



PREPARE MODULE #5

DEPARTMENT LEADER | EASTSIDE CHRISTIAN CHURCH

COMPETENCY: Identify potential future roles for people with high upside potential.

OBJECTIVE: To understand and embrace the responsibility high-level leaders have to identify potential future roles for those who demonstrate capacity for additional responsibility. This includes suggesting people in your department for roles that may or may not be in your department, as well as, considering talented people from other departments to take new roles in your department.

ASSIGNMENTS:

- *Assignment 1 // Read Acts 6: 1-7 and answer questions.*
- *Assignment 2 // Read [10 Core Skills Required To Develop Leaders](#) by Dan Reiland and answer questions.*
- *Assignment 3 // Watch [Leadership Conversations: Insights from Chick-fil-a, John Wesley & MORE](#) with Mac Lake and answer questions below.*
- *Assignment 4 // Complete evaluation.*

ASSIGNMENT 1

Acts 6:1-7 (NIV)

In those days when the number of disciples was increasing, the Hellenistic Jews among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables. Brothers and sisters, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them and will give our attention to prayer and the ministry of the word."

This proposal pleased the whole group. They chose Stephen, a man full of faith and the Holy Spirit; also Philip, Procorus, Nicanor, Timon, Parmenus, Nicolas from Antioch, a convert to Judaism. They presented these men to the apostles, who prayed and laid their hands on them.

So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith.

QUESTIONS:

1. *When faced with a practical, growth-related challenge, the apostles wisely chose to delegate and empower new leaders. What groups benefited from this wise decision?*
2. *What if the 12 apostles had chosen to keep all power, authority and decision making to themselves? What impact would that have likely had on the growth of the early church?*
3. *While the apostles were being asked to address a food distribution problem, they asked the other disciples to select seven men who were known to be "full of the Spirit and wisdom." Why did they establish such high qualifications?*

ASSIGNMENT 2

Read [10 Core Skills Required To Develop Leaders](#) by Dan Reiland

QUESTIONS:

1. Which of these ten core skills come most naturally/easily to you?
2. Which of these ten core skills are the most challenging for you?
3. Which of these ten skills do you see as most helpful for identifying future potential roles for people with high upside potential?

ASSIGNMENT 3

Watch [Leadership Conversations: Insights from Chick-fil-a, John Wesley & MORE](#) with Mac Lake

QUESTIONS:

1. *Mark Miller, senior executive at the hugely successful company, Chick-fil-a, said this: "80% of our success is one thing...we select the best people." If that were true at Eastside or any other organization you were a part of, how would it impact the way you go about identifying future roles for your highest potential people?*
2. *Miller also stated that the development culture at Chick-fil-a is so strong that the true measure of success for a Chick-fil-a owner/operator is not their sales growth, it's the number of owner/operators they develop. It won't happen overnight, but this is the culture Eastside is striving to create! No matter where you work or what your current role is, how would your priorities change if your number one measure of success was the number of new leaders you develop? How would it impact the way you hire and promote people?*
3. *What similarities do you see in the Chick-fil-a leadership model and the leadership we saw the apostles demonstrate in the Acts 6 passage we reviewed earlier?*

ASSIGNMENT 4

Please take a moment to complete this [Prep Mod Evaluation](#) to make the next round of Prepare Modules for this level of leadership even more effective.

What are at least two LEADERSHIP TAKEAWAYS from this module? Be prepared to discuss with your group.

1.

2.