

coaching & mentoring



Relationships

Personal Life

Missional Life

Devotional Life

Four cards

Write these labels on the
front of these cards



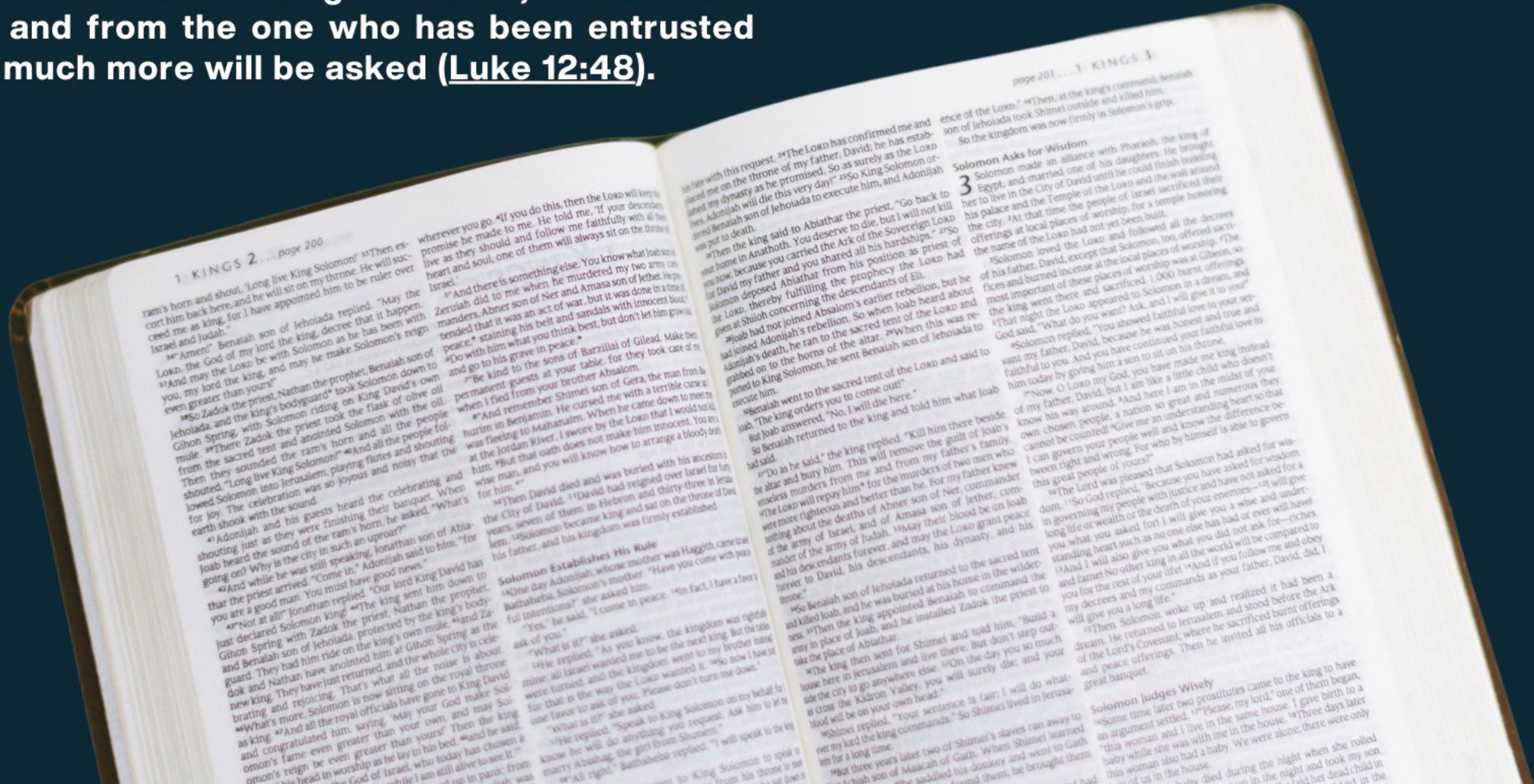
The first lens into an issue rarely reveals what the problem is, so the real problem doesn't get solved.



SHANE PARRISH

For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do. (Ephesians 2:10)

From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked (Luke 12:48).



Unique environment for leaders

**Perspective
cannot be
retained
on your
own**

QUESTION 1: When it comes to ministry, is your spouse your principle sounding board?

QUESTION 2: Outside your spouse, how many people regularly ask you questions about the leadership decisions you're facing?

QUESTION 3: Outside your spouse, who regularly asks you the best questions that challenge your perspective and stimulate your thinking?

Coaching & Mentoring are tools



MENTORING

A mentor is someone who provides guidance, support, and advice to a **less experienced** individual, known as a mentee. Mentors are typically more knowledgeable or experienced in a particular area and are willing to share their **expertise** to help the mentee grow and develop.



