



Episode #4: The Apprenticeship Model

“The most important skill of a leader is the ability to empower others.” Jason Hanash

Why do we rush into onboarding?

1. We don't think we have the time.
2. We assume people will learn on the fly.
3. It wasn't modeled for me.

The Apprenticeship Process

1. I do, You watch, we talk.

They simply come alongside you in the role they're being trained for.

This debriefing time should include three simple questions: (1) **“What worked?”** (2) **“What didn't work?”** and (3) **“How can we improve?”**

Often the people who become the strongest leaders are the ones who offer an improvement or mention a negative.

Ask 3 simple questions: 1) “What worked?” (2) “What didn't work?” and (3) “How can we improve?”

2. I do, You help, we talk.

In this phase of development, the leader gives the apprentice an opportunity to help lead in a particular area. For example, if someone is being developed to lead a student ministry small group, the leader might ask that person to lead the prayer time while the experienced leader leads the remainder of the time together.

Simple question: **“What did you see me do and why do you think I did it?”**

3. You do, I help, we talk.

YOU HELP – now this is more than **training**, you're developing a **culture of helping** – a culture of **servant-hearted ministry**.

Now the apprentice transitions from supporting or helping the leader to taking on most of the leadership responsibilities of the team or group. If a person is being apprenticed to lead a team of sound technicians, he or she will operate the sound system...

Ask – “**So how’d that go?**” – Then they will tell you everything they **did wrong**.

Your job is to find **1 good thing** they did right, and celebrate that!

4. You do, I watch, we talk.

This is where you’re tempted to bail, because who’s got time to “watch”?
Trust me – this is where your relationship deepens.

At this step, you begin to ask them questions that reinforce your values or best practices.
“**Why did you do that?**” “**Why did you do it that way?**”

5. You do, someone else watches.

If you do the steps, it will be natural – it will be cultural.

This is where the process of reproducing comes full circle. The former apprentice is now leading and begins developing a new apprentice.