



WORKSHOP THREE

lifeonlife

MULTIPLYING LEADERS



Welcome to Life on Life Workshop Three!

We are so glad that you are here! We are continuing to trust that the Lord will use this process to help you to make and deploy mature and equipped followers of Christ through your churches.

Our desire for this workshop is to support your movement of Life-on-Life Missional Discipleship by helping you to create strategies for leader development and discipleship multiplication.

We look forward to walking with you through this growing movement in your churches and are thankful to the Lord that He has given you a passion to make and deploy mature and equipped followers of Christ in your church for your community and the world.

THINK BIG
START SMALL 
GO DEEP

Remember, gospel-centered discipleship is not just passing on knowledge, it is sharing life together. As we continue this process together, we want to remind you again to think big, start small, and go deep.

We are with you and for you,

The Life on Life Staff Team

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A PDF copy of this notebook can be accessed on
lifeonlife.org/notebooks



Multiplication by Grace



“

You then, my child, be strengthened by the grace that is in Christ Jesus, and what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.

“

II Timothy 2:1-2



Introduction to Coaching



How Active Listening and Powerful
Questions Can Transform Conversations

By Keith E. Webb



www.creativeresultsmanagement.com

Introduction to Coaching

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Introduction to Coaching

Definition of Coaching

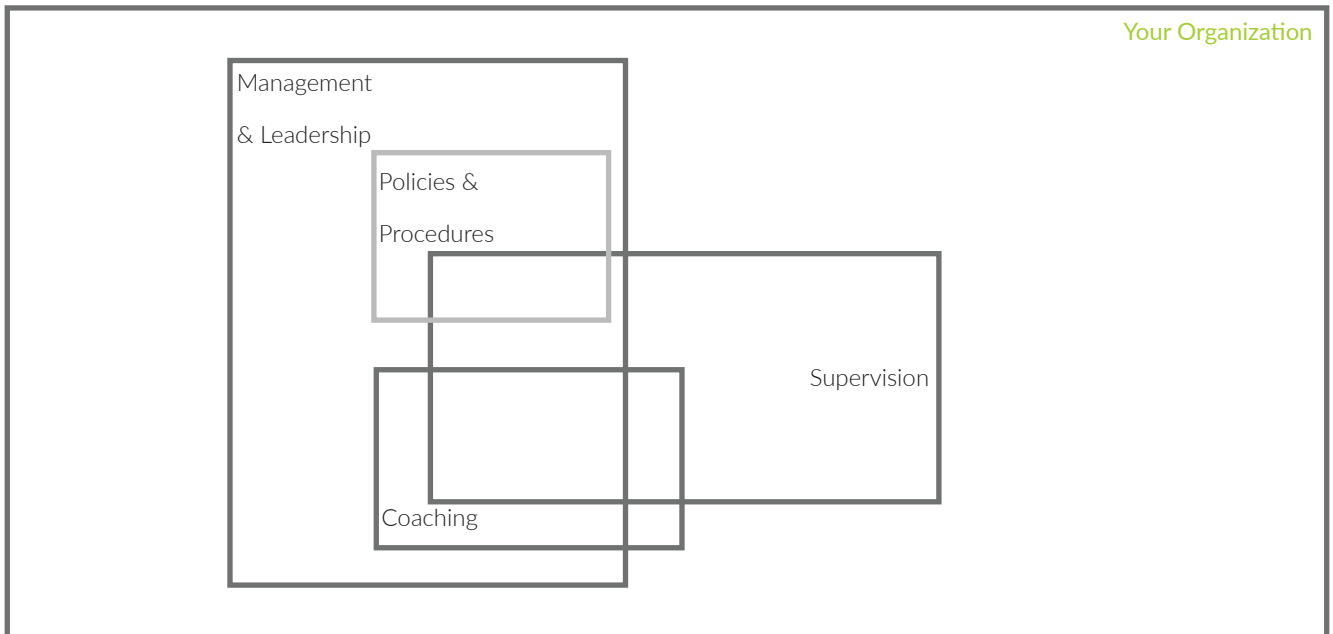
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Coaching is an on-going intentional conversation that empowers a person or group to fully live out God’s calling.”

