



Three Approaches for Teaching a LeaderSource Model

Our models – the 5Cs of a Healthy Leader, the Four Dynamics of Transformation, LeaderID, Healthy Church, Transformational Thinking, Generational Succession, Servant Leadership and others – are systems, not checklists. The same model can be taught in different ways, and how you teach it should depend on who is in front of you, in what format and for what purpose. Three approaches are available. Each teaches the same model but enters it from a different place and moves through it differently.



SEQUENTIAL APPROACH

Walk through the components of the model in order, one at a time. Each builds on the previous, so that by the end the learner has the whole model in view.

Use this approach for first exposure to a model, for introductory courses and for new LeaderSource team member orientation. It is the most intuitive approach for beginners and the most manageable for facilitators who are themselves still learning the model. This is how most of our courses are structured: BHL, BHC, Healthy Church, etc. They build understanding line by line until the whole picture is developed.

Do not use this approach when the learners are already familiar with the model and need to apply it to their real situation.



INTEGRATED APPROACH

Treat the model as an interconnected system rather than a sequence. Start wherever the real situation demands and move between components as a discovery in one area surfaces issues in another.

Use this approach with experienced practitioners, in coaching and mentoring, and when our training is responding to specific situations. For example, a leader may ask for help with his preaching (Competency) but open discussion reveals that his prayer life (Christ) has collapsed. A team of leaders may ask for help with burnout (Character), but it quickly becomes clear that the real problem is a lack of Community. This approach mirrors how leader development actually unfolds in real life, which is messy and responsive rather than tidy and sequential.

Do not use this approach as someone's first encounter with the model. Without a basic mental map of the whole, the learner has nothing to navigate between.



FOCUSED APPROACH

Concentrate deeply on a single component. Break it into its sub-parts and explore it without the weight of the whole model.

Use this approach for specialized workshops, retreats, single-focus articles and targeted leader development where a particular area needs attention. A whole retreat on union with Christ. A whole workshop on the Experiential Dynamic. A seminar on one or more elements of the 5Cs. This approach lets the learner go deeper than they ever could while juggling every component at once.

Do not use this approach as a substitute for the other two. A leader who has only ever met the model one component at a time has not yet learned the model. Remember, every model is an integrated whole that is greater than the mere sum of its parts.

CHOOSING BETWEEN THE THREE

The deciding factors are the learner's prior exposure to the model, the format you are teaching in and the purpose of the learning. A LeaderSource teacher who will teach a model to others usually needs to learn it sequentially first, then integratively, then be able to teach any one component in focused depth. Together, these three approaches form a natural progression for equipping our own team.