



How to Replace Yourself

You don't have to have leadership all figured out to replace yourself. You just have to teach someone what you know.

Three Steps to reproducing yourself:

Step 1: Invite.

Extend a personal invitation to someone in your group/team. Don't ask for volunteers. Look for someone you're already connecting with and who is willing to share your responsibilities and get involved in leadership. Remember: You don't need to find someone who can lead right now. Your apprentice or co-leader will have plenty of time to learn and grow. We call this an ICNU conversation.

Step 2: Connect

Apprenticing someone is a relational investment. Relationship is the priority. You and your apprentice or co-leader need to encourage each other's spiritual growth through transparency and accountability. It will benefit you both.

Step 3: Share

At first, you'll share tasks with your apprentice or co-leader, such as planning group/team meetings and sending emails. Your goal is to eventually share responsibilities with your apprentice.

5 STEPS to Apprenticing:

1. I Do. You WATCH. We TALK.

- In this phase the leader is doing the role of leadership while the apprentice watches the step is not complete until the leader and apprentice talks about what was done and seen.

2. I DO. You HELP. We TALK.

- (In this phase the leader is doing the role of leadership while the apprentice helps with some aspect of the role. The step is not complete until the leader and apprentice talks about what was done and seen).

3. You DO. I HELP. We TALK.

- In this phase the Apprentice has moved to doing the majority of the role of leadership while the leader helps where needed. This step too is not complete until the leader and apprentice talks about what was done and seen.

4. You DO. I WATCH. We TALK.

- In this phase the “Apprentice” is now doing the full role of leadership while the leader watches to provide support if needed and feedback where needed. This step too is not complete until the leader and apprentice talks about what was done and seen.

5. You DO. Someone else WATCHES.

- In this phase the “Apprentice” has now become the leader and is working to bring someone alongside themselves to develop as an apprentice through the same method.