

A photograph of two hands holding a blue torch. The hands are positioned as if presenting the torch. The background is a soft, out-of-focus green field. The text is overlaid on this image.

Developing Leadership through Mentoring and Coaching

**Ken Horton, Ph.D.
& Ron Horton, Th.M.**

SL315 Unit 1

**Taught at Singapore Bible College's DMin Program in October 2019
Uploaded by Dr. Rick Griffith • Jordan Evangelical Theological Seminary
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Ron & Terri Horton



The Horton Family

The Newest Horton



"Mentoring is a relational experience in which one person empowers another by sharing God-given resources."

Stanley and Clinton, *Connecting*, 33

Mentoring Leaders



Adapted from Carson Pue, *Mentoring Leaders*

A disciple is a “reborn follower of Christ.” Discipleship is the “process of following Christ,” and disciple-making involves “deliverance, development, and deployment.”

**Bill Hull, *The Complete Book of Discipleship*,
loc. 263-346**

“Coaching is unlocking a person’s potential to maximize their growth”

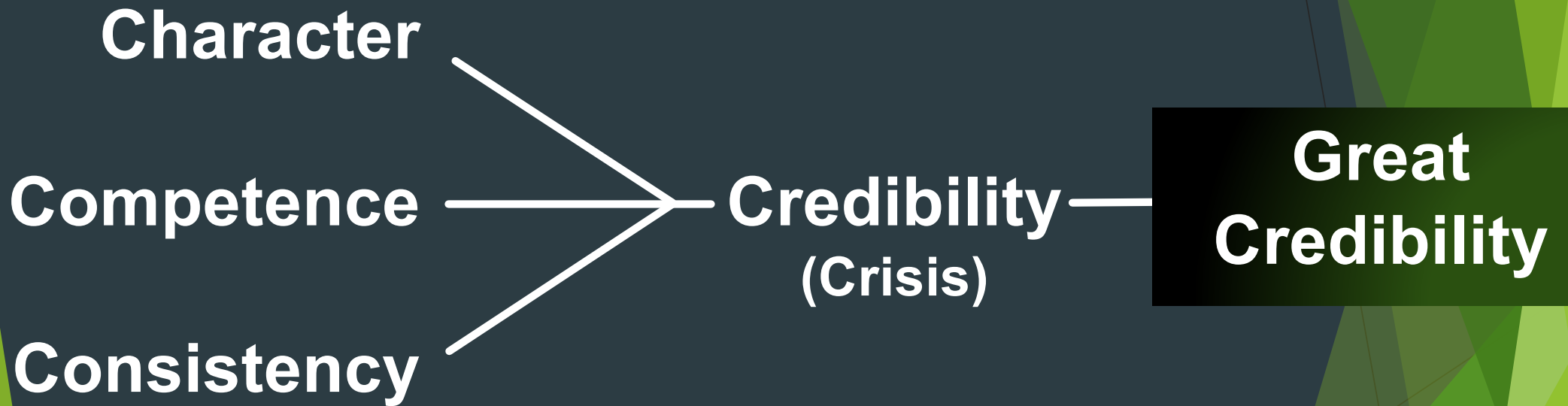
John Whitmore, *Coaching for Performance*, 8

A photograph of two hands holding a blue torch. The hand on the left is a darker-skinned hand, and the hand on the right is a lighter-skinned hand. The torch is held vertically, with the flameless tip pointing upwards. The background is a soft, out-of-focus green field. The text is overlaid on the image.

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A Life of Credibility



Adapted from a concept by Steve Bateman

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Humility, Christ's primary character trait, is ground zero for personal transformation. Without humility, Christ wouldn't have submitted Himself to the Father or made sacrifice of his own life for the whole world.

One reason even the very best discipleship plans don't result in transformation is they don't start with humility. Humility forms the environment and relationships that make transformation possible.

Bill Hull, *The Complete Book of Discipleship: On Being and Making Followers of Christ*, 157

A Heart for God's Will

34 “A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another.”

35 “By this all men will know that you are My disciples, if you have love for one another.”

John 13:34-35 (NASB95)

A Heart for God's Purpose

¹⁸ And Jesus came up and spoke to them, saying, "All authority has been given to me in heaven and on earth."

¹⁹ "Go therefore and make disciples of all nations, baptizing them in the name of the Father and the Son and the Holy Spirit, ²⁰ teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age."

