



Leadership Training for Leaders Inside and Outside the Church

“Leadership is the art and science of inspiring others to reach their full potential in the pursuit of a common vision”

Dr. James Bultman



Today's Scripture Reference

Luke 10:25-37

Luke 20:20-26

Proverbs 18:13

Recommended Reading

Coaching 101

By

Bob Logan & Sherilyn Carlton



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The TCL E-Leadership Resource Can You Hear Me? Are You Listening?

One of the newest methods being incorporated into business and church development is a thing called coaching and/or mentoring. This has found its way into leadership development programs across America. I have had my fair share of training as a coach and offer it as one of the things I do.

The difference between what a coach does and what we have experienced in the past with consultants/advisors is best identified by a listening component. A coach listens far more than he speaks. When he does speak, his questions draw out a response that might contain a potential solution. In short, when a coach speaks, he draws out solutions; when consultants speak, they deliver solutions.

When I first learned that this coaching and mentoring idea was gaining momentum, I thought it was a fad, primarily for the younger adults that needed some new method for individual gratification. However, when you reflect on Christ's experiences with people, it is quite amazing how many times he asked questions that provoked a response that contained the solution. That convinced me of its value and motivated me to incorporate more of it into my life.

To help convince you of the same, I will ask you a question. In this example which role did Jesus use, coaching or consulting?

Luke 10:25-28. ²⁵ *On one occasion an expert in the law stood up to test Jesus. "Teacher," he asked, "what must I do to inherit eternal life?"* ²⁶ *"What is written in the Law?" he replied. "How do you read it?"* ²⁷ *He answered, "Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind" [c]; and, "Love your neighbor as yourself."* ^[d] ²⁸ *"You have answered correctly," Jesus replied. "Do this and you will live."*

I think I hear you say that in this example Jesus did not need the glory of speaking and delivering the solution himself. He deferred to the one He taught and coached him to it.

To that I say "I agree, so let us do the same thing".

Jesus knew the solution but coached the man into coming to the conclusion himself. Not until the man gave the answer himself did the consultant in Jesus emerge to affirm him and instruct him. Jesus was both a good coach and good consultant. He lived out both roles as He listened and asked good questions. Ask yourself how well you listen and ponder this for a moment.

Proverbs 18:13 NIV

¹³ He who answers before listening— that is his folly and his shame.

Asking good questions sounds simple and easy but it is not. You really do need to be intentional about it and actually strategize a bit. Author and coach extraordinaire Bob Logan helps us in his book *Coaching 101* (which I highly recommend). He encourages strategizing with good questions in 5 areas of focus, they are; Relate, Reflect, Refocus, Resource, and Review. In his book Bob will give you good suggestion of questions in each of these areas.

The point here is that to model the leadership life of Christ we should be listening more than speaking, and when speaking use a fair share of questions. Let's begin to use questions that help people think on their own, and that draw out solutions. When we help people exhaust their own resources, then they will ask us questions and be ready for the consultant in all of us. If you are a leader, you are also a coach and consultant. You may not have signed up for it but you will live out each role to a certain extent. If you truly care about inspiring your people, then extend your ear like Christ did.

You hear me?

Ron Porter

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