

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 *Leading Me - Eight Key Practices for a Christian Leader's Most Important Assignment* 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 three teens - Luke, Ainslea and Lauren. Based near Vancouver, BC, Steve develops Jesus-centered leaders as President of Arrow Leadership, an organization focused on developing Jesus-centered leaders. He's the author of "Leading Me - Eight Key Practices for a Christian Leader's Most Important Assignment", "Great Questions for Leading Well" and www.sharpeningleaders.com.

He loves communicating, coaching, and creating resources for leaders. Steve also teaches at Tyndale Seminary's Doctor of Ministry Program.



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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

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