Matthew 28:18-20 (NASB95)

A photograph of two hands holding a blue torch. The hand on the left is a younger, lighter-skinned hand, while the hand on the right is an older, darker-skinned hand. The torch is held vertically between them. The background is a soft, out-of-focus green field. The text is overlaid on the image.

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"This you know, my beloved brethren. But everyone must be quick to hear, slow to speak and slow to anger."

**James 1:19
NASB95**

**“One of the most sincere forms
of respect is actually listening to
what another has to say.”**

Bryant H. McGill

“Listening is a magnetic and strange thing, a creative force. The friends who listen to us are the ones we move toward. When we are listened to, it creates us, makes us unfold and expand.”

Karl A. Menniger

“The most important thing in communication is hearing what isn’t said.”

Peter Drucker

**“When people talk, listen completely.
Most people never listen.”**

Ernest Hemingway

“Most people do not listen with the intent to understand; they listen with the intent to reply.”

Steven R. Covey

“You cannot truly listen to anyone and do anything else at the same time.”

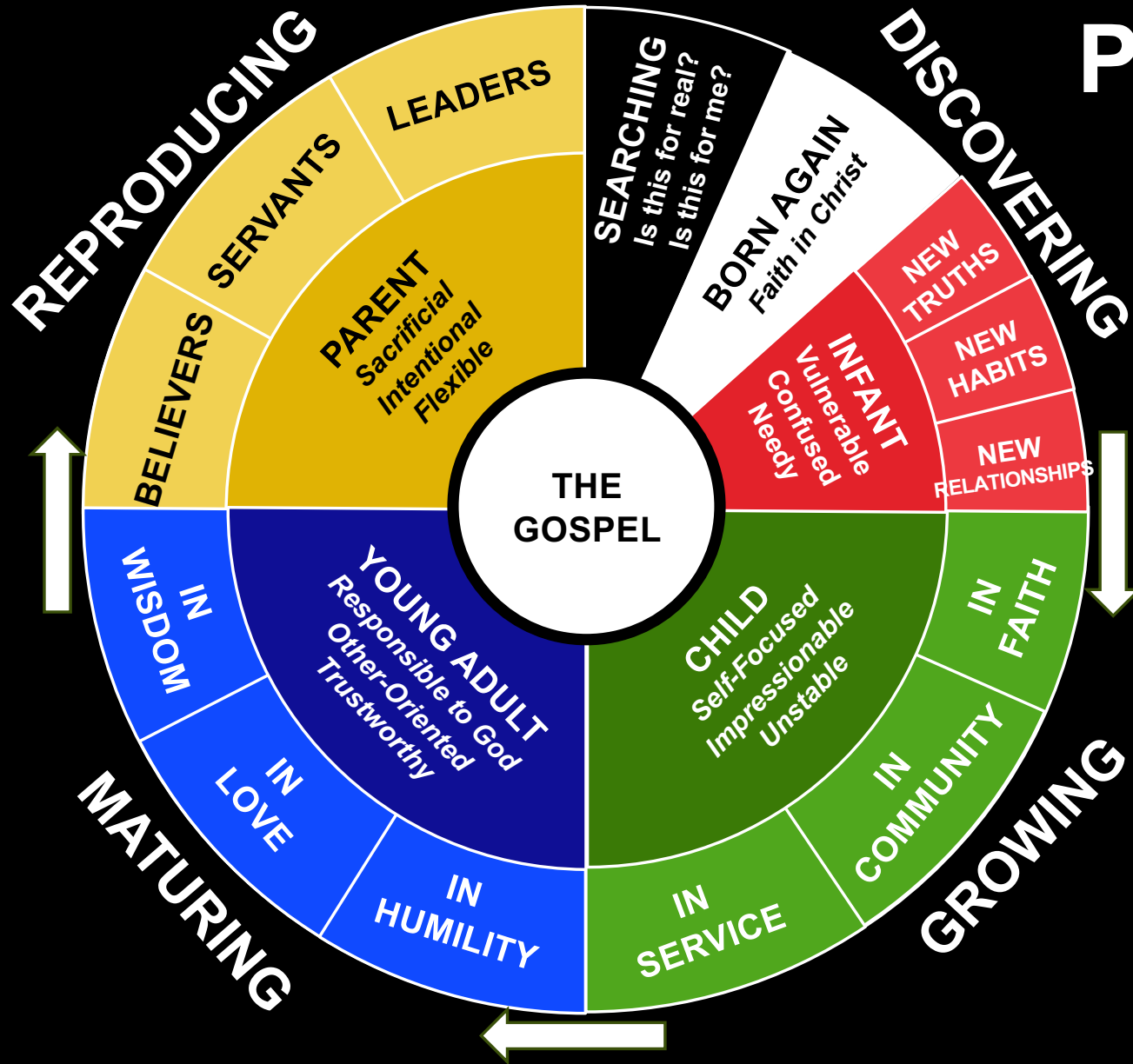
M. Scott Peck

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Putnam Cycle of Spiritual Development



