



THE MULTIPLIER

SESSION 4

HOW TO DEVELOP MULTIPLIERS

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PART 2

NAME _____

CONTACT INFO: _____



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HOW TO DEVELOP MULTIPLIERS (PART 2)
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1. Share your output from last session's experience activity.
2. What were your key discoveries regarding the potential leaders in your Dgroup?
3. In what ways did the Leadership Development template help you in crafting a development plan for each of them?

EXAMINE

I. Leadership Development Process

The 4 Ds of Leadership Development

Discover

Draw

Develop

Deploy

C. Develop

Dgroup leaders are to equip all his members to take the call of discipleship and teach his disciples what a leader looks like (based on the profile).

Potential leaders go through GLC training program (ex. Dare to Share, GLC Level 1 to 3)

Leader to identify developmental needs and issues of the potential leaders based on CCF Core Values.

Leader develop timeline for potential leaders to start a Dgroup.

Focus on the 4 Core Leadership Areas:

- Character (BEING)
- Knowledge (KNOWING)
- Skill (DOING)
- Emotions (FEELING)

1. **Character (BEING): Behavioral Indicators**

a. Has credible marriage & family relationship:

- Faithful to wife/husband. No gossip, hint or assumption of infidelity
- Able to resolve marital conflicts with wife/husband. No unresolved conflict with children
- Wife supports and respects the husband
- Children respects and obeys parents
- Husband provides for his family
- Husband spiritually leads his wife and children. Introduces his child/children to the Lord; teaches the Word to his family; and models what he teaches

b. Has no addiction/vices that cause stumbling block for Christians and seekers:

- Not a drunkard
- Not a smoker
- Not into gambling of any form

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- c. Promotes unity & harmony in the body of Christ, particularly in CCF, not instigating rebellion, dissension or having a critical spirit:
- Not involved in spreading gossip/any divisive information
 - Shows obedience to leadership, a good follower
 - No unresolved issue or history of being divisive, rebellious from previous church (for transferee)
- d. No questionable current practices, lifestyle, profession or endeavor that may cause confusion, suspicion or set a double standard.
- Not in debt due to poor stewardship of God's resources
 - Not participating in any illegal, dishonest and immoral practice
- e. Faithful to and is able to teach sound doctrine. Not holding on to and propagating questionable teachings that oppose sound Biblical teaching.
- Do not read materials or watch any program that teaches things that are opposed to basic biblical teaching or doubtful to general Christian knowledge
 - Teaches the Bible to his/her Dgroup
 - Willing to abide by CCF memos & circulars
- f. Physically & mentally capable Emotionally and psychologically mature.

- Was able to handle major crisis in his life. No history of extended depression
- No major illness, can handle pressure, stress, fatigue

Potential Leader	Character Strength	Character Weakness	Action Plan

2. Knowledge (KNOWING):

Knowing impacts the leader’s intellect, emphasizing his ability to acquire and process content or information. Knowledge of the ministry area are essential for the leaders.

a. What should they develop in the area of knowing?

- They must know God
- They must know themselves (self-awareness)
- They must know and understand people
- They must know how to study the Bible and have a general knowledge of the Bible and theology
- They must know how to pray
- They must know and agree with CCF’s DNA
- They must know how to discover, draw, develop and deploy leaders

3. Skills (DOING):

The leader's skills affect the leader's action and behavior. They must be able to put into practice what they know.

2 General leadership skills to develop:

a. Hard or task skills

- Communication
- Time management and prioritizing
- Other skills that are connected with the spiritual gifts (ex. leadership, administration, teaching, service, showing mercy, etc.) that are helpful in leading a group or in discipling others

b. Soft or relational skills

- Listening
- Openness and being transparent
- Conflict resolution and problem solving
- Inspiring, encouraging and motivating
- Others

Potential Leader	Hard Skills to develop	Soft Skills to develop	Action Plan

4. Emotions (FEELING):

- A leader's emotions affect his mood and a leader's mood is most contagious spreading quickly throughout the ministry.
- A good mood, characterized by optimism and inspiration, affects people positively.
- A bad mood, characterized by pessimism and negativism, will cripple the ministry and damage people.

Teach your leaders the 4 steps to manage their emotions

Step 1: Learn to recognize the emotions they are feeling

Step 2: Identify the emotions they are feeling, verbalize and acknowledge it.

Step 3: Begin to manage their emotion by reflecting on the root cause of the emotion.

Step 4: Explore why they are experiencing certain emotions

Core Leadership Competencies

- CHARACTER (BEING) - SOUL WORK
- KNOWLEDGE (KNOWING) - HEAD WORK
- SKILLS (DOING) - HAND WORK
- EMOTIONS (FEELING) - HEART WORK

CCF Core Values (L.O.V.E) as Indicators for Core Leadership Competencies:

- **L**ove God and others
- **O**bey God's Word and authorities
- **V**olunteer
- **E**ngage the family

1. Love God and Others

- Encourages others
- Stimulates others to love and good deeds
- Provides constructive feedback and comforts others
- Manifests growth in Dgroup as a member
- Lovingly serves others

2. Obey God's Word and Authorities

- Demonstrates character reflective of obedience to God's Word
- Submits to God's appointed authorities i.e. Husband, Employer/Supervisors/Team Leaders, Church and Government Leaders
- Shows reliance upon the Holy Spirit and prayer

3. Volunteer

- Regularly shares the gospel
- Responds to the God's call for intentional discipleship by regularly attending Dgroup and discipling others
- Practices stewardship of time, talent, treasures and influence

4. Engage the Family

- Nurtures and prioritizes family relationships
- Leads a healthy family life - honors God and ensures spiritual legacy that brings glory to God

D. Deploy

It is critical to engage the new leaders in ministry in order to evaluate their effectiveness in applying theory into practice.

Some practical ways in preparing your potential leader to be deployed:

- Delegate areas of responsibility to the potential leader in your Dgroup.
- Bring your potential leader with you in GLC trainings, Dgroup events/gatherings, bridging events, etc.
- When your D12 leader visits your group, make sure he also spends time with your potential leader.
- If necessary, assign them to help organize, coordinate and conduct Dgroup events and activities.

How to deploy potential leaders

- By personal application; through GLC life apps, Dare to Share/Pray-Care-Share, other CCF initiatives/campaigns.
- Communicate all opportunities available in different BSGs and ministries (e.g. Life Stages - Singles, Elevate/Rescue Kabataan, Family Ministry, Workplace Ministry, Welcome Center, etc.)

EXPERIENCE

1. Set a one-on-one appointment with each of your potential Dgroup leaders that you identified. Discuss your Leadership Development Plan for each disciple and challenge them to go through this next stage of their discipleship journey with you by faith and much prayer!

