



Learning Community

Fourteen

Adult Learning

20-30
minutes

Personal Check-in:

Facilitator Instructions: Focus everyone's attention on 1 Peter 4:10-11 and then spend some time discussing these sharing questions below and praying for each other:

Sharing Questions:

1. In what ways does this passage challenge and inspire you?
2. What is one idea you have been exposed to recently (in the last twelve months) that has helped you be a more effective communicator?
3. What is one way that you would like to grow as a preacher and teacher in the coming months? How can we pray for you regarding this?



15-30
minutes

Homework Debrief:

Instructions: Below is a list of the homework assignments from the last meeting. Ask each pastor to update the group on how they responded to each of the items. After everyone has checked in regarding the homework, take some time to talk about lessons that are being learned so far. Capture the discussion on a whiteboard or a flipchart.

1. Study fasting with your local Bible study, leadership group, small group or church, drawing distinction between personal and corporate fasting. Then draw up lists of personal and community needs that are so significant as to lead you all to go out of your way in fasting, to bring the needs before the Lord. Consider a corporate fast for one or more of these issues. Check back in with your Fasting Plan accountability partner regarding your Individual fast, and also your potential Corporate fast.
2. Read through the book *Communicating for a Change* by Andy Stanley and come prepared to discuss your own personal highlights from the Book Review Questions.



30-45
minutes

Book Review Debrief:

Communicating for a Change by Andy Stanley

1. How would you describe your goal for preaching? What do you think of the communication goals that Stanley outlines in Chapters 3 and 11?

2. Most preachers have a very difficult time “picking a point”. What are the strengths of preaching one point? How do you feel about this approach?

3. Put Stanley’s Me-We-God-You-We model (Ch. 5 and 13) into your own words. Which of the five components are you strong in and which do you need to strengthen?

4. How well have you internalized “the message” lately? On a scale of 1 to 10 (1 being little & 10 being deep internalization), how would your listeners rate you? What are some things you can do to deepen your internalization of the messages you are delivering?

5. What were the most helpful ideas you gained from Chapters 7 and 15 about engaging your audience?



6. Stanley argues that you need to find your own voice as a preacher. What ideas were most challenging to you from Chapter 16?

7. On page 191, Stanley summarizes his method for staying focused when developing a message. Which of the questions listed on this page is your weakest point? What are a few practical ideas you can implement to strengthen this area?

8. What three ideas about communicating did you most appreciate from this book?

9. What are the three most important practical steps you want to try in the next 30 days?

10. What are your two favorite quotes from the book?



45-60
minutes

Case Study Interaction:

Instructions: If a pastor is lined up for this meeting, give him 10-15 minutes to talk about his church. With the remaining time, ask the group to give feedback on the following questions and to spend time interacting with the pastor about the following:

- 1. Please share the prescriptions you received from the Weekend Consultation.**
- 2. What progress have you made toward implementing the prescriptions?**
- 3. What are the most significant challenges you are facing in implementing the prescriptions?**
- 4. Have you done your time study? What did you learn about your use of time? What are you doing to make changes in your use of time? How are you getting these changes rooted in your life for the long term?**
- 5. What leadership skills are you focused on developing? Share your sense of progress and your challenges.**
- 6. Have you built new bridges into the community? If not, why not? If so, how? What are the results so far? How can you improve your vision casting for reaching the community?**
- 7. What are you doing each week to create a sense of urgency? Are you seeing an increase in Sunday worship attendance?**
- 8. What are your plans for the next three months?**



10
minutes

Learning Activity: A Powerful Learning Experience

Facilitator Instructions: Break the group into pairs for this learning activity. Ask each person to respond to this sharing question:

Share about a time when you had a powerful learning experience and what made it powerful for you.

After about five minutes bring the whole group together to discuss these questions:

1. What made your experience powerful?
2. What common threads did you hear as different people shared?

Key point: The key idea of this module is centered around how adults learn and creative ideas to consider in training and raising up leaders. There are certain things that make learning powerful, and the more we can incorporate those dynamics into equipping adults the more successful we will be.



20-25
minutes

Learning Activity: Adult Learning

Facilitator Instructions: Transition the group to the article entitled “Adult Learning.” Ask everyone to read slowly and to highlight key ideas. After everyone has read, ask people to respond to the reading in pairs or triads.

Adult Learning

If you volunteer in a community organization, work in a large corporation, own a small business, or engage in public service, you have the opportunity to lead. How do you prepare yourself? How do you learn and embrace those values and skills that will enable you to meet the challenge? These are issues that the U.S. Army takes very seriously. The Army works hard to help everyone serving in it to become effective leaders, from the raw recruits in boot camp to the colonels at the Army War College and the generals in major commands around the world. The Army has a proud tradition of leadership, and it works constantly to refine and update its approach to leadership and the methods it uses to teach leadership.