A photograph of two hands holding a blue torch. The hand on the left is larger and appears to be the hand of a mentor, while the hand on the right is smaller and appears to be the hand of a mentee. The background is a soft, out-of-focus green field. The text is overlaid on the image.

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Strategic Focus

Matthew 28:18-20

Launch

Meet/Share Ministry

Wise Selection

Personal Preparation

Strategic Focus

Matthew 28:18-20



Launch

Meet/Share Ministry

Wise Selection

Personal Preparation



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Bruce's Analysis

Stage #1 - Come and see

Stage # 2 - Come and follow me

Stage # 3 - Come and be with me

A. B. Bruce,
The Training of the Twelve, 11

“The twelve arrived at their final intimate relation to Jesus only by degrees, three stages in the history of their fellowship with him being distinguishable.”

**A. B. Bruce,
The Training of the Twelve, 11**

Hull's Analysis

(See chapter 6)

Stage #1 - Come and see

Stage # 2 - Come and follow me

Stage # 3 - Come and be with me

Stage # 4 - Remain in me

*Bill Hull, The Complete Book of Discipleship:
On Being and Making Followers of Christ*

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**“Whatever your hand finds do,
do it with all your might; for
there is no activity, or planning
or knowledge or wisdom in
Sheol where you are going.”**

**Ecclesiastes 9:10
NASB95**

“Prescribe and teach these things. Let no one look down on your youthfulness, but rather in speech, conduct, love, faith, and purity, show yourself an example of those who believe.”

**1 Timothy 4:11-12
NASB95**

**“Therefore, we do not lose heart,
but though our outer man is
decaying, yet our inner man is
being renewed day by day.”**

**2 Corinthians 4:16
NASB95**

“If the axe is dull and he does not sharpen its edge, then he must exert more strength. Wisdom has the advantage of giving success.”

**Ecclesiastes 10:10
NASB95**

“The hard-working farmer ought to be the first to receive his share of the crops.”

**2 Timothy 2:6
NASB95**

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“Coaching is the art and practice of enabling individuals and groups to move from where they are to where they want to be.”

Gary Collins
Christian Coaching,
2nd ed., loc. 205 in Kindle

"Coaches are change experts who help leaders take responsibility for their lives and act to maximize their own potential."

Tony Stoltzfus
Leadership Coaching,
loc. 252 in Kindle

"Coaching is unlocking a person's potential to maximize their growth."

**John Whitmore, *Coaching for Performance*,
cited by Tony Stoltzfus, *Leadership Coaching*,
loc 205 in Kindle**

"A coach helps to assess their situation then improve their skills, disciplines, and knowledge so that they can make the necessary big picture changes..."

Daniel Harkavy
Becoming a Coaching Leader, 38-39

"In contrast to the emphasis on imparting information through tutoring and instruction, coaching is unlocking a person's potential to maximize his or her own performance."

**John Whitmore, *Coaching for Performance*,
cited by Gary Collins, *Christian Coaching*,
loc 139-140 in Kindle**

(Coaching) ... "is a form of servant leadership that involves encouraging people to pursue their goals and fulfill their potential."

Gary Collins

***Christian Coaching*, loc. 431 in Kindle**

"Each of these roles – counselor, teacher, trainer, consultant, mentor, coach – is unique, and a good coach needs to have some skill in each area. Sometimes a coach will be a teacher. Sometimes a mentor. Sometimes a counselor. Sometimes a trainer, but always a coach."

Daniel Harkavy

Becoming a Coaching Leader, 38-39

"When I'm mentoring, I'm teaching a person, letting him draw from me or learn from my experience. When I'm coaching, I'm pushing a person to draw from his or her own resources and experiences. Coaching is helping people learn instead of teaching them."

