

How to Multiply Leaders

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Why

We need leaders. Every church and every ministry needs godly leaders to help influence people in the direction God is leading them. Without godly leaders the people of God drift from God's direction. If we develop godly leaders then our people will become more like Jesus, they will become disciple makers, and the Kingdom of God will be advanced. The question is, "how do we develop leaders who can develop leaders?"

How

There are four leadership multipliers that will help you develop leaders and create a culture of leadership development. Use this document as a framework to develop leaders and help other leaders develop leaders.

What

4 Leadership Multipliers

1. Identification
2. Instruction
3. Impartation
4. Internship

IDENTIFICATION

Acts 6:1-6

What is Identification?

- Identification is the process of recognizing potential leaders and helping them become leaders

Who Am I Looking For?

- As a leader who wants to develop new leaders you are looking for people who are full of FAITH

1. Faithful: They are faithful to God in the small things
2. Available: They want to serve and have the time to in this season
3. Involved: They are already active at some level
4. Teachable: They want to learn, are humble, and can be corrected
5. Hungry: They want to do and become more for God

What are the Goals of Identification?

1. Help new leaders identify their calling
2. Help new leaders identify their strengths
3. Help new leaders identify opportunities to minister

Next Steps

1. Write out a list of all the people who exhibit FAITH
2. Ask each of them to meet for a one on one
3. At the one on one ask them about their passions, burdens, and story (calling)
4. Ask them about their strengths and tell them what you see in them
5. Tell them about opportunities to minister and ask them to take the step

INSTRUCTION

2 Timothy 3:16-17

What is Instruction?

- Instruction is teaching others how to know, understand, and obey God's Word

Instruct your new leaders using God's Word to

1. Teach
 - Help new leaders understand doctrine
2. Reproof
 - Help new leaders see for themselves the sin in their life
3. Correct
 - Help new leaders develop the character of Jesus
4. Train in righteousness
 - Help new leaders develop spiritual disciplines

What are the Goals of Instruction?

1. Help new leaders gain more knowledge
2. Help new leaders gain more understanding
3. Help new leaders learn to obey Jesus

Next Steps

1. What biblical instruction do your new leaders need more of?
2. What is keeping your new leaders from reading the Bible?
3. Are there books, podcasts, or classes you could share with them to help?
4. How can you help them not just settle for information but transformation?

IMPARTATION

Mark 3:13-15

What is Impartation?

- Impartation is being with new leaders in every day life to share your very life with them
- Impartation requires face-to-face interaction, close proximity, and a growing relationship
- Laying on of hands is also a foundational piece of impartation

What are the Goals of Impartation?

1. Helping new leaders develop their spiritual gifts
2. Helping new leaders stay strong
3. Helping new leaders be encouraged

Next Steps

1. When can you invite new leaders into your life?
2. What teaching of Jesus can you model so they can follow your example?
3. How can you help your new leaders stay strong in their faith?
4. What could you say or do to encourage your new leaders?

INTERNSHIP

Luke 10:1

What is Internship?

- Internship is on the job training for biblical discipleship and spiritual leadership
- Internships can be both formal and informal
- Internship takes learning out of the classroom into a real scenario

What are the Goals of Internship?

1. Confidence
2. Competence
3. Teamwork

5 Steps of Internship/Apprenticeship

1. I do, you watch, we talk
2. I do, you help, we talk
3. You do, I help, we talk
4. You do, I watch, we talk
5. You do with someone else

Next Steps

1. Identify opportunities for new leaders to receive internship
2. Ask them to watch you as you do the ministry and then talk with you afterward
3. When you talk ask questions. Both role and relationship. For example, "How did you feel about leading the prayer" and "how are you doing?"
4. Begin working through the 5 Steps with them by asking them to help you and then talk
5. Teach them the 5 Steps of Internship/Apprenticeship and help them identify the next person they can intern