“

Keith E. Webb

Ways of Ministering and Working





“

“After three days they found him in the temple courts, sitting among the teachers, listening to them and asking them questions. Everyone who heard him was amazed at his understanding and his answers.”

”

Luke 2:46-46

Active Listening

The verbal and non-verbal techniques that communicate, “I’m listening”.

Verbal

Vocal responses: “Umm hum,” “Yes,” “I see,” “Continue,” etc.

Restating what the other person said, “So, you are saying that...”

Clarifying the other person’s meaning, “Would you give an example of...”

Non-Verbal

Facing the other person.

Keeping comfortable eye contact.

Nodding in agreement.

Avoiding distracting behaviors such as looking at a text message and interrupting.

Powerful Questions

Powerful questions come from profound listening and engagement with a person. What makes a question powerful is its ability to provoke reflection in the other person.

1. Coachee or Me?

Is this question for my benefit or the coachee’s?

2. Forward or Backward?

Is this question focused on the past or moving forward?

3. Building or Correcting?

Does this question try to correct the coachee or help him or her build?



My Idea → Open Questions

Closed questions can easily be changed into open questions. Use What, How, When, Where, and Who questions.

Example:

Closed: Are you planning to borrow the money to do that?

Open: What are your plans to finance that?

Questions to Open Up	Initials
1. Are you happy about this decision?	
2. Does your supervisor agree?	
3. What if you spoke with her directly?	
4. Do you learn from books or by talking to people?	
5. Is it time for you to make a career move?	
6. Could you have a weekly meeting with them?	
7. Would Tuesday be a good time to talk?	
8. Are you living out your vision?	
9. Does your wife think the same way?	
10. Are you going to ask him?	
11. Is the economy killing your budget?	
12. Could someone on your team help?	
13. Did you reach your annual goals yet?	
14. Did you have a nice day at school?	
15. Is church planting your main thing?	
16. Is casting vision the next step for the team?	

Group Practice



1. Select a topic from this list and discuss with another person for two minutes, while the rest of the group observes.

- The thing I like best about this ministry.
- The most impactful spiritual activity you did so far this year.
- What you think keeps people from making a greater commitment to this ministry.
- A difficult decision you need to make soon.

2. The person being spoken to is responsible to use good active listening skills (verbal and non-verbal) and ask at least three open questions. The rest of the group observes and gives two minutes of feedback on these points:

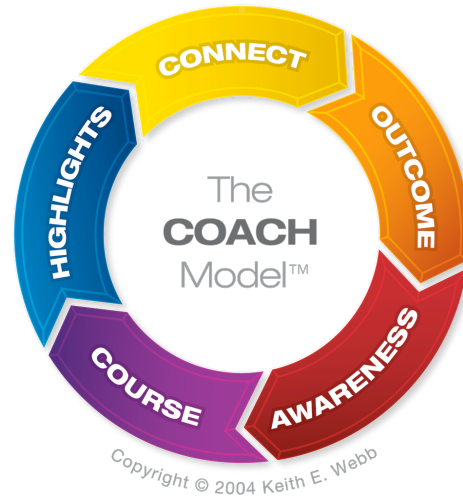
- What verbal active listening behaviors did the listener use?
- What nonverbal active listening behaviors did the listener use?
- How many open questions were used?
- What other question types did the listener use?

Person Observed	Verbal Listening	Nonverbal Listening	Number of Open Questions	Types of Questions



The COACH Model™

Following a simple coaching model will help you coach better. The COACH Model™ has five steps to guide you through a coaching conversation.



Connect: Engage

The first step is to connect with the coachee and build rapport and trust. It's a human connection between coach and coachee. This information provides a bit of background "color" for what's happening in the coachee's life.

Example Questions:

- How have you been?
- What have you been learning?

A coach will also use this time to review the last conversation's action steps.

Example Questions:

- What progress did you make on your action steps?
- What did you do on your action steps?



Outcome: Determine Conversation Goal

Find out what the coachee considers to be a valuable topic for the coaching conversation. This may mean following up on previous topics or engaging in new ones.

Example Questions:

What result would you like to take away from our conversation?

What would be most helpful to you for us to work on?

What would make today's conversation successful for you?