Tony Stoltzfus

Leadership Coaching, loc. 298 in Kindle

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Manager's Perspective

- ❑ **Pursues Quick Solutions To Complete Tasks**
- ❑ **Mediates Staff Differences**
- ❑ **Tells Team What To Do / How To Manage**

Adapted from Hudson Institute

Coaching Mindset

- ❑ **Discusses Issues With Team Members**
- ❑ **Empowers Team Members To Develop Solutions**
- ❑ **Celebrates Collaborative Interaction**

Adapted from Hudson Institute

A photograph of two hands holding a blue torch. The hand on the left is a larger, more hairy hand, while the hand on the right is smaller and smoother. The torch is held vertically between them. The background is a soft, out-of-focus green field.

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**Ken Horton, Ph.D.
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Christian Coaching

Gary Collins



Leadership Systems

Jim Smith

Coach

Connect

Clarity

Confirm



Client

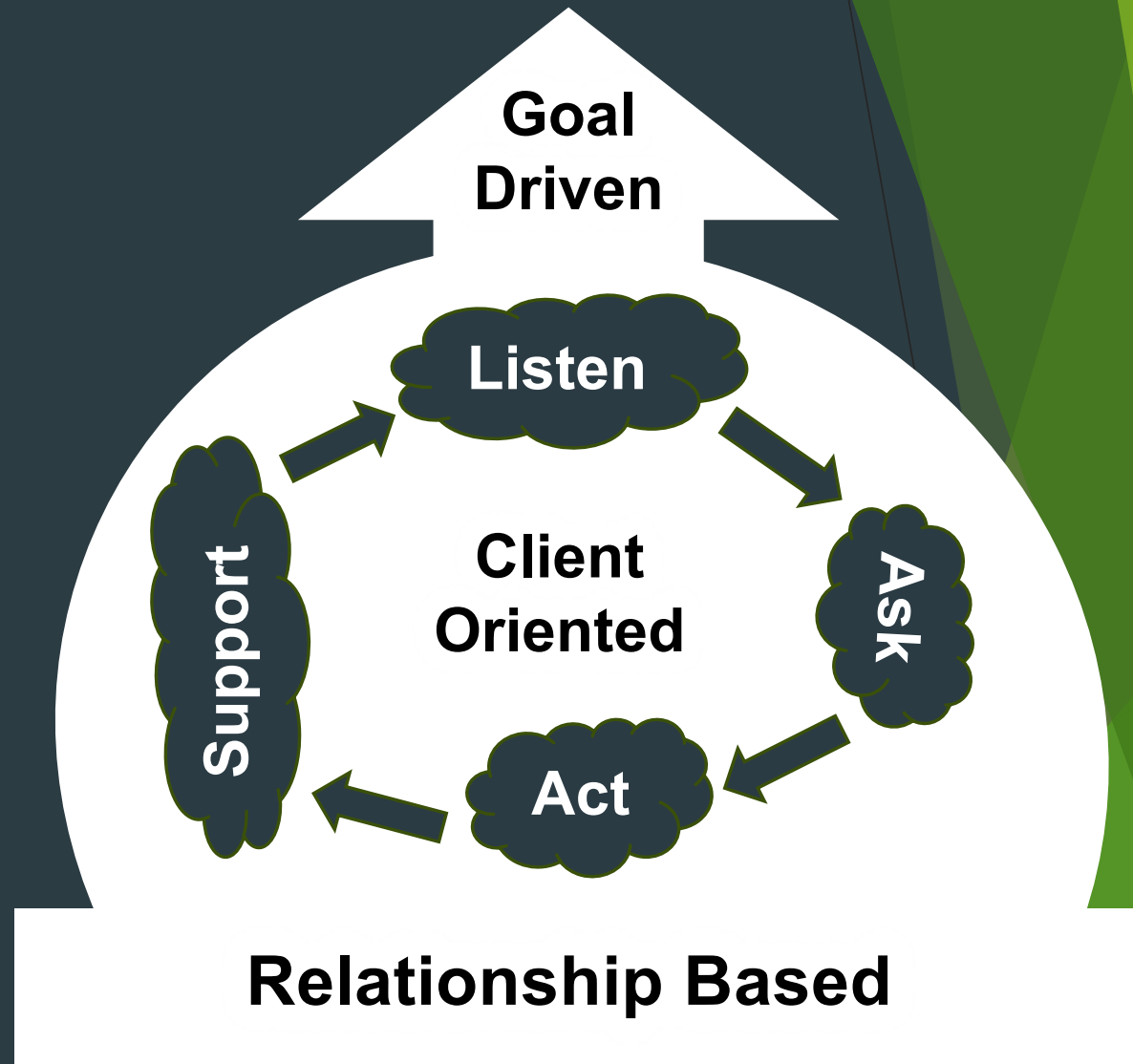
Assess

Articulate

Action

Leadership Coaching

Tony Stoltzfus



The Coaching Process

Where are you
now?

