

Multiplying Your Impact by Developing Others



Citygate

October 20, 2021

Dr. Steve A. Brown



About Steve



Dr. Steve Brown - Steve is husband to Lea and dad to Luke (19), Ainslea (18) and Lauren (16).

Based in Abbotsford, BC, Steve develops Jesus-centered leaders as President of Arrow Leadership, a ministry focused on helping Christian leaders be led more by, lead more like and lead more to Jesus.

He is grateful for the amazing privilege of serving God through communicating, coaching, creating resources and consulting. He is the author of *Jesus Centered - Focusing on Jesus in a Distracted World* (2021), *Leading Me - Eight Practices for a Christian Leader's Most Important Assignment* (2015), *Great Questions for Leading Well*, and you can subscribe to his free e-resources at www.sharpeningleaders.com.

Steve loves to run - downhill being faster!

steveb@arrowleadership.org

www.arrowleadership.org

www.steveabrown.com



A. Why Develop Others?

“Trying to build leaders by regularly exposing them to your brilliance guarantees a lack of development. You will not have allowed anyone around you to show up with solutions outside the reach of your own personal headlights. If your employees believe their job is to do what you tell them, you’re sunk.”- Susan Scott

B. Who To Develop?

The 6 P's

Teachability and Readiness

All

Some

Few

C. What to Develop?

The C's			
Call			
Character			
Competency			
Connection			
Chemistry			

D. How to Develop?

10 Practical Ideas



7 Practical Principles for Developing Others

Paul's heart and practice from 1 Thessalonians



150 Encouraging Words

10 Ideas to Develop Others

To Lead Different and see your mission multiply beyond yourself means following Jesus' example in prioritizing the intentional development of others. Here are 10 practical ideas to help you pour into others.

1. Pray – Pray by name for each person God has entrusted to your leadership and development. Pray for their growth, for God's blessing and protection on them and for their needs.

2. Encourage – Most people spend too much time discouraged. Take on the CEO role—Chief Encouragement Officer—and give courage to people around you. Be specific and personal with your words. How have you seen them grow? What impact are they making? How is God at work in and through them? Share verbal and/or written encouragement.

3. Listen and Learn Together – Listen to a podcast together and then discuss. Ask: "What did you learn?" "What didn't make sense?" "What didn't you agree with?" "How might some of these ideas look in your context?" There are many podcasts and topics to choose from, e.g., "Lead Like Never Before Podcast" for ministry leadership topics or "Building A Storybrand Podcast" for business leadership topics.

4. Read and Learn Together – Read a relevant book together and then discuss. There are lots of options out there. Assign a chapter or two to read ahead of meeting together, and encourage each person to bring one important insight and one question to discuss. Two Arrow Leadership books to look at: Dr. Steve Brown's *Jesus Centered* or Dr. Sharon Simmonds' *Who Am I?* See www.arrowleadership.org/store.

5. Take Someone With You – A wise mentor once shared he tried to never go anywhere alone. He always tried to bring someone with him to share the ministry, to provide opportunity to build relationship and to allow space for real-time learning. Simply inviting someone to go with you to do ministry can create great windows of learning and discussion.

6. Make Introductions – Whom do you know that might benefit someone you want to help develop? Make an introduction and encourage the person you are developing to follow-up and steward the opportunity.



About Steve: Steve is husband to Lea and dad to Luke (19), Ainslea (18) and Lauren (15). Based in Abbotsford, BC, Steve develops Jesus-centered leaders as President of Arrow Leadership, a ministry focused on helping Christian leaders be led more by, lead more like and lead more to Jesus.

He is grateful for the amazing privilege of serving God through communicating, coaching, creating resources and consulting. He is the author of *Jesus Centered - Focusing on Jesus in a Distracted World* (2021), *LeadingMe - Eight Practices for a Christian Leader's Most Important Assignment* (2015), *Great Questions for Leading Well*, and you can subscribe to his free e-resources at www.sharpeningleaders.com.



www.arrowleadership.org

10 Ideas to Develop Others

7. Conference – Pick a great virtual conference and invite others to attend virtually with you. Let the conference provide content, and then set up a time afterward to discuss and how to apply learning.

8. Teachable Moments – You can't script teachable moments, but you can seize them when they arise. Study how Jesus was a master at doing this. Sometimes you can simply ask some debrief questions like: "What went well? Why?" "What didn't go so well? Why?" "What can we learn from this?"

9. Start a Mentoring Group – Could you identify 3-8 people who would want to intentionally grow in faith, life and leadership? Take a look at Arrow Leadership's *Leading Together* curriculum for a template to run a year-long mentoring group or *Great Mentoring for Real Life Change*. See www.arrowleadership.org/store.

