



Leadership Development Helps

This resource provides Servants Teams with suggestions to make leadership development profitable and enjoyable.

People learn best when they are engaged in the learning process and see the value behind what is being trained. Therefore, spend time not only considering **what** you will train your leaders, but **how** you will train it.

The Bigger Picture

- Share why the development topic is important throughout the training.
 - What are the benefits of covering this topic?
 - What would be lost if we failed to cover this topic?
- Consider how the topic is relevant to the specific time in the class year.

Training Style

- Vary your tone and use gestures.
- Show enthusiasm.
- Include examples and metaphors.
- Employ humor and visual images: cartoons, photos, video clips, props, etc.
- Use the lecture style sparingly; train as a co-learner.

Group Participation

- Draw out answers through discussion or through worksheets so that leaders can discover truths for themselves.
- Break into pairs or teams to discuss the material, then return to the larger group and ask leaders to share their highlights.
- Employ role-playing in teams to practice what they have just learned in a non-threatening environment.
- Encourage participation by reminding leaders that we all learn from each other: "Iron sharpens iron", Proverbs 27:17.

"None of us is as smart as all of us." Kenneth H. Blanchard

- Make it fun! Leaders can be tired; friendly competition will keep them alert.
 - Turn the material into Jeopardy questions.
 - Pull true/false questions out of a hat.
 - Break into teams and play charades.
 - For Zoom, try a Scavenger Hunt where leaders race to find objects that represent the training concept.
- Include occasional icebreakers to create bonds and build community.

- With advance warning, challenge leaders to research and then briefly reflect on a relevant topic, Scripture focus, or spiritual discipline. (Best done later in the year when everyone is more comfortable.)
- Remember that the more leaders are involved in the learning, the more they will remember the material.
- Incorporate physical activity when feasible, such as standing, moving, stretching, or acting out the concept.
- Just as in Core Groups, do not call on anyone so that everyone feels comfortable and not threatened or anxious.
- At the end of the session, ask for the biggest takeaways to increase learning retention.

Physical Environment

- Rearrange chairs if necessary, so that the leaders face each other in a circle or square, versus a row.
- Consider how to make the space more interesting and inviting.
- Create a thematic centerpiece (or ask one of your creative leaders to help).
- Provide or solicit snacks on occasion.

Recommended Training Books

- “The Ten-Minute Trainer—150 Ways to Teach it Quick and Make it Stick” by Sharon Bowman
- “Training from the Back of the Room!—65 Ways to Step Aside and Let them Learn” by Sharon Bowman