Awareness: Reflective Dialogue

Ask questions and practice active listening. Listen beyond the coachee's words. Generate discovery, insights, commitment and action through a reflective dialogue. *Discovery* is the key to this stage.

Example Questions:

What are the key points to understand this situation?

What other factors are influencing this situation?

Let's look at this from a different perspective...

Course: Action Steps

This step seeks to capture the insights and put them into actionable steps. Coach and coachee will continue a reflective dialogue, resulting in 2-3 clear action steps the coachee will do before the next coaching conversation.

Example Questions:

What actions would you like to do to move forward? (or) What options do you have?

Which of these options would you like to do? How? When?

Highlights: Learning & Action Steps

For longer conversations, ask the coachee to review his or her learning, insights, and what was helpful. This review helps the coachee to deepen his or her learning and helps the coach know what the coachee found valuable.

Example Questions:

What would you like to remember from this time?

What parts of this discussion were particularly helpful?

What awareness do you have now that you didn't before?



Coaching Exercises

Exercise: One on One Coaching

1. Think about one area that you really want to grow in your relationship with the Lord over the next month.
2. Pair up and use the COACH model with your partner. Take 15 minutes per person.

Exercise: Peer Coaching

Pair up with someone from a different church. Think of a person in your discipleship group. Choose one area from the Equipping section of the Spiritual Pathway on the following page and coach each other through helping that person grow in that area.

Spiritual Formation Pathway





Bringing the Tools Together

	Group	One-On-One	Leader
TEAMS			
COACH			
HEAR			
Personalized Training			
Gospel Waltz			

Men's & Women's Breakout



A series of horizontal lines for writing, consisting of 20 equally spaced lines across the page.



Challenging Group Dynamics

1. Getting people to be missional in deed, where they live, work and play
2. Getting people to be missional in word, proclaiming the gospel
3. Getting my group to do missional events together
4. When a person talks too much and dominates the group
5. When a person doesn't talk or open up at all, or very rarely, in the group
6. When a person is overly needy every single week with an issue in their life
7. When a person never repents and doesn't see their sin (pride, selfishness, etc.), and always blames everyone else
8. When a person doesn't want to share any of his or her past and present struggles and sins with the group, and hides them from everyone
9. When a person doesn't want to pray out loud in the group
10. When a person consistently doesn't do his or her homework
11. When a person stops showing up every week and only comes every other group time or less
12. After several months of starting the group, you realize a person you selected is not a Christian
13. When a person continues to put down and give bad reports about his or her spouse or some one else
14. When a person consistently misses or always makes excuses for not coming when you schedule one-on-ones
15. When a person asks to bring his or her good friend into the group mid-year
16. When one or more people say they dislike the curriculum you are using
17. When a person does not like and struggles with another group member

Group Planning Worksheet



Lesson:	Date:
What <i>announcements</i> need to be made?	
What is the main <i>truth</i> of this lesson that I will focus on?	
What is the main <i>equipping</i> question of this lesson that I will focus on?	
What is the main <i>accountability</i> question of this lesson that I will focus on?	
What is the main <i>mission</i> assignment of this lesson that I will focus on?	
What is the main <i>supplication</i> focus I will lead our prayer time about?	
What are the <i>assignments</i> I will give the group?	
When will I next <i>associate</i> with group members outside of group time, and what will I discuss with each of my disciples?	



Principle of Multiplication

Matthew 4:19

Mark 3:14

John 17:18-20

Matthew 28:18-20

Colossians 1:28-29

Galatians 4:19

I Thessalonians 1:6-8

Table Discussion

What did you hear?

What does this mean for your discipleship ministry?

Power of Multiplication



A piece of paper is 1/1000 of an inch thick.

If I tear it once and stack the halves, it would be 2/1000 of an inch thick.

If I tear it two times it would be 4/1000 of an inch thick.

After 10 times it is 1024/1000 of an inch thick.

If I tear and stack it 50 times total, how high would the final stack be?

It would be approximately _____.

A chess board has a total of 64 spaces.

If I put 1 grain of wheat on the first space, 2 on the next, 4 on the next, and keep repeating this until all 64 spaces are filled, how much wheat will I have?

I will have enough wheat to cover _____.

Actually, enough wheat to cover _____.

