



## TRANSFORMATIONAL LEADERSHIP MODEL

Our mission to transform crowds into communities is built on our model of transforming individuals into leaders. It's a simple 3-step process!

### Our Philosophy

*We connect people in community and equip leaders from within the community. We have no desire to come in and take over or lead. The best people to bring transformation to a community are those who live and work in that community. We are just here to help get you started.*

*Our goal is to work ourselves out of a job in each neighborhood we partner with, so that they flourish without us. In order to do that, our leadership and community coaching follows this 3 step model:*

### Our Model



**1) Come & Learn:** In this phase people watch, listen, and learn.

This phase is similar to a small child, who needs you to do much of the work for them. However, you do not want them to remain helpless, so while you may hold their hand through the process, you are intentional in showing and teaching them about everything you are doing. It is important that they not only hear or read about it, but they actually see you engaging in what you want them to learn.

**2) Stay & Help:** As they learn, we begin to engage them in what we are doing. We invite them along to help. They are invited into discussion and we observe their strengths. This phase is like a child who is growing older and not only watches mom or dad cook dinner, but can participate in the work. Don't just tell them why you're mixing ingredients, but let them read the instructions and mix the bowl themselves. They may not be ready to use the oven yet, but they can still participate!

**3) Go With Help:** This is a reversal of the previous phase. Trusting in their strengths and in the preparation process, people are released to create community. Imagine this phase as your child being grown and ready to move out of the house. You have taught them well and they are capable of doing things on their own. Sure they may fail at times, but that is all part of the learning and growing process. Still, they need to know that when they fall hard, you are there to help pick them back up. Parents never stop being parents and, similarly, mentors never stop being mentors. Teachers never stop being teachers. Leaders never stop being leaders. Trust them to go on their own, but be available to help when they call on you for it.