



LEADERSHIP SKILLS FOR SMALL GROUP LEADERS

SESSION 2
COACHING

NAME

CONTACT INFO:



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LEADERS: SESSION 2: COACHING
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SESSION 2

COACHING

In this session, participants will learn a practical approach to coaching that they can apply in developing leaders in their Dgroups and D12.

LEARNING OBJECTIVES

By the end of the session, participants will have:

1. Recognized the difference between coaching, mentoring and discipling in helping people to grow as Christian leaders.
2. Observed a sample coaching session.
3. Practiced the same coaching process in a simulated situation.
4. Committed to use a “coach approach” to help develop new leaders in their churches and fellowships.

EXPLORE

IN GROUPS OF 3-4:

1. Have you ever told a disciple what they should do, they agreed, and then they didn't do it? Describe the situation.
2. Why do you think they didn't follow through?
3. What could you have done differently?

WHAT IS COACHING?

Coaching is a skill used to help develop others so they can discover and reach their God-given potential in a non-directive manner.

Basic premise:

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We are more likely to implement change in our lives when we ourselves discover what God wants for us, and others hold us accountable to act on it.

How is coaching different than mentoring?

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Mentoring is usually a one-on-one relationship where one with greater knowledge, skill or maturity imparts that to another person. **Coaching** is a skill in which the coach may or may not be an expert, but through listening to and drawing out the other person, helps the one coached to discover and follow God's direction for their life.

How is coaching different than discipling?

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Discipling generally refers to a long-term, systematic relational approach to developing a person spiritually. In CCF we say it is "the process of bringing people to Christ, building them up in the faith toward Christlikeness for the purpose of spiritual multiplication resulting in the glory of God."

Coaching is a skill that can be part of the discipleship process. But discipling is broader and more comprehensive than coaching, and may include many other aspects of development (biblical teaching, small group interaction, practical ministry training, observing, counseling, mentoring, etc.)

The COACH Approach

The basic approach is summarized in the acronym **COACH** (adapted with permission from *The COACH Model for Christian Leaders* by Dr. Keith Webb (Active Results LLC, 2012)):

- Build rapport, trust, and review previous action steps.
 - *What has God been doing in your life?*
 - What progress did you make on your action steps?
 - What insights have you had since our last conversation?

- Set the coachee's agenda for the conversation.
 - *What result would you like to take away from our conversation?*
 - What would make today's conversation meaningful for you?
 - What would be most helpful for us to work on?

- Encourage discovery, insights, and shifts in perspective.
 - *What are key points in understanding this situation?*
 - What other factors are influencing this situation?
 - How could you look at this from a different perspective?

- Capture insights and put them into two or three action steps.
 - *What actions will you take to move forward?*
 - How will you know if you have succeeded?
 - How confident are you that you can do this?

- Ask the coachee to review the conversation.
 - *What do you want to remember from today's conversation?*
 - What awareness do you have now that you didn't before?
 - What was most useful to you from our conversation?

Practice the italicized questions.

DEMONSTRATION 1

NOTES

DEMONSTRATION 2

NOTES

EXPRESS

30 minutes

1. Find a partner (same gender) then assign a Coach and a Coachee.
2. Take turns in practicing the COACH approach process:
 - a. Go through an appointment (15 minutes).
 - b. After completing the appointment, reverse roles (15 minutes).

EXPERIENCE

1. How do you see this being used in your own discipleship ministry? In what specific ways could you use coaching as a skill in helping your disciples to grow in discipleship?
2. Based on your discussion in class, come up with a plan of action on how you will apply coaching skills in your small group ministry. Use the following key questions to guide you with your plan of action:

WHO	Who do I need to coach?
WHAT	What area does this person need coaching in? What will be the key questions I will ask?
WHEN	When will I coach him/her?
WHERE	Where will be the best place to meet him/her for coaching?