Super Evangelist: Leads 1000 People to Christ everyday.

Discipleship Multiplication: Every Group Multiplies 3 Leaders each year.

Average Disciple-Maker: 50% success rate when discipling 3 people every 2 years.

Year	Super Evangelist	Discipleship Multiplication	Disciple-Maker 50% Success
1	365,000	3	0
2	730,000	9	2
10	3,650,000		
15	5,475,000		
20	7,300,000		
21	7,665,000		
40	14,600,000		



Practice of Multiplication

Multiplication is Engineered & Organic

Engineered:

1. Have a designated END time for everyone in your group (ex. year 1, 2, 3)
2. You might need to stop your group altogether
3. Have existing disciples bring their new selected disciples into your group for a short period
4. Simple Timeline: Selecting Bonding Maturing Mutual Ministry Multiplication

Organic:

1. God's Sovereignty determines multiplication date
2. Every disciple has different circumstances and ministry opportunities
3. Signs and Preparation:
 - a. Loves God and Loves Others
 - b. Engages and Pursues Others with the Gospel in Word and Deed
 - c. Understands Time Commitment
 - d. Some Training – Led Group, Seminars, Theology, etc.
 - e. Usually, Sooner than Later

Exercise

Think through your ideas on the next step for each person in your group based on the choices listed. In the notes, design a specific action plan for each member of your group and for your group as a whole. Remember the three questions of designing training: Where does God want the person to be? Where is the person now? What are the next steps for the person? Think through some names of people you could challenge to disciple for next year.

Practice of Multiplication Exercise



Disciple 1

- Challenge to another year
- Do not challenge to another year
- Challenge to be an assistant leader
- Challenge to select disciples and start a new group
- Challenge to lead in a live, work, play or church ministry focus
- Other:

Notes:

Disciple 2

- Challenge to another year
- Do not challenge to another year
- Challenge to be an assistant leader
- Challenge to select disciples and start a new group
- Challenge to lead in a live, work, play or church ministry focus
- Other:

Notes:

Disciple 3

- Challenge to another year
- Do not challenge to another year
- Challenge to be an assistant leader
- Challenge to select disciples and start a new group
- Challenge to lead in a live, work, play or church ministry focus
- Other:

Notes:

Disciple 4

- Challenge to another year
- Do not challenge to another year
- Challenge to be an assistant leader
- Challenge to select disciples and start a new group
- Challenge to lead in a live, work, play or church ministry focus
- Other:

Notes:

Who am I considering to select to be new members of the group next year along with those chosen from above?

Personal Discipleship Vision Exercise



Stimulation for Building Vision

1. Make it a priority to pray about your vision during your time with God.
2. Ask God to give you His vision for your people.
3. Be alert to what comes to mind during these times.
4. Also, be alert to the people and events He brings into your life.
5. Pray specifically for such things as:

Wisdom and insight concerning the vision

The people under your ministry

Your leadership and that of others on your team

The potential of your vision

Key Questions about Building Vision

Make sure your idea/dream goes far beyond your own talents and abilities. What aspect of your idea/dream can you reasonably accomplish on your own, and what is beyond your abilities to accomplish?

Developing your personal vision is an exercise of faith. What about God's person and promises builds your faith?

How does the size of your dream reflect the size of your God? Based on the size of your dream, how big is your God?

What exposure do you have to other people who think big? Name them. Ask them to help you.



Personal Discipleship Vision Exercise

The Process of Vision

- Vision must be captured
- Vision must be simplified
- Vision must be documented
- Vision must be personalized
- Vision must be prayed over
- Vision must be communicated
- Vision must be constantly revised
- Vision must be evaluated
- Vision must create priorities
- Vision must produce a plan

Because... (What needs are you most burdened by? Changes you long to see?)

I will.... (Mission – this is what I am going to do.)

By... (How I am going to do this?)

Until... (The end picture – the desired effect of your personal discipleship ministry. Vision!)



Benefits

Priorities

Ideas



Strategic Planning

A series of 20 horizontal dashed lines for taking notes.

Exercise
Take some time to pray and set goals for your church in the areas of Multiplication, Evangelism and Leader Development. For one goal in each area, come up with at least one SMART step that your church can begin to implement.



