



Leadership Coaching Developing Discipling Leaders Through Coaching

By John Purcell

★★★★☆ (4-1/2 stars)

Buy this training program if you:

- *Want to train coaches for small group leaders*
 - *Need an introductory, DVD-based coaching skills course that doesn't require a skilled presenter*
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- *Want to using coaching in your discipling structures*

This DVD-based training program offers introductory coaching skills training for coaches who work with disciplers and small group leaders (as well as for the actual disciplers and group leaders). It's a well done, affordable package that will be useful to churches or ministries that use lay coaches or want to train lay leaders in basic coaching skills. It also avoids most of the lack of clarity between coaching, mentoring and other disciplines that is endemic in the small group coaching world, since the author is a certified coach.

Format and Materials

The package offers approximately 18 hours of training in coaching and leadership skills (if both class sessions and homework are included.) The eight sessions average around 100 minutes, and are designed for a weekly class format. (They could also be done in a workshop by omitting the homework between sessions, although that detracts some from the learning experience.) Since the teaching and demos are on the DVD, the course does not require a highly skilled coach as a presenter.

The package includes a DVD, a slim (22 page) *Facilitator's Guide* and a 65-page *Participant's Guide* (each trainee will also need a copy of the Participant's Guide). The video is simple but well-done, with a title screen, theme music and a quality print. The input segments are interspersed with PowerPoint-style screens that emphasize key points. Two coaching demos are also included. The *Participant's Guide* (each trainee needs one) includes handouts for the input and demos, discussion questions, practice exercises and homework (often peer practice sessions).

The program uses concepts tested over many years at Perimeter church, an Atlanta mega-church. While the material is broadly applicable to small group systems, you may occasionally hear a principle that is narrowly defined as a specific practice. For instance, the author recommends that the needed authentic atmosphere for discipling can only be

generated in same-gender groups. The need for an authentic atmosphere is a universal principle: the specific practice of forming same-gender groups may or may not be best for you.

What You'll Learn

The training program is a combination of basic coaching skills like (listening and asking) woven into small group leadership and discipling skills. It presents some basic coaching tools like Open Questions, SMART goals and the GROW conversational model, as well as leadership tools like feedback. Sessions are interactive (25-30% teaching) and include plenty of discussion time, but most lack demos of the techniques. The sessions have practice exercises (a vital inclusion many teaching programs miss), but there is more material here than can be adequately practiced in the time available. It would be wise to follow up the training with additional practice sessions to help people get comfortable with the material. And as with any coach training program, it is crucial to set up a follow-up structure to ensure that people actually get some coachees and start coaching. Those who don't use it, lose it.

Presenter John Purcell is a certified Christian coach who has years of experience in pastoral ministry as well as in the corporate world. He has extensive experience with one-on-one discipling as well as leading leaders of discipling groups, and helps churches train coaches and build discipling systems.

Reading the book [Leadership Coaching](#) in addition to going through this workshop would provide a good Level I training experience within the [Open Source Coach Training](#) framework.

Summary

[Leadership Coaching: Developing Discipling Leaders Through Coaching](#) is an excellent product for churches that want introductory skills training for small group or discipleship coaches. I like that it is true to the definition of coaching while incorporating mentoring concepts (which is what most small group churches want). I also like the interactive discussions and the inclusion of practice time as an integral part of the program: this isn't just a teaching DVD. It is also affordable at around \$10 per trainee for the [Participant's Guide](#). The one thing I'd really like to see is the addition of more than two coaching demonstrations. Showing instead of just telling is a big help to the learners.

The program fills a similar niche to the [Peer Coach Training Program](#)—both are affordable, 8-week DVD coaching skills programs with homework and peer partners. This program includes more teaching time and leadership/discipling oriented material, but fewer coaching demos and specific coaching skills. Take your pick based on what's important to you.

Reviewed by:

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