



LEAD LIKE JESUS

The HEART of a Great Leader
Facilitator Guide



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Welcome to the Facilitator Guide for *The HEART of a Great Leader*. We are delighted you have chosen to facilitate a Lead Like Jesus group study. The purpose of the Facilitator's Guide is to help you capture the key messages from each of the four lessons and to facilitate each week's discussion so that all learners (including yourself) can receive the greatest benefit from the experience.

It is our hope you will be blessed in a special way as you lead others to a new understanding of Jesus' HEART as the greatest leader of all time.

As you read and pray through each lesson, we know you will be challenged and motivated to follow the leadership example of Jesus. We define leadership as any time you are influencing the thinking, behavior or development of another. So a leader is anyone who has influence over another – so whether you are a parent, grandparent, brother or sister, CEO, co-worker, manager, pastor – you demonstrate leadership with and to those around you.

This Facilitator's Guide has been designed to give you the tools and information you need to lead your group effectively. However, it is just as important that as the leader of your group, you commit to God that you will model the concepts of leading like Jesus in all areas of your life.

Are you ready? Let's begin.

The Lead Like Jesus Team

Preparing to Facilitate a Lead Like Jesus Group Study

As the leader of a small group, you will need to prepare for the study, enlist group members, guide the group and follow up at the end of the study. The following suggestions should help you accomplish these tasks.

Your Role as a Facilitator

You may be experiencing some qualms about serving as a Lead Like Jesus group leader based on what you think is required. Let us try to put some of your concerns to rest. Your role in this small group is not that of a teacher. You are a leader of learning activities. You are a facilitator of the group learning process. If you sense God has led you to accept this position, you can trust Him to equip you to accomplish the task.

Group members will be spending an hour or two each week in personal study of *The HEART of a Great Leader* before each small group gathering. During that time, the Holy Spirit will be their primary teacher. The content and learning activities they experience during the week will help them learn the basic truths and principles. Your job is to help them review what they have learned, share what aspects of *The HEART of a Great Leader* that have come clear to them during their study time and to discuss how their discoveries apply to their own leadership activities.

Don't burden yourself by trying to answer every difficult question that may arise as you guide people through the learning experience. You are a learner, too, and you should be open to saying, "I don't know," then engage the best thoughts and prayers of the group to answer the hard questions. One way to bring additional meaning and reality to the group study process is through the power of personal stories. When key lessons are shared by group members, try to think of situations from your own life when these principles applied. Encourage others to do this as well. It will help bring high-level concepts down to earth.

Group Size for Effective Learning

Jesus preached to large crowds, but He did most of His discipleship training with a group of twelve. He was even more intimate with three of His disciples who would be the key leaders in the early Church. To provide a learning environment where the Holy Spirit can do His best work in the lives of the group members, each person needs to be in a small group. In intimate community people can ask questions more easily, share personal experiences and vulnerabilities and support one another's growth. For *The HEART of a Great Leader* study, the ideal group size ranges from eight to twelve people. It's better to create more groups than to allow the groups to become so large that sharing, and interaction are diminished.

Leader's Weekly Preparation Assignments

1. Review the subject matter for the week and complete the learning activities.

2. Find a quiet time and place to pray for the group members by name. Ask the Lord to give you the wisdom you need to prepare for and lead the next group session.
3. Read the instructions for leading the next session.
4. Copy any handouts that will be needed for the session.
5. Choose any music or other appropriate media for the pre-session time.
6. Check with the host or hostess to be sure he or she is prepared for the group this week.
7. Arrange for refreshments, if appropriate.
8. Secure enough name tags for those you expect to attend.
9. Have extra pens, pencils and blank paper available.
10. Secure and test any equipment that is needed
11. Plan to stay within the times given for each activity. Sixty minutes is the time allotted for each session.

NOTE: Allowing group members to share freely is far more important than sticking to a schedule. Group members sometimes arrive eager to share something that happened in their lives during the week related to the content.

