

COURSE

Leadership Formation 12-Week Course

A comprehensive 12-week course for emerging leaders covering calling, character, vision, communication, team development, conflict, and spiritual sustainability -- the full curriculum

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Equipping pastors and leaders to serve with excellence, integrity, and lasting Kingdom impact.

Course Overview: Twelve Weeks, Three Phases

Leadership formation is a long, slow, relational process -- not a 12-week course. But this course provides the foundational framework within which that longer process can happen: the theological convictions, practical competencies, and self-awareness that every leader needs to develop, and a cohort experience that creates the peer relationships and mutual accountability that sustain leaders over the long term. The course is designed for emerging leaders (people identified as having significant leadership potential who are not yet in major leadership roles) and for leaders in the early years of their primary leadership role.

Course Overview: Twelve Weeks, Three Phases

Phase 1 (Weeks 1-4): The Foundation -- Who You Are as a Leader. Week 1: The theology of leadership -- servant authority, the Kingdom framework, the leader as steward. Week 2: Calling and gifts -- how to identify and steward your specific leadership calling. Week 3: Character -- the inner life of the leader and why it determines outer effectiveness. Week 4: Self-awareness and emotional intelligence -- the leader who does not know themselves will eventually be undone by what they do not know. Phase 2 (Weeks 5-8): The Skills -- What Leaders Do. Week 5: Vision -- how to develop and communicate a compelling vision that moves people. Week 6: Communication -- the spoken and written skills that make leadership influence possible. Week 7: Team development -- how to build, align, develop, and sustain a high-functioning team. Week 8: Conflict and difficult conversations -- the skills most leaders lack and most need.

Phase 3: Sustainability and Integration

Phase 3 (Weeks 9-12): The Long Game -- Leading Well Over Time. Week 9: Spiritual sustainability -- maintaining the inner life that makes leadership possible. Week 10: Navigating failure and learning from it. Week 11: Succession and multiplication -- how to develop the leaders who will carry on beyond you. Week 12: Integration -- bringing together everything from the course into a personal leadership development plan that extends 12 months beyond the course. Each week includes: a 30-minute teaching session (pre-recorded or facilitated); a case study from biblical or historical leadership; personal application exercises completed between sessions; and a 60-90 minute cohort discussion. The cohort model is essential: the relationships formed between participants, and the mutual accountability that develops over 12 weeks, are as important as the content.

Assessment and evaluation: participants complete a 360-degree leadership assessment at the beginning of the course (self, supervisor, peers, direct reports) and again at the end. The gap between the two assessments becomes the most important data point in the personal leadership development plan. Facilitators are expected to provide specific, honest feedback on each participant's growth edges throughout the course. The course is not designed to produce leaders who feel good about themselves -- it is designed to produce leaders who know themselves, are growing in the specific areas where they most need to grow, and have the relationships and frameworks to sustain that growth for the next decade.

Reflection and Discussion Questions

1. What is the most personally significant insight from this resource for your specific ministry context right now?
2. Where is the greatest gap between the principles here and your current practice? What is one specific step to begin closing that gap?

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3. Who in your leadership community needs to engage with this material? How will you bring them into the conversation?
4. What accountability structure will you put in place to ensure the commitments you are making here are actually kept?

The work described in this resource is not the extraordinary work of exceptionally gifted ministers. It is the ordinary, daily, faithful work of people who have decided to take their calling seriously -- to prepare, to pray, to show up, and to trust God with what only he can do. Do the ordinary things with extraordinary faithfulness. That is the whole of it.

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