

A Blueprint for Successful Coaching

The Unique paradigm of Coaching

Coaching is a hands-on process of helping someone succeed.

Coaching is distinct from supervising and advising.

Coaches, whether good or bad, have a vast potential to influence the people and product that they coach.

Coaching is a proven way of developing success in many areas of life.

Coaching is a proven way of encouraging success in ministry.

The Biblical Roots of Coaching

The greatest Biblical example of a coach is Joseph from Cyprus.

1. Acts 4:36 says that Joseph was such a good coach that the apostles called him Barnabas, which means “sons of encouragement” or “one called alongside to help.”
2. He was a glad, encouraging, good man, full of the Holy Spirit and faith (Acts 11:23-24)
3. Barnabas enabled the ministry of others.
 - a. He saw the potential in Paul before the apostles and helped position him for ministry (Acts 9: 27).
 - b. He was with Paul in the good times (Acts 13:2) and the bad times (persecution, Acts 13:50).
 - c. He raised Paul higher than himself.
Barnabas & Paul at Antioch (Acts 11:26)
Paul & Barnabas (Acts 13:50)
4. Barnabas is a model of Biblical coaching.

What Is a Life Group Coach?

A Life Group Coach equips Life Group Leaders with the ...

Tools
Knowledge
Opportunities

...they need to develop themselves and become more effective.

A Life Group Coach encourages, nourishes and challenges their leaders to grow and multiply their groups.

In order to encourage their leaders, a Coach must be able to say, "I've been there." The best forms of coaching are those who have successfully lead and multiplied a Life Group.

Why? Because they know what it's like to experience the pain of giving birth, the joys of ministry, and the struggles that leaders may experience.

The Importance of Coaching

1. Coaching helps keep a Life Group Leader's motivation strong. Leaders can sometimes get de-motivated.
2. Coaching can improve a Life Group Leader's ability to lead. Small differences in strategy make the difference between winning and losing.
3. Coaching can prevent disasters before they occur. Discouragement can be dealt with before it becomes deadly.
4. Coaching helps Leaders work together as a team. This prevents unhealthy isolation and promotes unity and team spirit.
5. Coaching can foster the discovery and development of new leaders whereby potential new leaders are discovered.

What Coaching is "NOT"

Sometimes people have become Coaches only to find themselves frustrated. Most of these frustrations stem from misunderstandings about coaching role.

1. Coaching is not 'consulting'. Consultants work with and give advice to clients on a short-term basis.
2. Coaching is not 'just providing information'.

3. Coaching is not about creating unhealthy dependencies. A coach is actually a listener and encourager with the goal of enabling leaders to be all that God wants them to be.
4. Coaching is not about being territorial and possessive.
5. Coaching is not about being a counsellor; a person whom Life Group leaders go only when they face major problems. A coach doesn't wait for his/her leaders to come with concerns or complaints. A coach proactively supports his or her leaders, seeking to intercept problems before they occur.

Shepherding Your Leaders

As Life Group Leaders are shepherds to their people, likewise, a Life Group Coach is a shepherd to their Leaders.

You lead by example.

As a Coach, you pay attention to the needs of your Leaders and their family.

You plan meetings carefully that will benefit your Leaders in the areas where growth is needed. You pay attention to the pace, keeping them challenged, but not overwhelmed.

Examples of Shepherding in the Bible

A. David as the shepherd of Israel

“And David shepherded them with integrity of heart; with skilful hands he led them.” – Psalm 78:72

B. Jesus as the Good Shepherd

“I am the good shepherd; the good shepherd lays down His life for the sheep.” – John 10:11

C. Peter as Shepherd of the Early Church

John 21: 15-17

1 Peter 5:1-4

CHARTING THE DIFFERENCE

<u>Nurturing</u>	<u>Equipping</u>	<u>Developing</u>
All	Many	Few
Care	Training for work	Training for personal growth
Focus is on Need	Focus is on Task	Focus is on Person
Relational	Transactional	Transformational
Service	Management	Leadership
Maintains Leadership	Adds Leadership	Multiplies Leadership
Establishing	Releasing	Empowering
Helping	Teaching	Mentoring
Need Oriented	Skill Oriented	Character Oriented
What they want	What the Organisation needs	What they need
A Desire	A Science	An Art
Little or No Growth	Short-term Growth	Long-term Growth