12. Be sensitive to the needs of the group and be flexible. Allow God to work in the life of your group. Provide opportunities for everyone to share during the session

Leader's Personal Preparation Checklist

As you prepare to facilitate *The HEART of a Great Leader* study, here are some personal preparation steps:

1. Pray . . . for yourself and for group members
2. Review leader qualifications
 - a. Be a growing Christian
 - b. Be a person of personal prayer and Bible study
 - c. Be willing to give time and energy to encourage members of the group
 - d. Have a teachable spirit
 - e. Be sensitive to the leadership of the Holy Spirit
 - f. Love God and love people
3. Enlist an apprentice. Pray about someone who will go through the study as a participant, but who wants to facilitate a group in the future
4. Consider the skills for leading the group:
 - a. Be a good communicator
 - b. Be a good listener

- c. Be an encourager
 - d. Know how to keep one person from dominating the group
 - e. Know how to involve members in the discussion
 - f. Be a leader like Jesus
5. Identify foundational concepts for the group
 - a. Group members will be asked to make a commitment to attend all sessions
 - b. Group members will be asked to sign a covenant
 - c. Group members will maintain confidentiality with each other
 - d. All sessions will begin and end on time
 - e. Group members will agree to pray for one another regularly
 - f. Group members will faithfully participate in each session
 - g. A safe environment will permeate all session
 6. Arrange for a location in either a church, home or other facility
 7. Order any necessary materials from Lead Like Jesus at www.LeadLikeJesus.com

Preparation Guidelines for the Group Leader

As you prepare for your role as group leader, remember the following principles for leading a group study:

1. Review each week's session goals
2. Approach each group session in prayer and humility
 - a. Ask the Holy Spirit for guidance. What issues are most important right now for the people in your group? In this way you are preparing for people, not merely preparing for a meeting. This will help you keep your focus on the task. The group's purpose is for members to encounter God's truth, and by the Holy Spirit's work and grace, have that truth illuminated to them in their life situations as leaders. Ask God for guidance as you serve your group members.
 - b. It is essential that you resist the pressure to "produce a good meeting" or preserve your reputation. Your preparation should be for the purpose of pleasing God and serving the members of your group. God should be honored in each of your group meetings.
 - c. If you are overly concerned about how you will do or how the meeting will go, your focus is on yourself rather than pleasing God. Remember, your group meetings are "not about you;" they are about helping others learn to lead like Jesus.
 - d. Don't just remember what Jesus said, but believe it, "Remain in Me, and I will remain in you. No branch can bear fruit by itself; it must remain in the vine. Neither can you bear fruit unless you remain in Me" (John 15:4).

3. Provide an atmosphere for comfortable discussions
 - a. Create an environment where everyone is free to ask questions
 - b. Create an atmosphere of respect. Practice active listening – listening attentively to others, looking at them, nodding your head, paying attention. Listening and showing respect will help cultivate trust among group members
 - c. Work to draw questions from the responses of the group. Do they understand the issue being discussed? Are they seeing it for the first time? Are they sensing conviction? How you respond to their comments will either facilitate the Spirit's growth or hinder it.
 - d. Create an atmosphere that is not distracting
 - i. Make sure the room has adequate light and comfortable seating
 - ii. Cell phones and other electronic devices are turned off
 - iii. Make sure the room is neat and clean

4. Understand and apply God's Word
 - a. Review all Scripture used in each week's study
 - b. Memorize the assigned verse for each week
 - c. Consider what the truths taught in each session mean to you here and now. How does knowing this truth about God make a difference in your life?
 - d. How can you apply this truth?
 - i. What are the implications to you and to your group members?
 - ii. Is there a command in this passage that leaders are required to obey?
 - iii. Is there any example to follow?
 - iv. What does this truth tell you about people in general? How does this apply to you and your group members? Now that you have learned these things what can you do to help others walk in obedience?