*“The Army has a system of values that people in the corporate world would die for,” says Dr. James Crupi, a leadership consultant who has worked extensively in corporate and military settings. And one of the highest values is leadership. “Leadership development is much more systematic, much more of a priority in the Army than in the corporate world,” he continues... “The corporate sector views personal development as somewhat soft. And there is almost a sense in the private sector that you’re either a leader or you’re not. We’ll spend some time on you, we’ll invest in you, but really it’s all about whether you have it or not. The Army spends a lot of time and investment to make sure it has the leaders it needs, and it’s not afraid to do that.” (Frances Hesselbein and General Eric K. Shinseki [USA Ret.], *Be•Know•Do* 3)*

One of the most common cries heard in churches today is the cry for more and better leaders. However, when one looks at how intentional the Army is about leadership development, we must admit that the Church does a pretty lackluster job in grooming and raising up leaders. Our theological institutions in the West are producing professional Christian workers who know how to build an adequate sermon but are under-resourced when faced with the task of building adults. Many have also embraced the notion that the pastor is capable of leaping tall buildings while speeding faster than a locomotive! It’s time for us to develop the mentoring eyes, heart, and behaviors needed for our churches to advance God’s Kingdom agenda. The people in the pews are just waiting for an opportunity to be personally developed.

The Army and other branches of the military have embraced one core



idea about leadership development: to develop leaders you have to develop leaders. Did you catch that? To develop leaders, you have to develop leaders. It's like the old saying, "You have to have money to make money" And neither do leaders. It takes time, effort, sweat, and commitment to develop a person into a leader. For adult learners, there are a number of dynamics that should be considered in your approach to growing people into leaders.

First, training and equipping adults needs to have a different feel than a traditional classroom. Adult learners need to see that the training they are receiving is practical and relevant. They are asking the question, "Why is this important to me?" They want information that is going to make a difference in their lives and in the lives of the people that they are called to influence.

Additionally, the more "just-in-time" the training the better. The educational model that most of us grew up with exposed us to learning that we were not forced to implement immediately. The old maxim, "Use it or lose it" is every bit as true in the Church when it comes to equipping adults. That's why it's best to give people learning experiences when they need them and are ready to receive instruction. So, consider orienting people with the basics and "back-fill" the gaps in their skills and knowledge at a later time. Remember, people learn best when they have a felt need for what you are delivering.

Third, the era of the lecture is over. Adults don't want to be lectured to; they want to be interacted with. Get rid of the lectern and find a coffee shop for your next training session. Or get folks in a circle or in pairs. The point is, adults want and crave motion and variety in learning experiences. They learn by doing, not by being talked to. Talking at people is one sure-fire way to turn people off to your training in the future. Spice it up and get creative. The more senses you stimulate the better.

Adults are also motivated by accountability. One of the best accountability mechanisms is a coaching relationship. It could be with you or a peer. When learning and coaching are married together in a leadership development process, it becomes a very powerful dynamic. In other words, if an emerging leader has a coaching appointment while he is receiving training then the coaching relationship provides an opportunity to apply what he is learning.

This leads to another point: the best learning is custom-designed rather than cookie-cutter in approach. One of your leaders might need help in time management while another leader needs to groom his group facilitation skills. It may appear to be simpler to run your leaders through



a canned “Leadership Course” next semester. But, if you could make a transition from “one-size-fits-all” training to a tailor-made approach, your leaders would love you for it. You simply have to answer the question, “What does this leader need next in his or her development?” And then you simply need to match the need with the resource that they will work on in that area of development.

Think of it like a matrix or as a smorgasbord of training options. Adults love options and choices. Too many “training programs” offer seven habits, steps, or methods whether or not you have a need for all seven or not. A matrix of possibilities allows the learner and the coach to decide together which box to choose from and in what order. The order and sequence is totally up for grabs, yielding maximum flexibility and impact.

Lastly, don’t move on to a new skill or resource until the leader has demonstrated mastery over the current assignment. Many people do best when mastering one thing at a time, and we do them a disservice by adding the next growth assignment prematurely. So, if someone doesn’t follow through on an assignment, don’t move on in the development process. Hold their feet to the fire. Make them take another lap and then consider adding the next step.

