



THE MULTIPLIER

SESSION 3

HOW TO DEVELOP MULTIPLIERS

.....
PART 1

NAME _____

CONTACT INFO: _____



THE MULTIPLIER
HOW TO DEVELOP MULTIPLIERS (PART 1)
Copyright © 2018 by Global Leadership Center

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means - electronic, mechanical, photocopy, recording, or any other, without the prior permission of GLC.

1. What is your goal for each person you are discipling in your Dgroup?

2. Are there members within your Dgroup who currently have the potential to be Dgroup leaders within the next 6 months?

How are you currently helping them prepare to disciple others?

EXAMINE

I. Importance of Leadership Pipeline

In order to multiply, you must have a multiplication plan. You have to develop your leadership pipeline. Meaning to say that every Dgroup leader must intentionally develop his members to take on the challenge of leadership and become leaders themselves. They are the potential leaders who are next in line. And when they become leaders themselves, they will do the same with their members.

What is a Christian Leader?

A Christian Leader is a Servant who uses his credibility and capabilities to influence people in a particular context to pursue his God-given directions.

Leadership Development Defined

Leadership development is the process of helping leaders at every level of ministry assess and develop their Christian character and to acquire, reinforce, and refine their ministry knowledge and skills.

A. Focus of Developing Leadership Pipeline

- Servant mindset
- Personal and Leadership Credibility
- Capabilities
- Influence on others
- Impact on followers

B. Why the need to intentionally select and develop leadership pipeline

Jesus modeled the priority of developing leaders.



The quality of the leadership determines the quality of the ministry.

- The speed of the leader is the speed of the team.

Leaders expand the ministry by making more leaders.

- The growth curve is the leadership curve.

Leadership development recognizes the value of people.

- All processes are discipleship processes.

Godly proteges are the leader's ministry legacy.

- The gospel is always one generation away from extinction.

From the book "Building Leaders"
by Audrey Malphurs and Will Mancini, 2004

C. Common Problems that Delay Leadership Pipeline

Existing leaders' inability to identify, train and develop leaders

Unhealthy need for control of the ministry

Task- oriented church culture

Lack or no vision for the ministry

II. Leadership Development Process

In order to foster the development of leaders, a process is essential to accomplish this goal. This will guide the leader in identifying potential leaders and releasing them for the small group ministry.

The 4 Ds of Leadership Development

Discover

Draw

Develop

Deploy

A. Discover

The Dgroup leader needs to be on the lookout for who among his/her disciples would take steps towards starting a group.

The Dgroup leader should be able to proactively support them as they begin their disciple-making journey.

Dgroup leaders “tag” 2 potential leaders to help start a small group.

Criteria for Potential Dgroup Leaders

1. Assurance of Salvation

- Able to articulate the gospel clearly and have an understanding of how he/she is saved.
- This should involve a way of seeing fruit as evidence of salvation (restoring broken relationships, character change, significant changes in behavior, etc.)’

2 Timothy 2:2 provide us with clues on the kind of persons we are to develop as new Dgroup leaders:

“The things which you have heard from me in the presence of many witnesses, entrust these to faithful men who be able to teach others also.”

2. Faithful – “faithful men”

Paul qualifies the kind of men that Timothy was to entrust the teaching of God’s word to as faithful or reliable men.

- Has a heart for God
- Seeks God regularly for direction in life
- Eager to follow the clear will of God
- Faithful in performing the assignments given to him/her, whether in ministry or work

3. Accountable – “entrust these”

People who are entrusted to teach others about God, His ways and His will have to be accountable with what they do with this privilege and responsibility. With great responsibility comes great accountability. In CCF, we believe that disciples are not only accountable to God and to church authority for what they teach, they are also accountable for how they apply or live out God’s teachings.

- Views all authority roles as from God
- Recognizes the levels of authority in the church
- Demonstrates the ability to follow authority even when there is disagreement

4. Teachable – “you have heard from me”

Timothy was taught by Paul “on-the-job” as Paul preached to many people (witnesses). Timothy was teachable, evidenced by the fact that Paul in this passage is confident that Timothy has retained and practiced “the things you (Timothy) have heard from me (Paul)” such that the young Timothy can now pass it on what he has learned to others.

- Demonstrates submission to God’s Word

5. Deliberate sin-free

Aside from their teaching ability, next-in-line leaders must have the moral authority to impart God’s laws and principles to others. If a promising Dgroup member is deliberately sinning, then they disqualify themselves to lead others until such a time as they repent and walk in obedience to God’s will.

6. Debt – free

This means that potential disciplers must not have unmanaged or debilitating debt. Our integrity to teach about God’s financial principles are greatly compromised if we do not practice faithful stewardship over personal or business finances. This too affects the moral authority of those entrusted to teach others how to follow Jesus.

B. Draw

Dgroup leaders are to “inspire” his/her members to take the call of discipleship.

Inviting potential leaders to the program:

- Cast a compelling vision for God’s call to Biblical discipleship and ministry
- Commit to mentor them on a regular basis
- Draw clear expectations for you and them
- Understand and know their spiritual gift
- Discuss personal areas of development and development timeline

Dealing with the Excuses of Potential Leaders:

- Even if we identify and recruit potential leaders, they may have apprehensions and excuses. These maybe legitimate or not, regardless, we must be able to deal with it in order to release them for the ministry. The common typical excuses of potential leaders are the ff:
 - a. “I just don’t have the time.”
 - b. “I don’t have the gift of leadership.”
 - c. “I’m not the leadership type.”

1. Evaluate your current Dgroup. What are the common excuses of potential leaders which you are currently facing in your Dgroup?

2. List some action steps you can take in order to help your potential leaders overcome them.

EXPERIENCE

Set aside time this week to evaluate your Dgroup.

1. List down the names of potential Dgroup leaders in your Dgroup.

2. Identify their strengths, areas to develop, and action plan for each one of them using the Leadership Development template:

POTENTIAL LEADER	STRENGTHS	AREAS TO DEVELOP	ACTION PLAN

