

The 4 Steps of Leader Training

I am fascinated with YouTube. There, I said it.

What fascinates me about the site is that regardless of the DIY project that you might be facing, whether it is something in or around the house, in or around the car...even if you are considering to split atoms in your spare time... there is a YouTube video for the project. Or ten videos.

When it comes to the work of the small group, serving as a leader can be a daunting task. It's a lot to let everyone know when the next meeting is; getting the house prepped for the meeting; getting the food ready (if you're having food); keeping up with the group's prayer needs and practical needs; and that's not including prepping for the study and discussion.

But again, as I asked in a previous article (you can read that article [here](#)), what rule says that everything that happens in a small group has to be done solely by you?

That was the premise upon which the idea of forming and implementing a leadership team for your small group was based. And maybe after you read the article, you thought, "Man I have **enough** to do with leading my small group...and now I have to build a **leadership team**?"

Let me assure you: the time you spend in building such a team will reap dividends far beyond what you might see on the surface. And for many of those people who agree to take on a task in your small group, it will only take a bit of instruction, a bit of direction, and turn them loose. They'll get the work done.

But what about those potential leaders who balk? The ones who say, "Whoa, I've never done anything like that, I have no idea how to do it!" What do you do with those folks?

Consider training them yourself. That's right, let them learn from you! After all, isn't that how the Lord trained His disciples?

And it really isn't like splitting an atom (watch the video and you'll see). It really consists of four simple steps:

1. **I Do, You Watch**—Take one session where you, together with your disciple watching, do the work that you are asking the disciple to do. You explain what each step is, and why you're doing those steps.
2. **We Both Do Together**—The next session, have your disciple do some of the work while you do the rest of the work. Be sure to walk your disciple back on missed steps, or on work not done properly, and make sure that the task is done properly. Together.
3. **You Do, I Watch**—The third session involves your disciple doing all of the work under your direct supervision. You would be sure to stop the work and point out things that need to be corrected, and then watch to see that the misstep is corrected and done properly.
4. **You Do**—The final step is...turning your disciple loose to do the work. You would still be monitoring the work, but at a distance, and usually would only involve some relatively minor fine-tuning.

Is there someone in your group that is showing a desire to serve, or a task that you are sensing you need to delegate, which will require you training someone to do the task. These four steps are tried-and-true, and will produce benefits that will have more long-term benefits and blessings than you might realize. Give it a go!