5. Be sensitive to the Holy Spirit
 - a. Pray for and expect the Holy Spirit's help in leading the group session each week
 - b. Be open to His leadership as your group meets and discusses key issues that relate to leading like Jesus
 - c. Ask God to help you begin to model leading like Jesus in all areas of your life as you lead this group study

***Lead Like Jesus
Group Covenant***

I, _____, covenant with my Lead Like Jesus group to do the following:

1. Complete the study of *The HEART of a Great Leader* study guide each week before the group session.
2. Pray regularly for my fellow group members.
3. Participate in all sessions unless urgent circumstances beyond my control prevent my attendance. When unable to attend I will make up the session at the earliest possible time with the group leader or group member assigned.
4. Participate openly and honestly in the group sessions.
5. Keep confidential any personal matters shared by others in the group.
6. Be patient with my Christian brothers and sisters and my church as God works in us all to make us what He wants us to be.
7. Do my best to Exalt God Only rather than Edging God Out.
8. Recognize that leading like Jesus is a process and I'm a learner.
9. Pray weekly for my church and my pastor.

Others: _____

Signed: _____ Date: _____

Lead Like Jesus Group Members

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Lead Like Jesus EGO's Anonymous 12-Step Process

1. I admit that on more than one occasion I have allowed my EGO needs and my drive for earthly success to negatively impact my role as a leader. My leadership has not been the leadership that Jesus modeled.
2. I've come to believe that God can transform my leadership motives, thoughts, and actions into the leadership that Jesus modeled.
3. I've made a decision to turn my leadership efforts over to God and to become a disciple of Jesus and the kind of leader He modeled.
4. I've made a searching and fearless inventory of my own leadership motives, thoughts, and behaviors that are inconsistent with leading like Jesus.
5. I've admitted to God, to myself, and to at least one other person when I've been inconsistent in leading like Jesus in my motives, thinking, and behavior.
6. I am entirely ready to have God remove all character defects that keep me from leading like Jesus.
7. I humbly ask God to remove my shortcomings and to strengthen me against the temptations of recognition, power, greed, and fear.
8. I've made a list of those people I may have harmed by my EGO-driven leadership, and I am willing to make amends to them all.
9. I've made direct amends to such people whenever possible, unless doing so would injure them or others.
10. I continue to take a regular personal inventory regarding my leadership role, and when I am wrong, I promptly and specifically admit it.
11. I engage in the disciplines of solitude, prayer, the study of Scripture, and belief in God's unconditional love for me in order to align my leadership with what Jesus modeled and to constantly seek ways to be a Jesus-like leader for the people I encounter in my leadership responsibilities.
12. I am committed to carrying the message of leading like Jesus to all those I have an opportunity to influence.

The HEART of a Great Leader
Introductory Session
(optional)

Conduct this Introductory Session before your group members study Week One of *The HEART of a Great Leader*.

Session Goals

By the end of this session, members will be able to demonstrate their commitment to *The HEART of a Great Leader* by ...

- ♥ Telling at least one new fact about each member
- ♥ Describing the characteristics of a great leader
- ♥ Agreeing to complete the first week's material
- ♥ Signing a group covenant

Pre-Session

Make enough copies of pages 7 and 8 for each participant.

At the meeting time, select and play appropriate music. Greet everyone as they arrive and make nametags.

Session

Introduction (10-15 minutes)

1. Welcome each person and point them to the refreshments (if they are being served at the beginning). Ask everyone to prepare and wear a nametag. As members arrive, introduce each one to others in the room. Let everyone visit informally until it is time to begin.
2. Begin promptly. Remind the group that you will begin and end on time. Group members may fellowship before and after each session, but they can depend on you to be prompt.
3. Thank each participant for coming to this opening session of *The HEART of a Great Leader* study group.
4. Ask each member to share one fact about themselves that members of the group might not know and give a brief statement about why they are interested in learning about the heart of a great leader.
5. Offer a prayer of thanksgiving to God for bringing the group together to learn how to glorify Him through their lives and leadership. Ask the Holy Spirit to be your Teacher during the session. Ask Him to begin bonding your lives together in Christian love and unity during the sessions of this study.

