

Discussion Guide

Introduction

Thank you for your willingness to lead a group of people to develop higher levels of empowerment. We trust you will be blessed as you see your empowerment of them result in the empowerment of many others.

Preparing for your introductory meeting

There are a few administrative points you will need to take care of to prepare for your introductory 3 Colors of Leadership group meeting:

- Obtain a copy of *The 3 Colors of Leadership* for each group member.
- Print or email a copy of *The 3 Colors of Leadership Reading Guide* to each group member.
- Read through the introduction to *The 3 Colors of Leadership* and familiarize yourself with the *Reading Guide*.
- If you've not recently completed one, initiate your own *Empowerment Test* so you are familiar with that process. You can read more about it on pages 42-45 of the book.

Leading your introductory meeting

Here with some important steps for your introductory meeting:

- Share with your group why you believe studying *The 3 Colors of Leadership* will be a transforming experience.
- Distribute copies of *The 3 Colors of Leadership* and the *Reading Guide*. Determine whether you will treat today or tomorrow as Day 1, depending on whether you meet in the morning or evening.
- Draw the group's attention to the need for each person to initiate their own *Empowerment Test* on Day 2 of this week (referred to in the *Reading Guide*) and offer assistance to those who may need it.
- Spend some time praying together (and in future weeks) that the group will read the book with open minds and hearts and a willingness to act on that which convicts them.

After week 1 in the Reading Guide

Discussion questions

- What words or phrases would you use to define the word "empowering"? What about "leadership"?
- What, if any, differences would you expect to see between a highly empowering leader in a church, in the marketplace, or in a family?
- What examples can you share of leaders who have made you feel more powerful? What was it about them that had that effect?
- What examples can you share of leaders who have made you feel smaller? What was it about them that had that effect?
- Can you bring to mind an example of a person who is *very good at leading, but not so good at empowering*? What do you observe in what they do and the effect of their approach?
- Can you bring to mind an example of a person who is *very good at empowering, but not so good at leading*? What do you observe in what they do and the effect of their approach?
- What symbols of leadership success do you observe are most admired in the workplace? In the church? In the home? Which do you feel are appropriate and which do you feel are inadequate?
- In your primary leadership environment, what do you believe (rightly or wrongly) is expected of a "successful" leader by those "above" or "below" you? In what ways do think this expectation is inappropriate or simply wrong? Why?
- Describe the most inspiring example of empowering leadership you have ever heard about or experienced?
- In specific practical terms, how do you see that God operates as an empowering leader?
- Do you have any other comments from this week's readings?

Remind your group members to remind their Empowerment Test participants about the invitation to respond if they have not yet done so. Their test will need to be finalised Day 4 of this week.

After week 2 in the Reading Guide

Three dimensions of leadership discussion questions

With reference to page 5 in your *Empowerment Summary Profile* and your strongest empowering leadership tendency out of *explanation, motivation or liberation...*

- In what practical ways does this tendency show itself in your daily life?
- When you think about your survey participant group, what examples come to mind of when you have empowered some of them in this way?
- How much satisfaction do you feel knowing this is a way in which you do empower other people?
- In what ways can anyone else in the group affirm this strength in the life of [group member's name]?

With reference to the misdirected role of *expert, driver or comrade* that you are most in danger of taking on...

- When have you had the sense that others may have primarily or exclusively seen you in this misdirected role?
- Have there been seasons in time when you think you may have empowered others in a more balanced way?
- Do you personally know any leaders who seem to balance the three dimensions of leadership well? What do you like about what they do?
- If you had to name one specific thing you would like to be able to do differently for those around you in order to balance the three dimensions of your leadership, what would it be?

Empowering leadership wing trait discussion questions

Refer to page 6 in your *Empowerment Summary Profile*. Consider real-life situations in which you have applied your number 1 wing trait out of *Vision, Experimentation, Capacity, Strategy, Training or Progression*.

- How have you felt? What have been the results?
- How and when did this strength emerge in your life?

- Have you come across leaders who are clearly lacking this dimension of leadership? What are the symptoms?
- How could others benefit from this strength more in the future?
- Who are you currently helping to develop this strength in their own life or leadership? What have been the results?
- In what ways can anyone else in the group affirm this strength in the life of [group member's name]?

With reference to the *shortest wing* of your number 6 wing trait...

- Have you seen the effects of your weakness in this area in working with others? What have been the symptoms?
- Have there been times when you suspect you were stronger in this area? What did it look like?
- Can you recall a time when somebody empowered you in this way?
- Who do you know who seems to be strong in this area? How can you benefit from that person's experience?
- Do you have any other comments from this week's readings?

After week 3 in the Reading Guide

Discussion questions

- Having been aware of your *Empowerment Test* results for a little longer now, have you had any further insights that you would like to share with the group?
- What are your thoughts about the idea that empowering leadership is primarily about releasing the potential that resides in others?
- What were your thoughts and feelings as you read through the background information and specific Spiritual Change Talk questions relating to your *strongest* wing traits?
- What were your thoughts and feelings as you read through the background information and specific Spiritual Change Talk questions relating to your *weakest* wing traits?
- What, if any, *simple* and *specific* ideas do you already have in mind about how to improve in your weakest wing traits?
- Whether justifiable or not, what do you perceive as the most likely barriers to your growth in empowering leadership? Of those barriers, which is the priority in need of immediate resolution?
- As a group, how effective have we been at developing and multiplying empowering leaders? Are you confident that after this process our effectiveness will increase? Why or why not?
- Out of the people with whom you have some influence, name one that you will invest in more intentionally so that they might reach their potential as an empowering leader?
- Do you have any other comments from this week's readings?

Next steps

What will be your next step based on what you have learnt during our time with this book. Possibilities include:

- Continue with Spiritual Change Talk. This should take the form of: 1. Getting other people to continue asking you the questions relating to your *weakest* wing traits, and 2. You asking others the Spiritual Change Talk questions relating to your *strongest* wing traits.
- Produce an *Empowerment Detailed Profile* based on your current personal results to more specifically identify your strengths and weaknesses. See the surveys section of www.3colorsofleadership.org for more details.
- Take an emerging leader or another team you are a part of through *The 3 Colors of Leadership* to ensure you are not only empowering more effectively, but helping others to become more empowering.
- Apply your growing empowerment to leading a group through one of the other *NCD Discipleship Resources*. For example, you could empower them to: discover and utilize their gifts (*The 3 Colors of Ministry*); find out how they best connect with God (*The 3 Colors of Your Spirituality*); identify the unique form of spiritual power in their lives and how it will either lead to sin or growing healthy community (*The 3 Colors of Community*); grow more loving relationships with those around them (*The 3 Colors of Love*).

So, what will be your next steps for growing empowering leadership?

A final note to you the group leader

What you have initiated with your group is of course just the beginning of a life-long process. There are three general things you can do to make sure it keeps going. 1. You can assist your group members to access the tools necessary for them to achieve some of the next steps above. 2. Since it is so easy to drift back to relying purely on your strengths, you can provide ongoing accountability to make sure they follow through with their growth commitments. 3. Most importantly, be diligent in your own growth in empowering leadership so that, through you, they have a constant reminder of the fruit that could emerge from their own lives.