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THE MENTORING LEADER

SUCCEEDING IN SUCCESSION



**Whether you realize it or not,
you are participating in a succession process
right now.**

Leadership changes are experienced in every ministry context. Every single one. At some point, every leader currently serving will step out of their role. Succeeding in succession starts long before a change in leadership.

Leadership is a *stewardship*. It is entrusted.

Leaders are positioned by God to provide influence for the benefit of another for a period of time. No leader will remain in their role indefinitely.

Take 60 seconds to introduce yourself to someone seated around you. Share with one another your name, where you are serving and in what capacity, and what you want to learn from this seminar.

In the ministries I studied—ministries that advanced their mission for an extended period—mentoring leadership was a significant aspect of their leadership structure.

CHARACTERISTICS OF MENTORING LEADERS:

The leaders in these ministries started to mentor the emerging and maturing leaders almost from the **BEGINNING** of their ministry.

Early in their ministry, these leaders:

- Invested in the lives of others
- Were relational in their leadership
- Took the time to discover the leadership potential
- Trained, developed, and coached
- Led by not leading
- Created a collaborative team approach to leadership

What stands out to you in these activities?

Development does not happen instantaneously. It takes time; it happens gradually.

In what ways have you been influencing the emerging and maturing leaders in your ministry?

DEVELOPMENT OF EMERGING/MATURING LEADERS:

The mentoring leader understands that God develops an individual one step after another, using other **PEOPLE**, **EVENTS**, and **EXPERIENCES**. They exercise a keen attentiveness to any development movements in each of these areas.

DEVELOPMENT OF EMERGING/MATURING LEADERS:

How does the mentoring leader exercise attentiveness to these movements?

1. The mentoring leader **LISTENS** as an emerging or maturing leader reflects on how God is at work in their life.

DEVELOPMENT OF EMERGING/MATURING LEADERS:

How does the mentoring leader exercise attentiveness to these movements?

2. The mentoring leader **PROMPTS** the emerging or maturing leader to prayerfully consider how they are being called and shaped by God. A well-placed question can have a powerful influence on the life of a leader.

DEVELOPMENT OF EMERGING/MATURING LEADERS:

How does the mentoring leader exercise attentiveness to these movements?

3. The mentoring leader **DIRECTS** the emerging or maturing leader to help them discern the significance of God's work in their life.

DEVELOPMENT OF EMERGING/MATURING LEADERS:

How does the mentoring leader exercise attentiveness to these movements?

4. The mentoring leader **INVITES** the emerging or maturing leader to take on a **STRETCH ASSIGNMENT**. Active participation in such assignments is significant to the development of a leader.

STRETCH ASSIGNMENTS

Stretch assignments can be any task or project that legitimately needs to be completed and is directly connected to the advancement of the mission of the ministry.

While the mentoring leader accepts responsibility for establishing an environment that will allow the individual to complete the assignment, success is not guaranteed. There is an actual risk of failure in the assignment. Completion of the assignment is truly expected to challenge the individual.

DEVELOPMENT OF EMERGING/MATURING LEADERS:

How does the mentoring leader exercise attentiveness to these movements?

1. Listens
2. Prompts
3. Directs
4. Invites (participation in a stretch assignment)

Engaging in these activities helps the development process. It is also the only way to determine the true potential (and capacity) of an individual.

Throughout this process, the mentoring leader is mindful that their role is to merely help the individual **RESPOND** to God's call on their life.

