

Raise Up Leaders Debrief Guide

INSTRUCTIONS

These debrief guides have been provided to summarize the objectives, takeaways, and opportunities for discussion as you equip and develop your CSM. The guide is designed to provide options instead of a prescriptive step-by-step for each course. Each of the Reflection Questions are taken directly from the course, while the Discipleship Moments provide opportunities for practical ministry development based on the course content.

Here are some decisions you might make as you determine how to use it with a CSM:

- If discussing the whole course together in **one sitting**, select 2-3 Reflection Questions and one Discipleship Moment to work on together. You might ask the CSM which sections were most intriguing or most challenging and tailor your approach to their interests, or you might identify sections you think would be most helpful, depending on their current strengths and gaps in skills.
- If you want to spend **several sessions** discussing the course and working on it in-depth with your CSM, devote a separate session for each chapter of the course. Discuss the Reflection Questions first in your meeting, then work on one Discipleship Moment together each time. Your CSM should implement their work from the Discipleship Moment before your next 1:1 and discuss what happened.
- Use the Next Steps suggestions at the end of the guide to identify 1-2 appropriate applications with your CSM after you finish discussing the course.

COURSE: Raise Up Leaders.

 45 min

Develop a thriving culture of leadership by identifying healthy and unhealthy aspects, assessing your own, and acquiring core skills. Overcome practical, emotional, and spiritual barriers to leadership and the development of leaders.

PREREQUISITE: Developing Leaders

Your supervisee should have a solid understanding of the following concepts from “Developing Leaders” before moving on to this course.

- The cycle of leadership and why it matters
- What is an apprentice and how to find one
- The situational Leadership Model

LEARNING OBJECTIVES

- Identify what healthy and unhealthy cultures of leadership are and how to assess yours
- Gain familiarity with essential skills for developing a healthy culture of leadership
- Have time to engage with God and consider practical, emotional, and spiritual barriers you might feel to being a leader and raising up leaders
- Understand the significance of character and discipleship as essential parts of leadership and feel more equipped to engage your teams in that process

COURSE TAKEAWAYS

- Leadership = Character + Competency
- Leadership development is a form of discipleship
- When we say yes to Jesus, we put our faith into practice and partner with him in his kingdom. When we have a healthy culture of leadership, we get to offer others that opportunity to say “yes.”

DEBRIEF OPPORTUNITIES

	Reflection Questions	Discipleship Moments
Chapter 2: Becoming a Leader of Leaders	<p>Lesson 1</p> <ul style="list-style-type: none"> • Think about Jethro’s advice. What “disputes” or tasks are you handling that could be handled by capable and trustworthy people in your community? • Reflect on which unique responsibilities fall upon you as the staff or key leader, and identify opportunities where others can take charge and develop their leadership skills. This might require some of us to relinquish a bit of control. Through this process, you'll see others growing closer to God, learning to depend on him rather than solely on you. This is the body of Christ working together as it was meant to! <p>Lesson 2</p> <ul style="list-style-type: none"> • Who is an example of a leader of leaders you have encountered before? What were some distinctive aspects of their leadership that you appreciated? 	<p>Lesson 3</p> <p>Take some time to help your CSM assess the current culture of leadership in their chapter. If they are not yet in a campus context, help them think about the culture of leadership in other groups they’ve been a part of. Do they feel that the current community or past communities lean more towards the healthy or unhealthy side when it comes to the culture of leadership?</p>
Chapter 3: Growing a Healthy Culture of Leadership	<p>Lesson 2</p> <ul style="list-style-type: none"> • What other traits do you think would be worth looking for in a potential leader? • Have you ever been let down by a leader who did not act like Jesus? Have you ever seen a leader care more about their skill and power than having good character? <p>Lesson 3</p> <ul style="list-style-type: none"> • Look over a calendar and prayerfully map out some potential key moments to be intentional about leadership development. Invite a supervisor or mentor to help you plan. 	<p>Lesson 1</p> <p>Work with your CSM on crafting a vision cast for a healthy culture of leadership. Have them practice how they would share the vision for leadership with their students.</p>
Chapter 4: Extending Leadership Development Off-Campus		<p>Lesson 1</p> <p>Think about an upcoming off-campus event and answer these questions together.</p> <ul style="list-style-type: none"> • How will you prepare students for their experience? • How will you help them to debrief and utilize their experience? • Which events will you prioritize?

		<ul style="list-style-type: none"> Who will you prioritize to attend what event?
Chapter 5: Barriers: What Holds Back Potential Leaders?	<p>Lesson 2</p> <ul style="list-style-type: none"> Have you ever “done it all” because you didn’t want to inconvenience others? What was that experience like? What do you wish you would have done differently? <p>Lesson 3</p> <ul style="list-style-type: none"> What are your fears? List them out honestly, then take them to God in prayer. Once you've done this yourself, try it with your student leaders. 	<p>Spend time with your CSM thinking about the potential barriers to leadership and which ones they see most in their students. Create a gameplan for how to address those barriers.</p>

NEXT STEPS

- Take this [self-assessment](#) on raising up leaders.
- Look over a calendar and map out some potential key moments to be intentional about leadership development. This should include off-campus events as well.
- Reflect on your own leadership as it relates to being a leader of leaders and the FAITH acronym.
- Begin to identify potential leaders.
- Review the barriers and identify one or two that you want to grow in overcoming.