

Mentoring Leaders

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Leaders are in the unique and critical position of helping others develop their own leadership potential. Christ himself trained others and sent them out. As the Apostle Paul continued his missionary journeys he paid particular attention to Timothy and Titus. This session focuses upon the role of mentoring others toward leadership roles. The principles presented here are transferable to other organizations and roles.

Desired Outcomes

- Define “Mentoring” and identify biblical and organizational mentors
- Focus upon and learn from Paul’s story of mentoring Timothy and Titus
- Diagnose “development” issues using a basic model of motivation
- Analyze how “Mentor/Leader style” makes a difference
- Describe “accountability” relationships

I. “Mentoring” Defined

- A. Greek legend – Mentor was the wise and trusted counselor to whom Odysseus trusted the education of his son
- B. Biblical concept of “Discipleship” - equipping and moving believers into ministry (Eph. 4: 11-13)
- C. Growth and change for both individuals comes from the experience

David	Timothy
Paul	Titus
- D. Character and example of the mentor (Titus 2:7-8)
 - Do what is good – for individual and organization
 - Show integrity
 - About reproach
- E. Jesus Christ as a mentor (Luke 10: 1-2)
 - Lord appoints, develops, organizes and sends out
 - Harvest is plentiful workers are few

- Result: Disciples return joyfully successful

F. Note: Emerging fields of “Human Resource Development” and “Executive coaching”

II. Understanding a Basic Model of Motivation

A. Motivation is energizing, directing, sustaining, and rewarding the behavior of yourself or other

B. Basic Model of Motivation

Key Element

Application

- Effort is the relationship of “drive” and “ability”
- Performance is the out come of effort which is measured as “quantity” and “quality”
- Reward is the benefit of performance. Types of reward include “internal” and “external”
- Satisfaction is the indication that the rewards did or did not meet the individual’s performance. Expectations and results these reactions can have positive or negative impact on effort.
- Reinforcing feedback has constructive, Defensive or destructive consequences

C. Using the model – where can I make a difference?

D. Examples

- Biblical
- Organizational
- Personal

III. Mentor / Leader style makes a difference

A. Mentor must be a diagnostician

B. Paul’s Example

- To Timothy – Encouragement
- To Titus – Instruction

- C. Mentor needs to know the maturity level regarding
 - Task (Knowledge, Experience, Organizational Goal)
 - Psychological (Acceptance of Responsibility, Commitment)
- D. Matching mentor's preferred leadership appropriately
 - Decision Process
 - Examples

IV. Summary