Conclusion:

The Army knows that the success of their missions on the battlefields is completely dependent on how well they have done in developing leaders for those battles. Is it any different in the church? Our battles may not have bullets and bombs, but the skirmishes people face in your church are just as real. Do you have enough leaders to carry the day? How seriously have you given yourself to raising up and growing the leaders your church needs? It is one of the noblest and most important tasks that you can give yourself to.

Discussion Questions:

1. Which five ideas from “Adult Learning” stood out to you and why?
2. What has caused you to grow as a leader?
3. Who could you try “just-in-time” training with?
4. What principles from the article are you most challenged by and why?



15-30
minutes

Learning Activity: Coaching Leaders

Facilitator Instructions: Have a little fun with this. Break folks into groups of three or four. Each group has seven minutes to brainstorm on the assignment. After seven minutes are up, bring everyone back together and compare notes.

Assignment: Think about people in your congregation. If you had an opportunity to coach these leaders on their own development what coaching assignment would you give them? First, decide what their developmental need(s) are and then decide what resource or tool you would want them to use. See the examples in the chart below.

| Typical Developmental need | Resource or tool to meet the need |
|--|--|
| <ul style="list-style-type: none">• Time management• Developing a devotional life | <ul style="list-style-type: none">• Read <i>7 Habits of Highly Effective People</i>• Begin using a simple devotional tool |



20-30
minutes

Learning Activity: Live Coaching

Facilitator Instructions: This will be a live coaching session between two people. Pair people up and ask one person to coach and the other person to receive coaching. After ten or fifteen minutes have them swap roles.

Coaching Assignment: In the time allotted try to ask as many open-ended questions as possible related to the other person's development needs. Here are a few questions that you could try:

- How would you like to grow this year?
- Tell me about a goal that you are working on right now
- In what areas is God challenging you to grow in?
- What would you like to learn more about?
- What are some resources that could help you grow?
- What next steps do you need to take?
- Who will hold you accountable?
- What could get in the way of your development?

5
minutes

Homework and Wrap-Up

Facilitator Instructions: Close out the session by highlighting the homework assignment.

Homework Assignment:

1. Your homework assignment is to run some kind of training session in the next 30 days that incorporates the principles that you have been exposed to in this module. You pick the material that you want to expose your leaders to. In particular, you are to run a training experience that is friendly to adult learners. With this in mind, pick some group in your church that you will meet with this month (council, deacons, small group leaders, or some other committee) but don't lecture! In fact, try to talk as little as possible. Get others involved, create exercises that get others talking and sharing. Ask lots of questions, facilitate discussion, and challenge the adults to do something with what they have heard.
2. For next time read *The Externally Focused Church* by Rick Rusaw and Eric Swanson and respond to the Book Review Questions.



6. How would you respond to question #1 on page 142?

7. Using Bakke's chart on pages 165 and 166, what are some opportunities that you could respond to?

8. How were you personally challenged as a leader by this book?

9. What are the three most important ideas that you take away from this book?

10. What are your two favorite quotes from the book?



LC Evaluation:

Date:

Location:

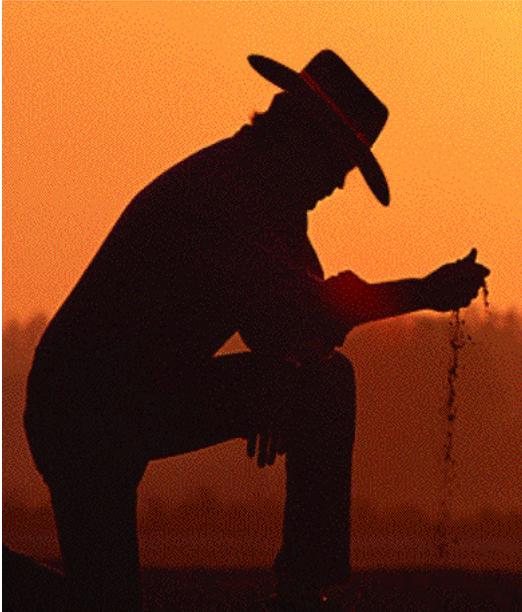
Questions:

1. What did you like most about the homework from the last Learning Community?

2. What did you like least about the homework from the last Learning Community?

3. How could we improve today's Learning Community experience?

4. How can we give you additional support for developing leadership skills in your own life and helping your church turn outward?



Me and the Harvest

1. How committed have I been to praying for people who need Jesus?
2. What have I done in the past month to help someone move closer to Christ?
3. What changes do I need to make in the next month to find time to be more outreach focused?
4. How did I keep the fire burning for outreach in our church this past month?
5. What have I learned about the community needs in this past month that our church could be poised to meet?
6. What's the most important outreach oriented action step I can take in this next month?