

ICNU

Often, a person needs a prompt from someone like you to get them started on the next step in their leadership journey. **“I see in you”** is a simple 3-step process for helping a person move forward in their personal leadership journey.

1. **“I see in you...”**

When you see a person who leaves you with the idea that they could be doing more, ask yourself what it is about them that you see. Tell them what you see. Examples:

- “Mary, I see in you, real strength in organizing people and work.”
- “Steve, I see in you, natural ability in helping people work together well and develop a sense of community.”
- “Ann, I see in you, great problem solving skills.”
- “Larry, I see in you, a real knack for working with kids.”

2. **“I think you would be great at...”**

Next, tell the person where you think they could play a larger role with the church. Share your thoughts on what that might be.

3. **“Would you be willing to talk more about what that might look like?”**

Ask them if they would be willing to discuss what might interest or excite them and how that could match some needs the church has. If they say yes, either discuss it then or set a time to talk more. (You can also connect them with another person if you think their interests and abilities might fit best in another area of the church.)

The goal of the ICNU process is to get a commitment from a person to take the next step in leading.

Apprenticing: Questions and Answers

As a leader, why should I be apprenticing someone?

Grace has selected the apprentice model of leadership development since it is consistent with the way Jesus developed leaders ([Mat 4:19](#)).

Who should I apprentice?

Apprentice someone who would benefit from the experience and encouragement you can provide in your current role. Ask God who He wants you to apprentice. It could be a potential successor or simply someone with leadership potential who He wants you to develop.

How do I get started with my apprentice?

Begin by confirming the leadership behaviors you already see in your apprentice. Ask about your apprentice’s aspirations and how God is directing them. Propose an initial learning activity and engage your apprentice in suggesting the best way to make that activity most meaningful ([1The 1:6](#)).


What is involved in apprenticing someone?

- Provide opportunities for your apprentice to observe you exercising leadership in a ministry role ([1The 1:5](#)). Discuss what you did and why.
- Provide specific opportunities for your apprentice to exercise leadership tasks. Observe your apprentice and provide encouraging feedback.
- Help your apprentice create an Individual Development Plan using the 70/20/10 model (assignments to help them practice leadership, coaching conversations with you, and training activities such as classes and book studies). Contact your Ministry Team Leader if you need suggestions on training activities.
- When your apprentice is ready, invite them to take on responsibility for part of your ministry or make arrangements for them to do an internship in another leader’s ministry.

Coaching Your Apprentice

What a Coach Does

Rather than give answers, a coach asks questions to help an apprentice gain insights and take actions. A coach helps people discover what they couldn't discover on their own. In the context of developing a spiritual leader, the scope of coaching extends beyond the immediate project. Here are some sample questions:

- **Relational:** Which of your relationships drain you and which energize you? Are there any changes you need to make?
 - **Physical:** What are you doing to maintain good health? What opportunities are there for improvement?
 - **Mental:** What thoughts have been dominating your mind? Are they drawing you closer to God or pulling you away? What adjustments will you make?
 - **Spiritual:** Tell me about your prayer habits. What has God been showing you in His Word? What is one thing you can change to grow closer to God?
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The Coaching Process

1. **Pray** for your apprentice. Do this each time you meet. Also put your apprentice on your daily prayer list.
2. **Ask** how your apprentice is doing personally. **Listen** to your apprentice's aspirations and concerns (**Pro 18:13, Jas 1:19**).
3. **Inquire** about how your apprentice is doing with ministry responsibilities and learning activities. Help your apprentice discover the best course of action for improvement. Avoid fixing the problem for your apprentice.
4. **Tell the truth in love** (only after listening carefully and inquiring). Tell your apprentice what you see (**Eph 4:15**). If your apprentice is stuck, offer some alternatives to consider.
5. **Hold your apprentice accountable.** Ask your apprentice to commit to one or two next steps. Set a date to review progress. Agree on behaviors you will expect to see as indicators of progress.

Selecting Learning Activities for Your Apprentice

Pick an Assignment That:

- Requires skills the apprentice needs to develop
- Leverages your apprentice's strengths and interests
- Is designed to produce worthwhile deliverables (no busy work)
- Provides opportunities to demonstrate leadership behaviors
- Challenges the apprentice by taking them outside their comfort zone without overwhelming them

Delegate for Success

- Set clear boundaries within which your apprentice may make his/her own decisions (**Neh 7:1-3**).
- Inform other stakeholders (peers, affected ministry leaders, etc.) that your apprentice is leading the project.
- Agree on follow-up procedures (status meetings, reports, coaching meetings).
- Specify what constitutes proficiency for each task. What behaviors will you expect to see?
- Provide tip sheets or guides if possible.
- Set clear criteria for gauging the success of the project. What does a good deliverable look like?