Overview of *The Heart of a Great Leader* (20-30 minutes)

1. **Say in your own words** ... Thank you for coming to this introductory session of *The HEART of a Great Leader* group study. I know this is a commitment of your time and energy. In the next few minutes, I'd like to share five things with you:
 - ♥ The importance of your "heart" in leadership
 - ♥ The value of Jesus-like leadership
 - ♥ How to become more of a serving leader
 - ♥ Why I believe this message is true for everyone
 - ♥ How the study works and what is required
2. Ask group members turn to page 6 in their study guides and follow along as you guide them in understanding the section about the icons. These icons will appear in each lesson.
3. **Ask the group** ... How do you think the leadership in an organization or group that you serve would be different if they followed Jesus' leadership model? Before you answer this question, let me ask "How many of you consider yourselves leaders? Raise your hand."
 - ♥ If everyone raises their hands skip to number 6
 - ♥ If some hands are not raised, continue to number 4
4. **Say** ... Lead Like Jesus defines leadership as "anytime you are seeking to influence the thinking, behavior or development of another, you are taking on the role of a leader." Now using that definition, how many of you consider yourselves as engaging in leadership daily?
5. **Say** ... now back to the original question, "How do you think the leadership in an organization or group that you serve would be different if they followed the leadership model of Jesus?"
6. After a time of discussion, **say** ... does anyone have any questions up to now? Respond to them and then invite participants to review the Table of Contents at the beginning of your workbook. The Table of Contents will give an overview of each week's material.
7. **Say** ... This course is designed to combine individual study and group learning experiences in order to create a sound foundation for real and lasting change in the ways we lead and represent Jesus in the world around us. It will require a degree of personal discipline to make the daily learning experiences a priority and a commitment to serve the growth and development of the group through regular attendance. If you are unsure you would be willing to make a commitment to complete *The HEART of a Great Leader* study, including making weekly attendance at the group meeting a priority, please let me know before next week's meeting. If you are willing to make a commitment tonight, please

complete the Lead Like Jesus Group Study Covenant form that I have distributed to you. (The Covenant form is found on page 7 of the Facilitator's Guide.)

8. Ask if there are any questions or concerns.
9. Announce the next week's meeting with time, place and hosting responsibilities assigned.
10. Close in prayer for the upcoming weeks as the group begins the journey of exploring *The HEART of a Great Leader* study guide.

The HEART of a Great Leader
Self-Serving Leaders vs. Serving Leaders

Personal Preparation before the Session:

- __ Review week 1 material and complete the learning activities for week 2 to stay ahead of the group and to make any appropriate references
- __ Find a quiet time and place to pray for the group members by name. Ask the Lord to give you the wisdom you need to prepare for and lead the Week 1 session.
- __ Read "Overview Week 1"
- __ Check with the host or hostess to be sure he or she is prepared for the group this week
- __ Arrange for refreshments to be served at the beginning of the session (or wherever it occurs)
- __ Secure enough name tags for those you expect to attend
- __ Have pens or pencils and extra blank paper available
- __ Plan to stay within the times given for each activity; the session is scheduled for 60 minutes
- __ Locate a bell, buzzer or whistle that you can use as a timer

Note: Allowing member to share freely is far more important than sticking to a schedule. Group members sometimes arrive eager to tell about something that happened in their lives during the week related to that week's content. Be sensitive to this need and be flexible. Allow God to work in the life of your group. Provide opportunities for everyone to respond during the session.