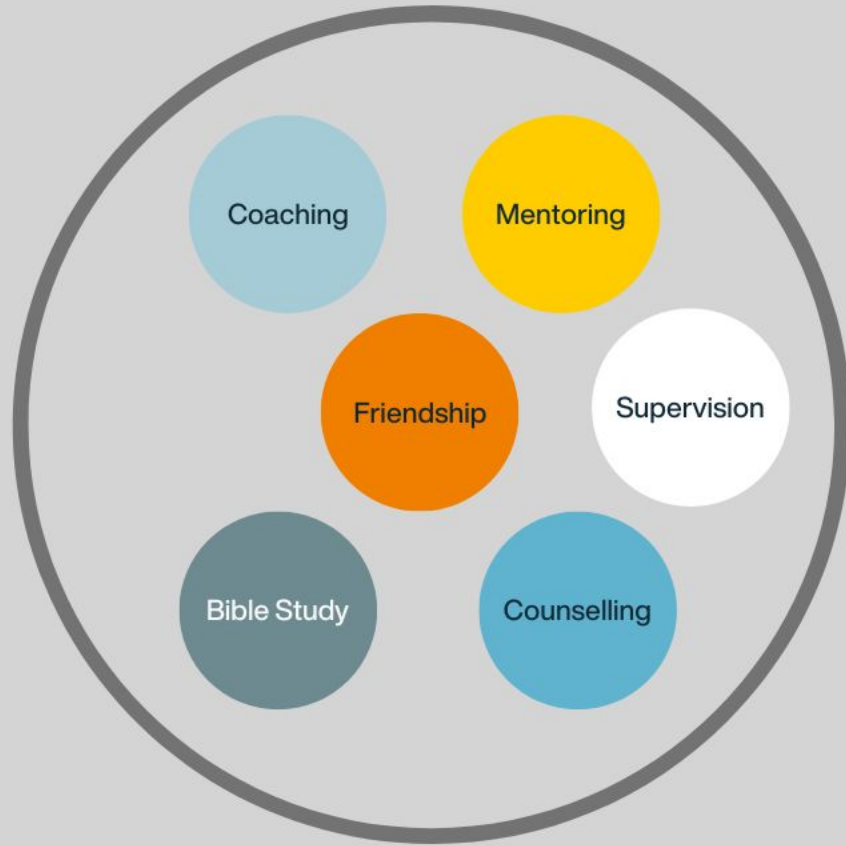


COACHING

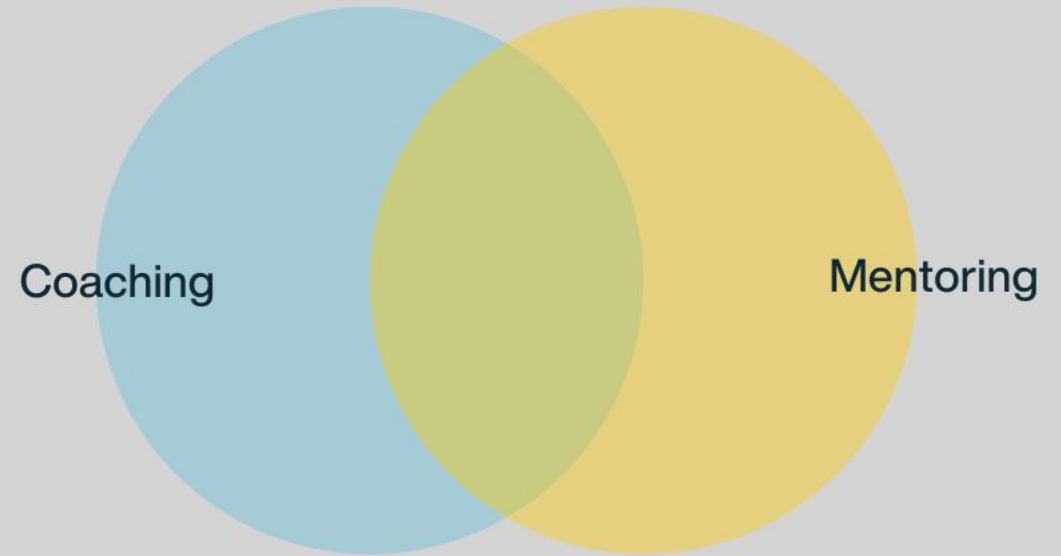
Coaching is an intentional conversation with focused questions about the leader's Relational, Personal, Missional (or Vocational) and Devotional life, in order to restore clarity and move them forwards.



Tools within a healthy eco-system



Discipleship
Relationships



An outside eye who can help
restore perspective and
decision making clarity.



Training without coaching
is a waste of time

DR HOWARD HENDRICKS





Every study we have done shows that [Christian] leaders will do a better job leading... if they have a coach who comes alongside to encourage them, ask questions, offer resources and hold them accountable.



**CHURCH SMART
RESOURCES**



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**CHURCH SMART
RESOURCES**



One of the keys to success of many high achievers is that, at the time a decision is reached, they keep a note of the main factors influencing their thinking for future reference. Once they know the outcome, if it didn't go well, they can then go back to their notes to work out where they went wrong and which assumptions weren't met.

LEWIS AND WEBSTER



ROLE

Three Specific Blind Spots

The role they play in the system

WONDER
INVENTION
DISCERNMENT
GALVINISING
ENABLEMENT
TENACITY

STOP
/GO

Three Specific Blind Spots

When to keep going and when to stop

‘It’ll be better once we just...’

‘The way it is now, will be the way it will always be...’

BOUNDARIES

Three Specific Blind Spots

Where suitable boundaries should
be placed

Under functioning/over functioning



Three Specific Blind Spots

The role they play in the system

When to keep going and when to stop

Where suitable boundaries should be placed

Having a go



Roberto's been a leader in your church for about three years. One Sunday after church, he asks to meet with you as he's having some problems with serving. You know he's had problems at home and work. A year ago, his daughter died in a hiking accident while on a mission's trip with a Christian college group.



During your conversation, he says, 'You know I did the leader training class about five years ago. I still have the notebook they gave us. But the longer I am doing this leader's job, the less I feel I know what I am supposed to do. It seems that all I need to do is show up at quarterly meetings. I really am at a loss.'



As your coaching conversation continues, you learn he's having a hard time caring for people right now. He says, 'It's not that I don't care for others, but when I think about asking how one of the couples' in my small group is doing, I am just stuck.' Responsibilities at work are pressing hard on him.