



## The 4 R's of Leadership at The Ridge

### **Relational: People over tasks.**

- Pray for group/team members daily.
- Discern and help group/team members take next steps to follow God (Focus on the 3 Vital relationships).
- Make sure everyone in your group/on your team is valued and cared for (Shepherding). Often people don't care how much you know until they know how much you care.
- Follow-up and call group/team members who are consistently missing by offering care and support. "How can I be praying for you?"
- By encouraging and facilitating connections outside of regular meetings, you demonstrate the priority of relationships.
- *How are you and your group/team members connecting outside of group time?*
- *Do you make it a priority for your group/team to support and care for each other?*

### **RUN WELL: God and others deserve our best**

- Take on personal responsibility to shape your community (Ownership).
- Personally growing in the 3 vital relationships and leading your group/team to encourage people to grow in these areas.
- Discover people's gifts and help them to use gifts within group or on your team.
- Committed to personally growing as a leader through coaching and training
- *How are you staying connected in your relationship with Jesus Christ, realizing that apart from him you can do nothing?*

### **REPRODUCING- Do nothing ALONE.**

- Identify an apprentice – "I see in you..." Replace yourself.
- Walk through the apprentice model (I see, you watch, we talk, etc.)
- Consistently talk about and cast vision for reproducing.
- Shared participation creates broader ownership of the group or on the team.
- *How are you intentionally investing in a potential leader in your group?*
- *How are you involving your group/team members in supporting the group?*

## **REWARDING – What you do MATTERS.**

- Celebrate change: if we truly value the life-change God brings about in people, it is important that we take the time to celebrate it in our groups and on our teams.
- Share stories and wins of people living on mission.
- Take time to celebrate how God is moving in your group or on your team and in the lives of people around you.
- Encourage group/team members through cards, emails and phone calls.
- *How do you and your group/team members celebrate the growth you see occurring in each other?*