Where do you
want to be?

Focus

Explore
Options

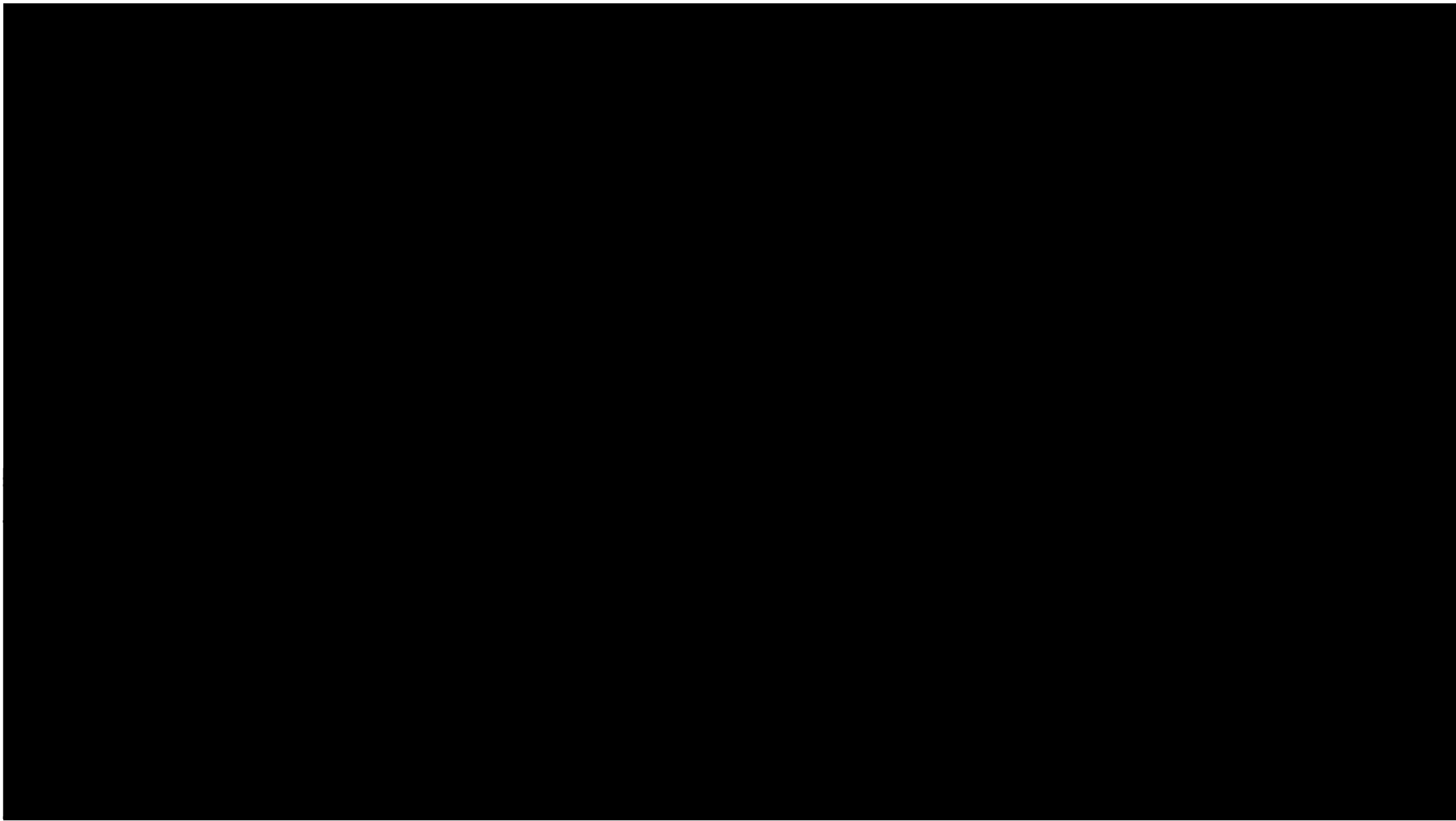
Plan Next
Steps

Address
Obstacles

Review

Coaching:

- Listen Beyond Words
- Ask Powerful Questions
- Speak the Truth in Love
- Celebrate and Encourage



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