

One-on-one conversations

Relationships First – The purpose is for the coach to establish a personal, pastoral relationship with the leader.

Nurture the soul of group leaders. Leaders desire a shepherd. They are looking for someone to guide nurture and guide them spiritually. Leaders need to be growing spiritually in order to lead the growth of group members. You will spend much of your time in coaching nurturing the soul of each leader in your care. As you pay attention to their spiritual growth, you will find your leaders are more responsive to your guidance on group leadership matters.

A personal connection is what leaders most desire from coaches. As you prepare to meet with your group leader, keep these goals in mind:

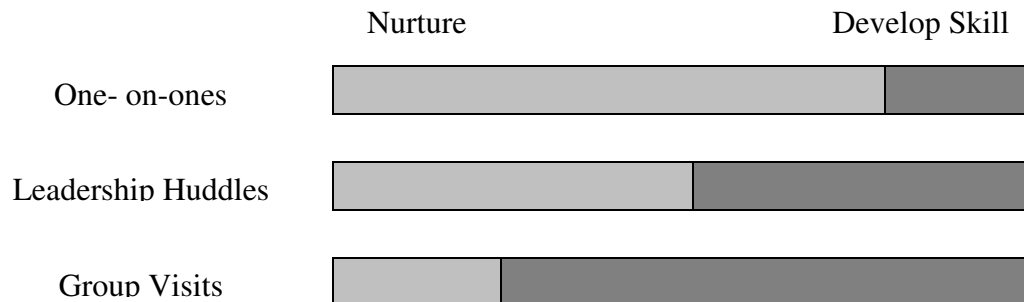
Build and grow relationships. This personal connection is the foundation of all your work with your leaders. Ask questions and listen deeply so you get to know each of your leaders well.

Guide their spiritual growth. Get to know their story. How did they come to Christ? To your church? Help them identify next steps of spiritual growth in the areas of love, grow, serve, and share.

Problem solve issues in group life. Group life can be messy. Your one-on-one times can provide a safe place for leaders to discuss their leadership struggles.

Envision your leaders. Group leaders will primarily catch the vision for community from the groups pastor and the main stage. Utilize your one-on-one time to re-emphasize and re-cast the vision, stressing the portions that impact their group and their leadership.

Chart of meetings with leaders:



Before the Meeting:

1. Review notes from previous 1-1 meetings to identify issues or areas set for follow up in future meetings
2. Think and pray about the direction of the meeting
3. Prepare for the meeting
4. Send *Leader Self Evaluation* one week prior to meeting

During the Meeting:

1. Remember: Establish trust, Be fully present, Practice active listening
2. How is the leader doing in the following areas?
 - a. Spiritual
 - i. How are their quiet times?
 - ii. What do they feel God is teaching them lately?
 - iii. Are they struggling with any sin or other issue?
 - iv. Is their relationship with Jesus growing?
 - b. Relational
 - i. Are their family relationships strong?
 - ii. How do they relate to people in their small group?
 - iii. How is their relationship with you?
 - c. Personal
 - i. What personal issues are occupying their time and energy?
 - ii. What are their recent struggles and successes?
3. Celebrate the Wins. What success can they celebrate?
4. How are they growing in the areas of love, grow, serve, and share?
5. How are the group members growing in the areas of love, grow, serve, and share?
6. Review the leader self evaluation?
7. Are there any issues in their group they need help addressing or discussing?
8. Is their group roster up to date? Are they taking attendance? Are the group members using connection power as a tool to keep connected with the group?
9. Help the leader discover next steps for themselves or for the group.
10. Identify action items for the leader or coach and issues for follow up at the next meeting.

After the Meeting:

- Document the results of the meeting by using PowerTouch in Connection Power
- Follow up on any action items from the meeting
- (Follow up with the leader) – email, note or phone call