

# LEADERSHIP TRAINING

**A Step by Step Guide to Launching  
and Facilitating**



This slide introduces the leadership training program, emphasizing a structured, step-by-step approach to launching and facilitating effective leadership sessions. It sets the stage for participants to understand the process and goals of the training, highlighting the importance of preparation and intentional guidance throughout the leadership journey.

# SESSION 2:

## The Role of the Facilitator

**Defining the leader's primary function and cultivating a Christ-like leadership posture**

Part 3

### Small Group Leader Training: Six 1-Hour Sessions

A Foundational Course for First-Time Leaders & A Skill Refresh for Veterans

This six-session course is designed to equip new leaders with the essential tools and confidence needed to launch a successful group, while offering experienced leaders a structured opportunity to brush up on core facilitation skills and theological foundations.



Here, we focus on the facilitator's role in leadership, defining the leader's primary function as one of service and guidance. The emphasis is on cultivating a Christ-like posture, which means leading with humility, compassion, and integrity. This approach encourages leaders to inspire and nurture rather than control or dominate.

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## REVIEW & CHECK-IN

Review last week's Action Step.

Icebreaker: "If you really knew me, you would know..."

This slide is designed to engage participants by reviewing the previous session's action steps, reinforcing accountability and progress.

The icebreaker, "If you really knew me, you would know...", helps build trust and openness within the group, setting a supportive tone for deeper discussion and connection.

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## FACILITATOR VS. LECTURER



Define the Leader's Role (1 Peter 5:1-4):



You are a facilitator (guiding discussion),



not a lecturer (giving answers).



shepherding role (caring for, not dominating, the flock).

### The Facilitator vs. The Lecturer in Small Group Leadership

The core principle of effective small group leadership is the distinction between two key roles: the **facilitator** and the **lecturer**.

#### The Role of the Lecturer (The Old Model)

•**Definition:** A lecturer's role is primarily to **deliver information** and **provide answers**.

•**Method:** This leader does most of the talking, aiming to impart knowledge or theological truth to the group.

•**Result:** This model often leads to passive listening and minimal participation, creating a dynamic where the group relies entirely on the leader for insight and direction.

#### The Role of the Facilitator (The Effective Model)

•**Definition:** The facilitator's role is to **guide discussion, encourage participation, and manage the group's structure** and dynamics. The book mentioned in your previous requests, *Small Group Leadership Resources*, clearly states that leaders are trained to be facilitators, not lecturers.

•**Method: Encourages Deep Discussion:** Facilitators use open-ended questions

**Promotes Participation:** They actively work to involve everyone, especially quiet members, ensuring a sense of ownership over the discussion and the application of the material.

**Emphasizes Shared Leadership:** The facilitator empowers the group, delegating, sharing leadership, and minimizing administrative control to foster a feeling of collective responsibility.

## LEADING WITH HUMILITY

**Read Philippians 2:3-4 and  
2 Corinthians 12:9-10**

**Authenticity and Vulnerability as a  
leader (not perfection)**

**How does reliance on God's grace  
prevent burnout and pride?**

The importance of leading with humility, drawing on Philippians 2:3-5 and 2 Corinthians 1:3-10. It discusses how authenticity and vulnerability can strengthen leadership, fostering deeper connection. The leader is not only there to serve but to also equip and empower the group, reminding them that true leadership is shared group connection, not performance.

The distinction between a facilitator and a lecturer is critical here. Leaders are encouraged to guide discussions and invite participation rather than simply delivering answers. Drawing on Titus 2:1-5, the focus is more on how to coach and mentor members. A facilitator knows how to completely train and structure the group, emphasizing shared leadership over administrative control.

**Philippians 2:3-5:** The emphasis here is on **valuing others above oneself**. A leader in this model does not dominate the conversation but instead looks out for the interests of others. This means actively seeking out the insights of quieter members and refusing to make the discussion about the leader's own performance.

**2 Corinthians 1:3-10:** This speaks to **authenticity and vulnerability**. The ability to share personal struggles and genuine experience strengthens leadership because it fosters deeper connection within the group. It reminds the group that the leader is being transformed alongside them, not from a position of detached perfection.

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## THE BODY OF CHRIST

Discuss 1 Corinthians 12:14-26 (Body of Christ).

- ▶ Every member is vital.
- ▶ The leader's role is to ensure *every part* functions
- ▶ Discuss how the leader fosters belonging and participation.

### Emphasizing Unity and Shared Contribution:

**1 Corinthians 12:14-26** explains the concept of the **Body of Christ**, emphasizing that every member is essential. It is the leader's responsibility to ensure all parts work together harmoniously, fostering a sense of belonging and actively encouraging participation from everyone.

**The Mentoring Model:** Referencing **Titus 2:1-5**, the focus is on coaching and mentoring members. A facilitator works to equip and empower the group.

### II. Practical Application: Facilitation Skills

The leader's actions are focused entirely on maximizing member engagement and application:

#### **Lecturer (Performance Model) Facilitator (Shared Leadership Model)**

Focuses on **delivering** answers. Encouraged to **guide** deep discussions.

Encourages passive listening.

Draws out personal application and more participation.

Focuses on covering all content.

Focuses on training and **structuring the group**.

Exerts administrative control. Emphasizes **shared leadership** over administrative control.

The ultimate goal is to transition the group from relying solely on the leader to embracing **shared group connection**, where the community drives its own transformative growth.

## **WRAP-UP & PRAYER**

**Action Step: Write down one personal struggle and one Bible verse that speaks to God's grace in that area.**

Pray your group

The session concludes with a reflective action step where participants identify a personal struggle and find a Bible verse that offers God's grace in that area. This encourages personal growth and spiritual reflection. The group prayer reinforces community support and collective reliance on God's guidance.

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