Introduction (15 Minutes)

1. Welcome each person and direct them to the refreshments, if available at the beginning.
2. Begin promptly. Remind the group that you will begin and end each session on time.
3. Thank the members for affirming their commitment to the group and *The HEART of a Great Leader* study by signing the Covenant form and returning for today's session.
4. Offer a prayer of thanksgiving to God for bringing you together to learn how to glorify Him by learning to lead like Jesus. Ask the Holy Spirit to be your Teacher during the session. Ask Him to continue to bond the group together in Christian love and unity during this session of the program.
5. Ask the group about their experience with the first week's study materials. How long did it take to complete the daily lessons? What study practices, times and places worked best?

Note: Don't expect everyone to have had the same level of positive experience. If questions or negative comments come up, relax and try not to become defensive. Listen for understanding and feel free to say, "I don't know" and refer the question to the rest of the group for any insights they might have. When an issue involving the program materials comes up that you can't handle tell the person you will make note of it and commit to try and find a suitable answer by the next meeting.

Overview Week 1 (40 Minutes)

6. Ask the group – what one thing did you learn in this week's study that you did not know before? Pause for some answers and then ask, what is one area of personal growth you identified during this week's study?
7. Pair the group up to recite their memory verse to each other. What new thing did you learn in the process of memorizing this verse?
8. In the Introduction to Week One, we read "A good diagnosis must precede effective treatment." How did you react to that statement when thinking about being a Jesus-like leader? Is it important to know when we are self-serving leaders and when we are Jesus-like leaders? Why or why not?
9. **Say ...** In Day One, we looked at the concept of integrity in our leadership. What are some examples of how God might test your integrity?
10. **Ask ...** What are some steps you can take to keep the *inside of the cup clean*?
11. **Say ...** Turn to your neighbor on the left and respond to the Patrick Lencioni quote on Day 2, "A person should want to be a leader because they want to sacrifice themselves for others even without a guaranteed return." After a few minutes of discussion, invite the groups to share some of their insights, questions, etc.
12. **Say ...** What were the two pivotal questions posed during your study of Day 2? What was your reaction to these questions? After some discussion, **say ...** how did you answer the questions – Who are you? And Whose are you? Wait for response and discussion.
13. **Say ...** Looking at the Scripture in What God's Word Says on Day 3, what are some reasons why you need a new heart in order to receive feedback effectively?
14. **Say ...** what are some examples of how you can communicate your growing desire for honest feedback? What are your next steps in communicating this and with whom? **Note:** Feedback is not just related to the workplace but can be given in the home, at church, with friends, etc.

15. **Say ...** Driven or Called? Where did you find yourself in this discussion on Day 4? Give examples of some “called” characteristics. What are the challenges of changing “driven” characteristics to “called” characteristics?
16. **Say ...** on Day 5, we looked at the concept of preparing your replacement. We do this daily, if we are parents. The message of 2 Timothy 2:2 is to prepare others to continue in the work of discipleship, which is also preparing others for the work God has designed for them. Divide the group into 3 smaller groups and invite them to discuss the Look Inside section on page 25 along with the follow up in Next Steps on page 26.
17. Bring the groups back together and ask for volunteers to share their thoughts, feelings and comments about the discussion of Week One. Were there any surprises? What did you learn about yourself and others?

Closing (5 minutes)

18. Remind the group about next week’s meeting and review any hospitality assignments, if appropriate.
19. Ask the group to stand in a circle, hold hands and offer sentence prayers for each other that they would leaders like Jesus in every way, every day of the coming week.

The HEART of a Great Leader
How Do We Edge God Out?

Personal Preparation before the Session:

- Review week 2 material and complete the learning activities for week 3 to stay ahead of the group and to make any appropriate references
- Find a quiet time and place to pray for the group members by name. Ask the Lord to give you the wisdom you need to prepare for and lead the Week 2 session.
- Read "Overview Week 2"
- Check with the host or hostess to be sure he or she is prepared for the group this week
- Arrange for refreshments to be served at the beginning of the session (or wherever it occurs)
- Secure enough name tags for those you expect to attend
- Have pens or pencils and extra blank paper available
- Plan to stay within the times given for each activity; the session is scheduled for 60 minutes
- Locate a bell, buzzer or whistle that you can use as a timer

Note: Don't expect everyone to have had the same level of positive experience. If questions or negative comments come up, relax and try not to become defensive. Listen for understanding and feel free to say, "I don't know" and refer the question to the rest of the group for any insights they might have. When an issue involving the program materials comes up that you can't handle tell the person you will make note of it and commit to try and find a suitable answer by the next meeting.

