



# Heartland GMC Leadership Collab Syllabus

## Growing Your Leadership Capacity

Monthly online discussion of the reading and monthly individual coaching sessions.

### COHORT SYNOPSIS

This cohort focuses on helping leaders grow in their confidence and capacity as they face challenges, establish goals, and work towards making a difference in their different contexts. In the coaching time together, participants will collaborate with others to share ideas, develop new skills, and find renewed energy in their calling. This is an opportunity to work on difficult challenges, pursue God-sized goals, and level up as a leader.

### GROUP MEETING FORMAT

- The group will meet to discuss the reading eight times at 11 AM: August 11, September 8, October 13, November 10, December 8, January 12, February 9, and March 9.
- The group will meet via ZOOM. Sessions will last approximately 1-1.5 hours.
- Come prepared with insights and questions from the reading to discuss with the cohort.

### INDIVIDUAL COACHING

- Each participant will schedule monthly one-on-one sessions with the coach. Sessions will last one hour. A reusable Calendly link will be made available to schedule the sessions. It is the participant's responsibility to schedule their sessions.
- Participants will be given an intake form to help the coach begin to get to know them and to identify the potential topic(s) the participant wants coaching on.
- After each coaching session, the participant will walk away with next steps towards achieving their goals or working through their challenges.



### REQUIRED READING FOR DISCUSSION

\*Participants are required to purchase or borrow the books for the group.

*Leadership On the Line* by Ronald Heifitz and Marty Linsky

*Failure of Nerve* by Edwin Friedman

\*Be sure to read the assigned reading BEFORE the session.

- Session One: Leadership On the Line – Introduction, Chapters 1-3
- Session Two: Leadership On the Line – Chapters 4-6
- Session Three: Leadership On the Line – Chapters 7-9
- Session Four: Leadership On the Line – Chapters 10-11
- Session Five: Failure of Nerve – Chapters 1-3
- Session Six: Failure of Nerve – Chapters 4-6
- Session Seven: Failure of Nerve – Chapters 7-8

### COACHING VERSUS MENTORING, CONSULTING, AND COUNSELING

You may be wondering: What is coaching? As described by Chris Holmes in *The Art of Coaching Clergy*, coaching is:

- less **top-down** and more **come alongside**.
- **listens more** and **tells (advises) less**.
- asks **great questions** rather than giving **okay answers**.
- **honors resourcefulness** while daring to **expect accountability**.
- recognizes **church leaders** as the **experts** in their settings.
- **co-creates** a vision for the future.
- mines a **leader's experience** and **knowledge** in creating **action plans**.

Coaching relies on powerful and strategic questions rather than giving answers or pushing cookie-cutter solutions. Where mentoring tells a person what to do, the job of a coach is to help you grow, take the next steps in your calling, or discover the answers that God may have already given you. Compared to consulting, a consultant is a specialist who takes responsibility for disseminating knowledge or guiding a specific project. A coach focuses



on your unique journey of discovery, goal setting and achieving, and processing a challenge; and you are responsible for your own results. The goal is to help you be faithful to your call and walk with you as you take the next step in being a faithful leader.

\*If the coach feels like he/she can offer an insight or recommendation, he/she will ask permission at the end of your session to share.

\*If you feel that you need assistance during your session and need a suggestion, you may ask the coach. He/she may share in the moment or wait until after the session.

### CHOOSING YOUR TOPIC TO BE COACHED ON

You get to pick the topic(s) that you will be coached on. Each participant is unique and every context is different. Whether you are trying to figure out options and next steps, process challenges and obstacles, or you need the space and help to brainstorm ideas, the coach is there for you, where you are at, and at the pace you set to grow and move forward in your call. At the end of each session, the coach will help you identify your next steps and hold you accountable, checking in at the next session on where you are with your committed actions from the previous session.

### COACH INFORMATION

Rev. Dr. Joshua S. Johnson

Email: [jjohnson@heartlandgmc.org](mailto:jjohnson@heartlandgmc.org)

Rev. Dr. Joshua S. Johnson has been a pastor for thirteen years and currently serves Flint Hills GMC, a church plant in Wamego, KS. He serves in the Heartland Annual Conference as the presiding elder for the North Central District, conference coordinator for disaster response, and as a member and coach for the church planting team. He has previously served as a chaplain for two sheriff's departments in Kansas.

Josh graduated with his M. Div. from Nazarene Theological Seminary. He earned his D. Min. from Asbury Theological Seminary. His coaching certificate is from the CAPP Institute, and he is a trained conflict mediator through the Lombard Mennonite Peace Center.

His mission is to help churches and clergy find confidence to discover and grow in their God-given purpose. Josh has a passion for helping leaders and churches maneuver transitional challenges, grow through change, and take steps to fulfill their calling.