



The Nine-Month Leader Development Process

According to our ConneXions “5C” model, a healthy Christian leader knows God (Christ), was formed and lives in supportive and accountable community (Community), has integrity (Character), knows the purpose of God and presents it with credibility, clarity and passion (Calling), and has the necessary gifts, skills and knowledge to lead the people in the accomplishment of this purpose (Competencies).

Using this 5C model of healthy leader development as a framework, we have designed a nine-month leader development process for emerging leaders. In this process we recognize that an emerging leader must be built in Christ and in Community. We therefore design these contexts into our structure.¹

Within these two contexts, character is formed, calling is clarified and ministry competencies are developed. These three capacities (character, calling, competencies) are developed in the two contexts (Christ, community). Since the aforementioned capacities are developed in the context of Christ and Community, we must spend sufficient time developing the context or environment in which the participants will learn and not merely spend all of our time developing the content of what we will “teach” them. If we want to build healthy leaders, we must not be content to lecture them; we must engage them in relationships with God and others. We should not only teach them, but also design learning experiences that are experiential and require them to engage in real ministry situations.

A holistic design requires a *transformational context* that includes three basic components:

1. A spiritual environment (relationship with Christ)
2. A relational web (a mature leader, support community, and local ministry community)
3. An experiential context (challenging assignments, pressure, a diversity of learning experiences)

This transformational *context* is the setting for adding a fourth component, the *content*. Traditional methods of leader development have focused primarily on the content; however we must focus on all four dynamics of transformation:

1. Spiritual
2. Relational
3. Experiential
4. Instructional

Context (spiritual, relational, experiential) + **Content** (instructional) = **the process** of leader development

Our goal is a “5C” model that depicts a healthy leader. Our process for reaching this goal is to develop dynamic *context* plus dynamic *content* resulting in the four dynamics of transformation. Our goal and process lead us to our specific design: a nine-month residential learning community. It is not simply a

¹ See included documents: “Support Community”; “Building Christ”; “Local Ministry Community”

lecture-driven course; it is an immersion in challenging assignments and stretching learning experiences. ConneXions leader development builds the whole person, not merely the intellect.