Pastor's Leadership Community - Leader Development

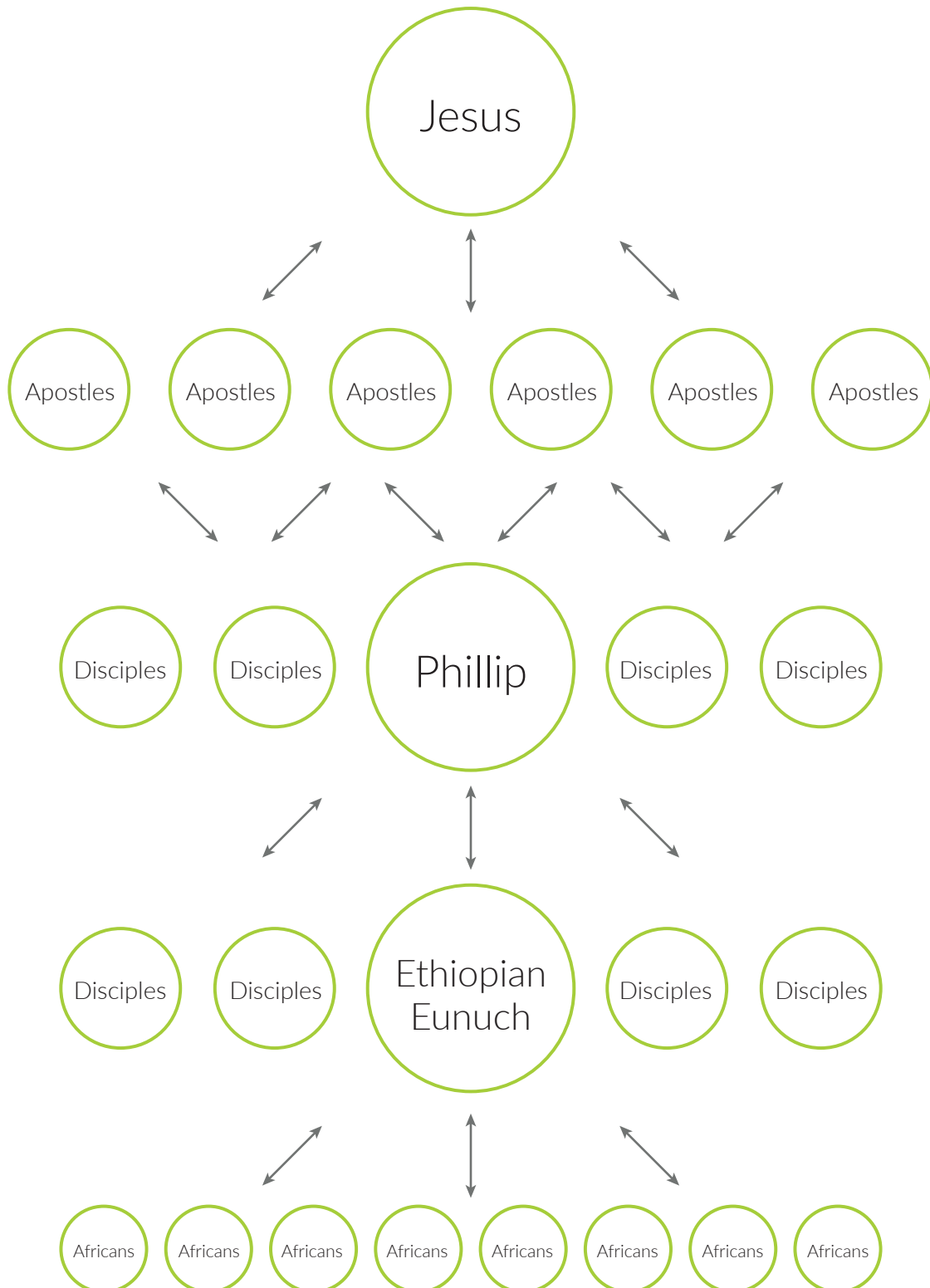
Pastor's Leadership Community - Leader Development

1. The Missing Link: The Life-on-Life Model
2. Multiplication Foundations and Practices
3. Personal Vision for being a Disciple-Maker
4. Designing Leader Development Structures
5. Coaching Leaders Through Powerful Questions
6. Strategic Planning
7. Movement Celebration