Introduction (15 Minutes)

1. Welcome each person and direct them to the refreshments, if available at the beginning.
2. Begin promptly. Remind the group that you will begin and end each session on time.
3. Offer a prayer of thanksgiving to God for bringing you together to learn how to glorify Him by learning to lead like Jesus. Ask the Holy Spirit to be your Teacher during the session. Ask Him to continue to bond the group together in Christian love and unity during this session of the program.
4. Ask the group about their experience with the second week's study materials. How long did it take to complete the daily lessons? What study practices, times and places worked best?

Overview Week 2 (40 minutes)

Note: Allowing member to share freely is far more important than sticking to a schedule. Group members sometimes arrive eager to tell about something that happened in their lives during the week related to that week's content. Be sensitive to this need and be flexible. Allow God to work in the life of your group. Provide opportunities for everyone to respond during the session.

5. Ask the group – what one thing did you learn in this week's study that you did not know before? Pause for some answers and then ask, what is one area of personal growth you identified during this week's study?
6. **Say ...** Describe some of the characteristics of a self-serving leader. Did you include the word "follower" on the list? Most self-serving leaders do not see themselves as followers but as leaders and they lead everyone including God.
7. Invite the group to read aloud the key operating principle found on the top of page 30. Then **ask ...** What is your reaction to this key operating principle? What are the advantages of following it? The difficulties in following it? What strategies will it take to make it true daily?
8. **Say ...** Look at the list on page 32 in the Look Inside section, which ones did you highlight as a potential life focus? Then **ask ...** What steps are necessary to take to keep our attitudes towards these things in check?
9. **Say ...** Turn to page 34 in your workbook and read the Quote of the Day from Robert S. McGee. Now, turn to your neighbor on your right and share your reaction to this quote. Also ask the pairs to recite their memory verse to each other.
10. Invite the group to turn to Next Steps on page 36. **Ask ...** What two verses did you select and what are your reasons for those choices?
11. **Say ...** Jesus faced three of the most universal and powerful temptations a leader can face –
 - Instant gratification
 - Recognition and applause
 - Improper use of and lust for power

Because He faced them from a spiritual perspective, He was able to overcome. What are some examples of each of these areas and what strategies might be used to overcome them?

12. Read A Point to Ponder on page 43 in *The HEART of a Great Leader* study guide and discuss the content with your group. Ask them to provide examples of how false pride repels and how toxic fear falters.

13. Ask for volunteers to share their thoughts, feelings and comments about the discussion of Week Two. Were there any surprises? What did you learn about yourself and others?

Closing (5 minutes)

14. Remind the group about next week's meeting and review any hospitality assignments, if appropriate.
15. Ask one member of the group to lead in prayer asking that all group members live and lead like Jesus more this week than ever before. Remember to secure their permission in advance.

The HEART of a Great Leader Pride and Fear Edge God Out

Personal Preparation before the Session:

- __ Review week 3 material and complete the learning activities for week 4 to stay ahead of the group and to make any appropriate references
- __ Find a quiet time and place to pray for the group members by name. Ask the Lord to give you the wisdom you need to prepare for and lead the Week 3 session.
- __ Read "Overview Week 3"
- __ Check with the host or hostess to be sure he or she is prepared for the group this week
- __ Arrange for refreshments to be served at the beginning of the session (or wherever it occurs)
- __ Secure enough name tags for those you expect to attend
- __ Have pens or pencils and extra blank paper available
- __ Plan to stay within the times given for each activity; the session is scheduled for 60 minutes
- __ Locate a bell, buzzer or whistle that you can use as a timer

Note: Don't expect everyone to have had the same level of positive experience. If questions or negative comments come up, relax and try not to become defensive. Listen for understanding and feel free to say "I don't know" and refer the question to the rest of the group for any insights they might have. When an issue involving the program materials comes up that you can't handle tell the person you will make note of it and commit to try and find a suitable answer by the next meeting.

