

Advanced Kingdom Leadership

Module 9 – Session 1: Mentoring and Leadership Multiplication

Overview

This module begins a new focus on mentoring and its role in developing future leaders.

Mentoring is one of the most important tools for long-term leadership success and multigenerational impact.

The Importance of Mentoring

Mentoring helps leaders identify, develop, and deploy people into their gifts, roles, and responsibilities.

Without intentional mentoring, leadership development tends to happen slowly or inconsistently.

The Mentoring Gap

Many leaders have never experienced strong mentoring themselves.

As a result, they often struggle to mentor others effectively.

Learning how to mentor well is essential for building sustainable leadership cultures.

The IRTLS Mentoring Model

This session introduces a mentoring framework called IRTLS.

The model includes five stages: Identify, Recruit, Train, Launch, and Support.

Identify

Leaders must recognize potential in people before those individuals may even see it themselves.

Identifying emerging leaders is the first step in developing the next generation.

Recruit

Once potential leaders are identified, they must be invited into a process of growth and development.

Recruiting involves helping people understand their opportunity and calling to lead.

Train

Training equips emerging leaders with the knowledge, character, and skills necessary for leadership.

Effective training combines instruction, experience, and personal guidance.

Launch

Launching occurs when leaders are released into real responsibility.

Healthy mentoring includes giving people opportunities to step into leadership roles.

Support

Mentoring does not end when leaders are launched.

Ongoing support helps developing leaders navigate challenges and continue growing.

Mentoring as Leadership Fathering

Mentoring often functions like spiritual fathering or mothering.

Leaders invest relationally in others, guiding them toward maturity and effectiveness.

Leadership Application

Leaders should intentionally identify individuals who show leadership potential.

Develop a mentoring process that moves people through stages of development and responsibility.

Questions

Who are the emerging leaders in your organization?

How are you intentionally mentoring and developing them?

Which stage of the mentoring process needs the most attention in your leadership context?

Activation

Identify one or two people who show leadership potential and begin investing intentionally in their development.

Consider how you could apply the IRTLS mentoring model within your organization.