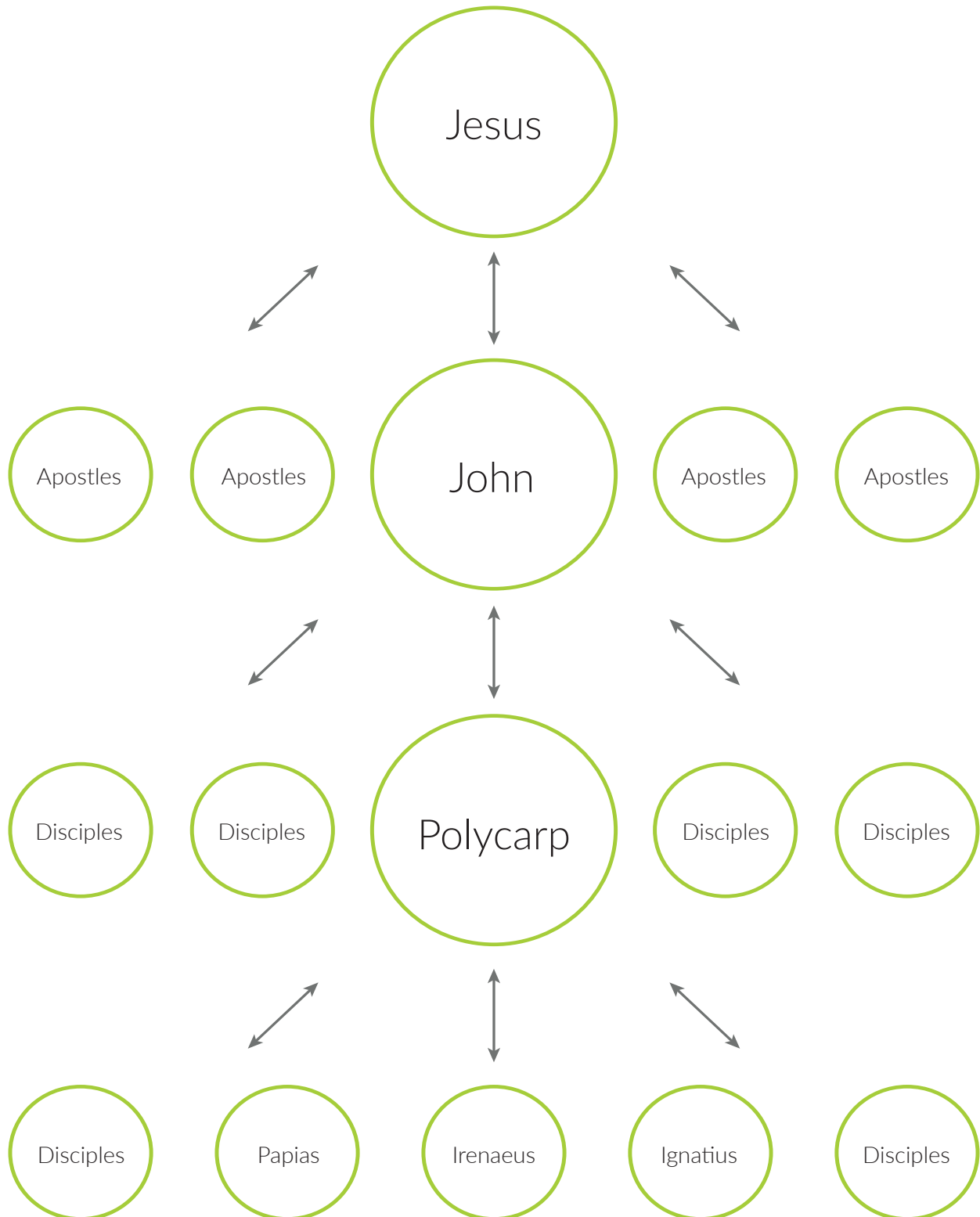
Appendix I: Theology of Multiplication

Matthew 28:18-20 & Acts 8:26-39





Apostle John





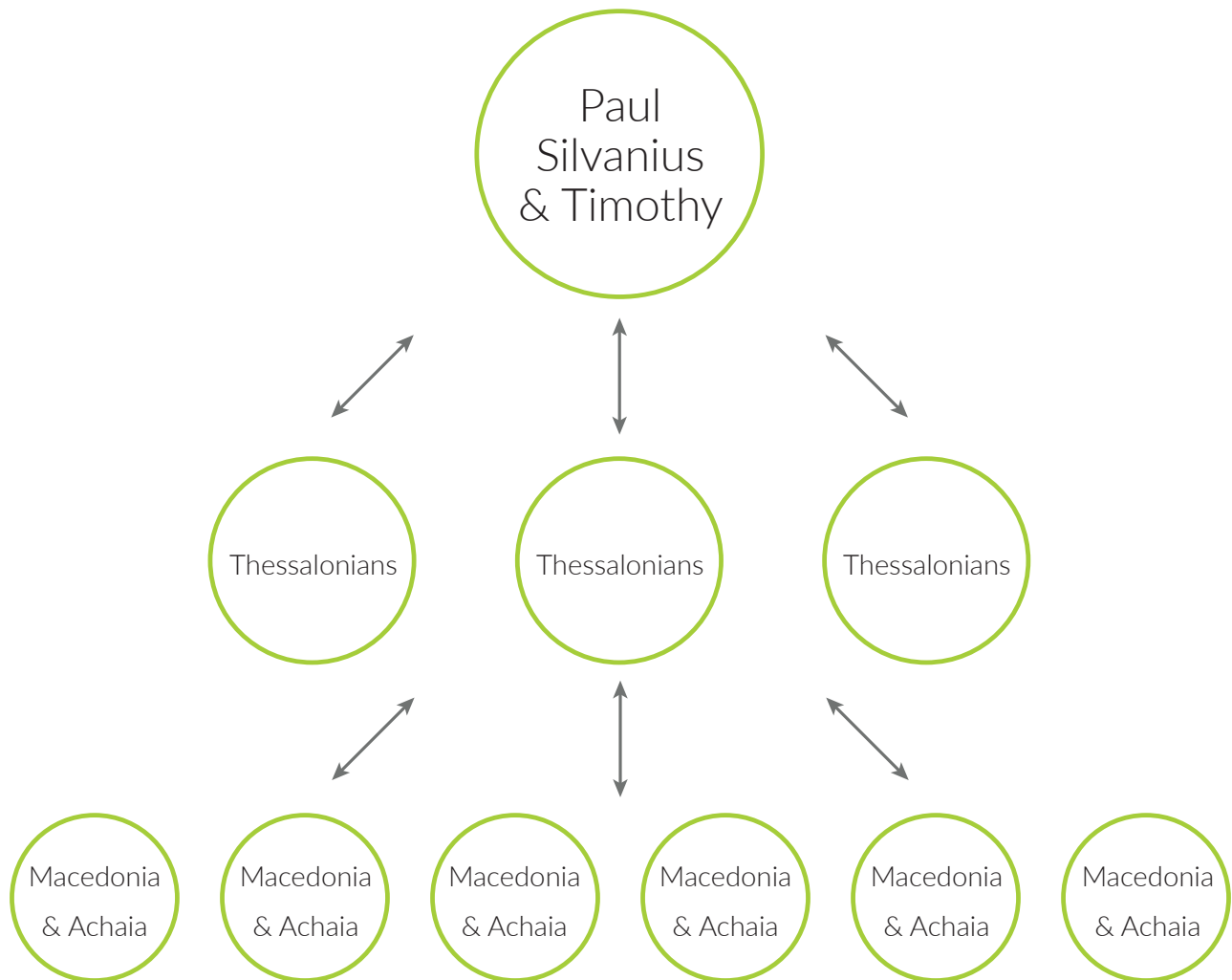
Appendix I: Theology of Multiplication

“

And you became imitators of us and of the Lord, for you received the word in much affliction, with the joy of the Holy Spirit, so that you became an example to all the believers in Macedonia and in Achaia. For not only has the word of the Lord sounded forth from you in Macedonia and Achaia, but your faith in God has gone forth everywhere, so that we need not say anything.

“

I Thessalonians 1:6-8





“

And what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.

“

II Timothy 2:2