Introduction (15 Minutes)

1. Welcome each person and direct them to the refreshments, if available at the beginning.
2. Begin promptly. Remind the group that you will begin and end each session on time.
3. Offer a prayer of thanksgiving to God for bringing you together to learn how to glorify Him by learning to lead like Jesus. Ask the Holy Spirit to be your Teacher during the session. Ask Him to continue to bond the group together in Christian love and unity during this session of the program.
4. Ask the group about their experience with the third week's study materials. How long did it take to complete the daily lessons? What study practices, times and places worked best?

Overview Week 3 (40 minutes)

Note: Allowing member to share freely is far more important than sticking to a schedule. Group members sometimes arrive eager to tell about something that happened in their lives during the week related to that week's content. Be sensitive to this need and be flexible. Allow God to work in the life of your group. Provide opportunities for everyone to respond during the session.

5. Ask the group – what one thing did you learn in this week’s study that you did not know before? Pause for some answers and then ask, what is one area of personal growth you identified during this week’s study?
6. **Say ...** we will be looking at false pride and toxic fear as we review this week’s material. **Ask ...** How do you distinguish between healthy pride and false pride? After some discussion, **Ask ...** What new information did you learn from Today’s Topic on Day One about pride and self-promotion?
7. **Say ...** Turn to page 48 Next Steps. Then lead in a discussion and **Ask ...** If you had an opportunity to live out any of these practices this week, would you share the outcome from your new approach?
8. **Say ...** Turn to page 49 while we read the What God’s Word Says section. Enlist 3 volunteers to read one passage each. What do you learn about how God feels about false pride? What are some of the manifestations of false pride that you have observed in someone’s life?
9. **Say ...** pair up with someone you’ve not shared your memory verse with before and recite your verse from this week.
10. **Say ...** In what ways do the consequences of pride bring fear? What are some examples of toxic fear that you have observed and what could have been the corresponding pride issue the person was facing?
11. **Say ...** Fear, an Anti-God State of Mind! What is your reaction to this description of fear? Please explain your reasoning.
12. **Say ...** Identify some inadequate sources of security and self-worth. What steps could be taken to ensure that self-worth remains firmly rooted in the unchanging truth of God?

Closing (5 minutes)

13. Remind the group about next week’s meeting and review any hospitality assignments, if appropriate.
14. Lead in prayer that everyone will recognize false pride and toxic fear in their life and take the necessary steps to move into a healthier relationship with those they love and lead.

The HEART of a Great Leader
Altering Your EGO to Exalt God Only

Personal Preparation before the Session:

- Review week 4 material
- Find a quiet time and place to pray for the group members by name. Ask the Lord to give you the wisdom you need to prepare for and lead the Week 4 session.
- Photocopy the Twelve Steps to Leading Like Jesus for each participant (on page 8 of your Facilitator Guide)
- Read "Overview Week 4"
- Check with the host or hostess to be sure he or she is prepared for the group this week
- Arrange for refreshments to be served at the beginning of the session (or wherever it occurs)
- Secure enough name tags for those you expect to attend
- Have pens or pencils and extra blank paper available
- Plan to stay within the times given for each activity; the session is scheduled for 60 minutes
- Locate a bell, buzzer or whistle that you can use as a timer

Note: Don't expect everyone to have had the same level of positive experience. If questions or negative comments come up, relax and try not to become defensive. Listen for understanding and feel free to say "I don't know" and refer the question to the rest of the group for any insights they might have. When an issue involving the program materials comes up that you can't handle tell the person you will make note of it and commit to try and find a suitable answer by the next meeting.

