFE



What did you discover and decide to change after completing **Exercise 4: My Devotional Life – a one week look?**



What was the effect of the changes you chose to implement after completing **Exercise 5: My Devotional Life – the second week?**



What tools or methodologies do you use when reading the Word?



What works for you in prayer?

YOUR EMOTIONAL LIFE

Discuss the results of the 'Energy Management Snapshot' questions.

Discuss the practical implementation of introducing small, medium, bigger and even bigger energisers into their life. **Exercise 6: My Energisers**



END THE SESSION BY PRAYING FOR YOUR LEADERS
