

## Advanced Kingdom Leadership

### Module 9 – Session 4: Launching Emerging Leaders

#### Overview

This session focuses on the fourth stage of the mentoring process: launching emerging leaders into greater responsibility.

Launching involves releasing trained leaders into real positions of leadership and influence.

#### The Mentoring Development Process

The mentoring pathway includes Identify, Recruit, Train, Launch, and Support.

Each stage prepares developing leaders to move toward greater levels of responsibility and effectiveness.

#### The Importance of Launching

Launching is a critical step because leadership development is incomplete until leaders are given real responsibility.

Mentoring must ultimately lead to opportunities where emerging leaders can apply what they have learned.

#### Avoiding Premature Launching

Leaders must be careful not to release individuals into positions they are not ready to handle.

Premature promotion can create unnecessary pressure and may harm both the individual and the organization.

#### The Readiness of Emerging Leaders

Before launching someone into leadership, mentors should evaluate whether the person has completed the necessary training and preparation.

While leaders do not need to be perfect, they should demonstrate sufficient maturity and competence to carry the responsibility.

### Learning Through Leadership Experience

Launching allows emerging leaders to gain real-world experience and continue developing their leadership capacity.

Experience helps leaders grow in wisdom, confidence, and effectiveness.

### Balancing Opportunity and Preparation

Healthy mentoring balances readiness with opportunity.

Leaders should avoid both extremes: launching too early or delaying opportunities for growth unnecessarily.

### Leadership Application

Evaluate whether the emerging leaders you are mentoring are ready to step into greater responsibility.

Create opportunities where developing leaders can practice leadership in meaningful ways.

### Questions

Who in your organization may be ready for greater leadership responsibility?

How do you determine when someone is ready to be launched into leadership?

What systems do you have in place to prepare leaders before launching them?

### Activation

Identify one emerging leader who may be ready for increased responsibility.

Consider what opportunity you could provide that would allow them to begin exercising leadership.