Introduction (15 Minutes)

1. Welcome each person and direct them to the refreshments, if available at the beginning.
2. Offer a prayer of thanksgiving to God for bringing you together to learn how to glorify Him by learning to lead like Jesus. Ask the Holy Spirit to be your Teacher during the session. Ask Him to continue to bond the group together in Christian love and unity during this session of the program.
3. Thank the group for their faithful participation through the 4 weeks of *The HEART of a Great Leader* and remind them that there are three more 4-week studies available at www.LeadLikeJesus.com.

Overview Week 4 (40 minutes)

Note: Allowing member to share freely is far more important than sticking to a schedule. Group members sometimes arrive eager to tell about something that happened in their lives during the week related to that week's content. Be sensitive to this need and be flexible. Allow God to work in the life of your group. Provide opportunities for everyone to respond during the session.

4. **Ask** the group – what one thing did you learn in this week’s study that you did not know before? Pause for some answers and then ask, what is one area of personal growth you identified during this week’s study?
5. **Say ...** During our study this week, we’ve had the opportunity to reflect on the 12 Steps of EGO’s Anonymous. I am distributing a copy of the 12 Steps to you. Let’s discuss your reactions and comments to the first three Steps.
6. **Say ...** Give an example of a time when you experienced “the peace of God, that transcends all understanding ... (Philippians 4:7).” What feelings did you have? In what ways were you able to proceed in confidence through this experience?
7. **Say ...** Let’s review Steps 4-6 of the Twelve Steps and share any AHA’s you had while engaging in this process.
8. **Say ...** on page 71 in Today’s Topic, the authors contend that the only antidote to instant gratification, recognition and power that plague all leaders is the cross. What is your reaction to this?
9. **Say ...** Now turn to your neighbor on your left and recite your memory verse for the week. When they have finished repeating their verses, **ask ...** What benefit have you found from memorizing these four verses? In what ways have they helped you have the *HEART* of a great leader?
10. **Say ...** In What God’s Word Says on page 73, let’s read Matthew 18:21-22 from The Message Bible together. Jesus did not literally mean to forgive 490 times but to forgive as often as it is required. Think back to the last time you received forgiveness, what did it feel like? Now, think about the last time you extended forgiveness, what did that feel like? What were the effects on the future of the relationships?
11. **Say ...** Let’s review Steps 8-12 of the Twelve Steps. What did you learn? How hard is it to practice the concepts found there? What one change could you make today that would move you forward?
12. As you conclude this last week’s session, read John 13:1-17 and remind participants of Jesus’ perfect example of leadership with the disciples. As you close the session, pray that each participant would leave this time of study with a renewed commitment to lead like Jesus in every walk of their life every day.

NOTE: If you have been to a Lead Like Jesus event or Encounter and experienced the Greatest Management Tool of All Time and wish to end your study in this way, you may order Lead Like Jesus shoe mitts by calling 800.383.6890. Distribute them to participants as you read the John 13 passage and invite group members to share in this experience.

If you've not been to one of these events, the following will give you the information you need to proceed. You will need to order Lead Like Jesus shoe mitts as above:

Say, you have been given a Lead Like Jesus shoe mitt. Take the mitt and choose someone in the room whom you would like to serve without thought of reciprocity. Kneel in front of them, take the shoe mitt and shine their shoes. Straighten their pants leg and pull up their socks if appropriate. When you rise, give them a hug. This is to be done in silence and as an act of service.

Closing (5 minutes)

13. Thank everyone, again, for being present and encourage them to join together to study *The HEAD of a Great Leader*, *The HANDS of a Great Leader* and *The HABITS of a Great Leader* – all 4-week group studies available from our online store at www.LeadLikeJesus.com.
14. Close the final session with a word of prayer and dismiss the group.