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LEA310 - 3 Credits

# Apprenticed to Leadership

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## **Description:**

Mentoring or apprenticeship was Jesus' style of training. He committed Himself to twelve intense relationships for about a year and a half, raising up leaders after Him who turned the world upside down for His sake. In this course, we will explore the mentoring relationship from both sides: as an apprentice who is learning from a leader and as a leader who is developing his team. (It is possible and beneficial to be in both positions at the same time – continuing to grow and learn from those who are ahead of us while leading and developing others into their potential.) We will discuss what is involved in a good mentoring relationship, responsibilities of the mentor and the apprentice, how one enters and terminates such relationships, and very practical steps for developing leaders who will stand with you, help carry your load, and continue your vision after you are gone. "There is no success without a successor."

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## **Course Objectives**

### **Academic:**

- You will give a working definition of discipling, mentoring, or apprenticeship.
- You will discuss how one's basic personality type affects his mentoring experiences.
- You will state the central, core aspect of apprenticing relationships.
- You will quote the following verses:
  - ✓ Proverbs 11:14 AMP
  - ✓ Proverbs 18:24 NKJV

- ✓ Matthew 20:25-28
  - ✓ Mark 3:13-15 NIV
  - ✓ Luke 16:10 NIV
  - ✓ Luke 9:1,2,6,10 NIV
  - ✓ I Corinthians 12:27
  - ✓ Psalm 75:6,7 NASU
  - ✓ Exodus 18:17-22 NIV
- You will discuss the differences between counselors, coaches, and disciplers.
  - You will state three essential elements of apprenticeship.
  - You will list the five key purposes in an apprenticeship relationship.
  - You will state six possible ways that you may hear or discover God's voice to you.
  - You will list at least seven characteristics of a good master teacher or discipler.
  - You will list three characteristics of a poor discipler.
  - You will state four characteristics of a willing apprentice.
  - You will state four keys to hearing God's voice.
  - You will state at least three possible blocks which may prevent one from joyfully and wholeheartedly entering new relationships.
  - You will state three signals that might indicate that an apprenticing relationship is nearing an end.
  - You will state at least three abilities of a good master teacher.
  - You will state ten important leadership qualities.
  - You will understand why it is important for leaders in general and you specifically to be raising up new leaders.
  - You will state Maxwell's definition of a leader's success.

- You will state the key to leadership.
- You will state ten qualities of a *potential* leader.
- You will state the question a leader should ask when dealing with a poor performer.
- You will state the meaning of the acronym BEST and evaluate your relationship with your potential leaders against it.
- You will state the meaning of the acronym TRUST and evaluate your relationship with your potential leaders against it.
- You will describe a five-step process of training people, and receive the direction of the Lord for applying it to your relationships with your potential leaders.
- You will briefly discuss at least six actions a leader must take to develop potential leaders into the best they can be, and receive the direction of the Lord for applying it to your own life and ministry.
- You will state the ten guidelines for productive confrontation given by Maxwell.
- You will state the qualities which make a group of people a team.
- You will briefly discuss the qualities of a dream team.
- You will briefly discuss the ten qualities of a dream team coach, and evaluate your life in light of these qualities.
- You will state the three things most valued by employees, and do what you need to to be sure these needs are met.
- You will state the three attributes that must be consistently demonstrated in your life if you want to earn the respect of others, especially your team.
- You will state five things you must do to ensure continued success.
- You will state the five steps of delegation recommended by Maxwell.
- You will state the three necessary ingredients for a person to become a leader.

- You will discuss the differences between a manager and a leader.
- You will discuss the meaning of the acronym FAITH in deciding who you might like to work with.

### **Attitudinal:**

- You will “show yourself friendly” to those you meet that you may make them your friends.
- You will gladly receive the faithful wounds of your friends who speak the truth to you in love.
- You will walk in meekness before your friends, knowing that you do not have all truth.
- By the grace of God, you will “lay down your life for your friends”.
- You will have a deep gratitude to God for the many and varied teachers He has sent into your life and through whom the Spirit has imparted truth and growth in you.
- You will recognize the lessons the Lord has taught you so far and be grateful.
- You will be aware of areas in which you need further training and growth and will cooperate with the Spirit of God in taking the next step as He leads.
- You will have increased sensitivity to the Spirit’s teaching ministry to you on a daily basis.
- You will recognize the stumbling blocks that may prevent you from joyfully entering new relationships.
- You will be sensitive to the signals which may indicate the final stages of a mentoring relationship.
- You will carefully look at the leaders whom you follow, and honor them as gifts from the Lord.
- You will accept your responsibility to be developing leaders in your organization, helping them to achieve their full potential.

## **Behavioral:**

- You will recognize and honor several friends as counselors and mentors at all stages of your life.
- You will walk in a greater awareness and expectancy that the Spirit may speak to you through any and everything you experience.
- You will allow the Spirit of Christ to heal and cleanse you of all stumbling blocks that may prevent you from joyfully entering new relationships.
- You will honor and bless those who have been used by God to counsel and train you, being grateful and speaking only words of love.
- You will strive according to the grace at work within you to achieve the skills necessary to be a good mentor.
- You will make an organization chart for your ministry.
- You will work with two to four people whom the Lord directs you to, developing them into the leaders He is calling them to be.
- You will analyze your organization, yourself and your potential leaders to discover how you may best get on with the task of equipping them for leadership.
- You will have a game plan for the development of your team and your ministry, and communicate it effectively to your team.