10. Make a List – You carry some wisdom and life lessons. Take a few minutes and make a list of 10 things you would want to pass along to everyone who spent time with you. Steward this list by taking opportunities to intentionally share these life lessons with people around you.

*Did you find this helpful? To find more tips and tools for Jesus-centered leadership subscribe to the **Sharpening Leaders** blog at www.sharpeningleaders.com*

For 30 years, Arrow Leadership has been developing Jesus-centered leaders for greater Kingdom impact. We help leaders and organizations lead differently through transformational programs, personal mentoring, organizational consulting and exceptional resources. Discover how you can grow in Jesus-centered leadership to be led more by Jesus, to lead more like Jesus and to lead more to Jesus.



www.arrowleadership.org

Arrow Resources Available for Purchase

To order visit: www.arrowleadership.org/store

Jesus Centered

By Dr. Steve A. Brown

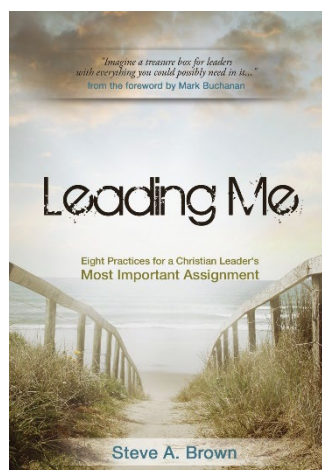
Through personal stories, biblical insights and practical strategies, Steve equips you with inspiration and tools to throw off any distractions and keep your eyes on Jesus, adopting His character and priorities as your own. Jesus Centered will help you be captivated afresh by Jesus and discover proven practices to center your life and leadership on the One who matters most.



Leading Me

By Dr. Steve A. Brown

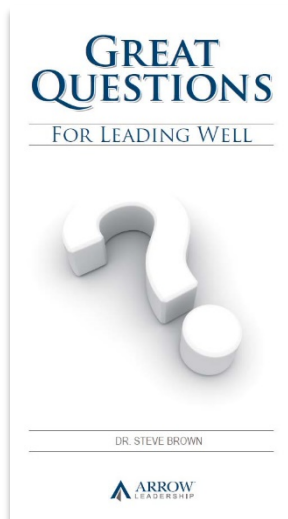
Leading Me will help you get traction on living a Christ-centered, holistic, sustainable and fruitful life of impact. Grounded in biblical truth, utilizing the latest research and drawing on the proven process of the Arrow Leadership Program, *Leading Me* provides practical next steps for your most important leadership assignment... you.



Great Questions

By Dr. Steve A. Brown

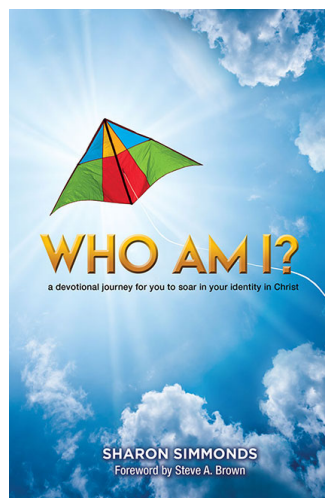
Great Questions for Leading Well is packed full of powerful and proven questions for Christian leaders. These questions are strategic tools to help you lead yourself, cultivate relationships, find perspective, lead others, effectively delegate, intentionally mentor, overcome discouragement and connect more deeply with God.



Who Am I?

By Dr. Sharon Simmonds

This devotional explores 22 identity-in-Christ statements for you to interact with Scripture and reflect on application questions, with space to journal and sketch. It can be used personally or collectively as a discipleship tool that positions Christ-followers to experience God, interact with his Spirit and be more fully alive in Jesus.





Arrow Leadership exists to develop Christian *leaders to be led more by Jesus, to lead more like Jesus and to lead more to Jesus.*

We live out our purpose by providing transformational programs, producing exceptional leadership resources, and sharpening Christian leaders globally.

God is using Arrow to make a growing global impact with Arrow leaders serving on 6 continents and national Arrow programs in 11 countries. Arrow Leadership has sharpened over 1,200 leaders across North America and over 1,200 leaders more internationally through the Arrow Alliance.

The name “Arrow Leadership” comes from Isaiah 49:2-3: *“He shall make me as a polished arrow . . . in whom I will be glorified.”*

For more information visit: www.arrowleadership.org

Subscribe to Arrow’s free monthly leadership e-resources at:
www.sharpeningleaders.com



Lead Different.
Because Jesus-centered leadership changes everything.

www.arrowleadership.org

1-877-262-7769