

Advanced Kingdom Leadership

Module 9 – Session 3: Training Emerging Leaders

Overview

This session focuses on the third stage of the mentoring process: training.

Training equips emerging leaders with the knowledge, skills, and experience needed to step into leadership roles.

The Mentoring Development Process

Mentoring follows a clear progression of stages: Identify, Recruit, Train, Launch, and Support.

Each stage prepares individuals for increasing levels of responsibility and influence.

The Role of Training

Training prepares emerging leaders for the responsibilities they will carry.

Without training, leaders may feel overwhelmed or unclear about expectations when entering new roles.

Clarifying Responsibilities

Training should include clear explanation of roles, responsibilities, and expectations.

Mentors help developing leaders understand the purpose of their role and how their work contributes to the larger mission.

The Learning Curve

Every leader experiences a growth curve when stepping into new responsibility.

Mentors must be patient and supportive while developing leaders learn and gain confidence.

Different Forms of Training

Training may occur in classroom settings where knowledge and frameworks are taught.

Training also happens through practical experience where leaders learn by doing.

Learning Through Experience

Hands-on leadership opportunities help emerging leaders apply what they have learned.

Experience combined with mentoring feedback produces deeper learning and development.

Leadership Application

Leaders should intentionally create training opportunities for those they are mentoring.

Provide both instruction and practical leadership experiences that allow emerging leaders to grow.

Questions

What training opportunities exist for developing leaders in your organization?

How clearly are leadership responsibilities explained to emerging leaders?

What additional training structures might strengthen leadership development?

Activation

Identify one area where you could provide additional training for emerging leaders.

Create opportunities for learning that combine instruction with practical experience.