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## Course Requirements

1. Thoroughly read the text *Apprenticed to Leadership*, answering all discussion questions and completing all charts as assigned. This will be submitted to your instructor for evaluation.
2. Prayerfully read *Developing the Leaders Around You*, completing all exercises in the text and answering all related discussion and application questions found here in your Student Notebook (this white three-ring binder).
3. Earn at least a “B” on all tests.
4. Write a paper on leadership. Include all of the following information:
  - a) What you have learned about being an apprentice or disciple.
    - What the characteristics are of a good disciple
    - What kind of a disciple you are
    - Who your current mentors are and what that relationship is like
    - What value your mentors have and are adding to your life
  - b) What you have learned about developing other people into leaders.
    - What the characteristics are of a good leader
    - What kind of a leader you are
    - Who your current disciples are that you are developing into leaders
    - What their needs are, generally and specifically
    - What their strengths are, individually
    - What you are doing to develop their leadership skills
  - c) The effects of this course.
    - How you have changed as a result of what you have learned in this course
    - Changes you see in the lives of your potential leaders as a result of your application of what you have learned in this course

d) What the Lord has said to you and done in your life as a result of this course.

- Scriptural principles for discipleship
- Specific instructions, exhortations or encouragement He has given you from journaling

This paper is to be typed, maximum 12-point font, maximum double spaced. It is to be at least five pages long and is to be submitted to your instructor in your final lesson.

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## **Course Texts:**

*Apprenticed to Leadership* by Mark and Patti Virkler

*Developing the Leaders Around You* by John Maxwell

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## Standards for Grading Assignments

As indicated below, “C” or 2.0 level work is considered average. **Leaders are not average people.** You are therefore expected (required) to put forth the effort necessary to demonstrate at least “B” (3.0) level work or higher on all assignments which you submit. Any which do not will be returned to you with input from your instructor on how you can raise your grade to the expected level. **A course grade will not be given until your assignments demonstrate that you have understood the material presented in the course and allowed your life to be transformed by the Spirit and the Word studied** — the requirements for attaining a “B”.

Your individual assignments (notebooks, tests, reports) will be graded according to the following standards. These grades will be averaged together to determine your course grade. Remember, we are training leaders and leaders are above-average people. Your work will reflect that.

- “D”
  - Indicates barely passing work that is inferior to the average both in quantity and in quality.
  - Manifests a lack of initiative or sense of responsibility or both.
- “C”
  - Average work; either steady work of an acceptable quality, or work of a high quality which is uneven, irregular or fragmentary.
  - May be mechanically or outwardly correct but shows little reflection upon or personal assimilation of the material.
- “B”
  - Intelligently has fulfilled the requirements of this course.
  - Understands the subject matter presented and has applied it to his life in a limited manner but has not really made the truths his own.
- “A”
  - Grasped the material with thoroughness, industry and correctness of detail.
  - Made the material his own by thinking about it and integrating it, using originality, natural ability, and insight.



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# Lesson One

## Assignment to be completed:

**NOTE: Save your answers into a digital document** to be emailed to your instructor. Use Microsoft Word, Google Docs, any other word processor or even just save it as an email draft or in the Notes application of your mobile device. Handwritten work will be not be accepted without prior approval from your instructor.

Read the Introduction, Chapters 1 and 2 of *Apprenticed to Leadership* by Virkler, answering all questions and completing all appropriate charts.

Memorize Proverbs 11:14 AMP.

Complete and correct Self-Test One, found here in your Student Notebook. These Self-Tests may be done with open book, if necessary.

## Subjects to be explored:

Hungering for Spiritual Friends

## Related objectives:

- You will quote Proverbs 11:14 AMP. (Where no wise guidance is, the people fall; but in the multitude of counselors there is safety.)
- You will give a working definition of discipling, mentoring, or apprenticeship.
- You will discuss how one's basic personality type affects his mentoring experiences.
- You will state the central, core aspect of apprenticing relationships.

You will “show yourself friendly” to those you meet that you may make them your friends.

- You will gladly receive the faithful wounds of your friends who speak the truth to you in love.
- You will walk in meekness before your friends, knowing that you do not have all truth.
- By the grace of God, you will “lay down your life for your friends”.

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# Self-Test

**NOTE:** *These Self-Tests are designed to clarify and reinforce the lesson objectives. They may be done with open book, if necessary.*

1. Quote Proverbs 11:14 AMP.
2. \_\_\_\_\_ may be defined as “receiving the spirit and anointing of another”.
3. People who are \_\_\_\_\_ will tend to spend time in one-on-one conversations with their mentors, while \_\_\_\_\_ are more likely to seek training through books and tapes.
4. The center of discipling, apprenticing, or shepherding is \_\_\_\_\_.

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# Answers to Self-Test

1. Proverbs 11:14 AMP “Where no wise guidance is, the people fall; but in the multitude of counselors there is safety.”
2. Discipling (or Apprenticeship, or Mentoring)
3. extroverts; introverts
4. friendship