

Coach Module 2 – Lead an Engaging Huddle that Sharpens the Leadership Competencies of the Leaders

Core Competency 2

Lead an engaging huddle that sharpens the leadership competencies of the leaders.

As a leader of leaders, we facilitate peer to peer learning which allows for growth at a deeper level than we are able to do on our own. We hold huddles to grow in our capacity and skills, share stories, collaborate and remember our great role as leaders serving God to build His Kingdom. In this module, you will look at a sample huddle, team leader competencies for your specific department, the purpose and mission that underscores all of those competencies and learn best practices on how to construct and facilitate a huddle.

Section 1

Read, Watch, and Reflect

Read

- Proverbs 27:17 (NIV) - As iron sharpens iron, so one person sharpens another.
- Colossians 4:6 (NIV) - Let your conversation be always full of grace, seasoned with salt, so that you may know how to answer everyone.

Reflect

- Share one thing that stands out to you from each scripture.
- Describe a time where you grew as a leader or team member from your peers.
- What keeps you from being sharpened by spending more time with others?
- Why do you think grace is important in leadership?
- How do these verses apply to your work and family?

Exercise

Pick one of the scriptures and write three of your own questions that you would ask a team.

The next time you serve, ask your leader if you can lead a mini devotional for the team.

A great devotional has a tension to address:

- This can be a common struggle or problem. This could also be a biblical truth and/or an area we need encouragement.
- Scripture with the context taken into consideration.
- An application point to our lives/role and prayer.

Document what went well and what could have gone better. Ask for feedback from someone you trust.

Section 2

Watch

[How Great Leaders Inspire Action](#) by Simon Sinek, author of *Start with Why* (17 minutes)

Each time you facilitate a huddle, it's important to explain why the competency is important and how the content ties into the competency.

Reflect

- What stands out to you most from this video?
- What are obstacles that distract us from the big picture or “why” in the environments where we serve, work and live? (Give a few examples)
- Why is incorporating the why important to huddles?
- How can knowing the “why” influence the five team leader competencies and reinforce the mission of the Ridge?
- What specific action steps can you take personally to be more focused on the why in your job, family, and ministry?

Exercise

Over the next 3 weeks, have conversations with 2-3 people in your life (coworker, boss, family member, etc.) and ask them to share answers with you to the following questions:

- Do you ever think about the **why** behind what you do? (where they work, why they serve or volunteer, how they spend free time, etc...it could be as simple as exercising or as big as leading a company)
- Do you think it matters to know the **why**? Why or why not?

Observe and record their responses

- Answer the following question in your own words:
 - Are people clear on their mission/purpose and why they do what they do?
 - Why or why not?

Section 3

Read

[Asking Good Questions](#)

Reflect

- Document two takeaways
- What role does preparation play in asking good questions?
- Describe a time you grew because of a leader's great use of questions.
- Why are questions a crucial tool in coaching?

- Describe the experience you had in your last huddle.
- What was most memorable?
- How was the conversation? How well did the facilitator ask questions and why?
- What would you have differently?

Exercise

A great huddle contains dynamic content and great questions so that through the discussion there is self-discovery and peer to peer learning.

- **Build your own huddle.**
 - Pick a team leader competency from your ministry (*ask your coach if needed*).
 - Find a video or article that ties in to this competency.
 - Use the **6 C's** [participant huddle template](#) and [leader huddle template](#) to build a huddle around this competency and content.
 - **Need help?** Review these additional [huddle examples](#) for a refresher. Feel free to reach out to your leader if you need additional support.

Next steps:

- Meet with your leader to discuss what you learned from this session and practice facilitating a huddle using the content you built.
- Observe an Equip Huddle with your leader or a peer and debrief as a follow up. (*Optional*)