

Taste of Coaching, Building an Effective Coaching Structure Session Notes

Big Idea: Whatever you want to happen at the member level must happen first to the leader.

Let's look first at what *you* want to happen at the member level. What you decide here will determine a lot about the impact of your small group ministry. I use the following questions to help sort through this important concept.

Life-Change Diagnostic:

Preferred Outcomes and Results:

- What do you want group members to experience as a result of being part of a group? (have friends, feel cared for, be cared for, develop accountability, a safe place, grow in Christ, experience life-change, etc.)
- What ingredients are you expecting to contribute to that outcome? (i.e., group dynamics, leader impact, curriculum, etc.)
- If life-change is the goal, how much weight would you assign to each of the above ingredients?

Leader Assessment:

- How would you describe their "fitness" to lead without additives?
- Are they already equipped to do to the members what you want them to do?
- Are they already doing what you want them to do?
- Do you have enough leaders who are already doing what they need to do to take care of the members you have right now?
- Are you developing new leaders at a sufficient rate to keep up with demand?

*If your existing leaders are already doing what you want them to do and you have enough of them...you may be on the wrong call!

"Your organization is perfectly designed to produce the results you're currently experiencing." Andy Stanley

Two Questions:

1. What are you currently doing to develop your leaders (so that they can be what they need to be for their members)?
2. Is it reasonable to assume that what you're currently doing is enough?

Key Takeaway: If you want different results you'll need to do different things.