

DISCUSSION LEADER

TRAINING RESOURCES

LEADING THROUGH
CHALLENGES

PART 2

Discussion Leader Training Resources: Leading Through Challenges Part 2

PRE-ASSIGNMENT:

Provide the video link to DLs to watch before leaders' meeting or view together at the start of training.

Video Link: <https://youtu.be/pHDIGCMT1zw>

1. DECLARE *(the talking points)*

(Time: 3-5 minutes)

- We desire for our members to draw nearer to God as they learn, love and live out the truth.
- Participation in a safe, healthy discussion group is an important part of achieving that goal.
- Participation by all the members and a meaningful conversation is the mark of a good Discussion Group (DG).
- We know how individuals participate can create challenging situations for you as the facilitator and for the group as a whole.
- A discussion leader's response to those challenging situations can preserve group unity and enhance the group dynamic.
- While we may prefer to have a right response to every situation, we actually need a wise response that fits the context.
- The 3S framework can help us shape wise responses to challenging situations.

2. DELIVER/DISPLAY *(the tool)*

(Time: 2 minutes)

- The 3S Framework
 - Safe members
 - Strong group
 - Spirit-led leader
- The 3S framework helps form and evaluate our responses to challenging situations.

3. DEMONSTRATE *(the tool)*

(Time: 5 minutes)

Challenging Situation: the group has low energy and no one is volunteering.

- **Scenario 1** – the group has been together for several months and participation is usually lively

Possible immediate response –
“Hey you guys it looks like everyone skipped their coffee today! Let's stand up, turn around, greet a neighbor and sit down and try again.”

- **Scenario 2** – many members are joining a Bible study for the first time

Possible immediate response –

“This is a good question to talk about with a partner. I’m going to give you 2’ to share with your neighbor. I’ll bring us back together when it’s time to move to the next question.”

4. DO *(leaders practice the tool)*

(Time: 10 minutes)

- Choose option of large group discussion, partners or small groups.
- Instruct leaders to form responses shaped by the 3S framework for the following scenarios.
- Leaders determine if response given immediately or privately.

Challenging Situation: a member is sharing a lengthy answer with no sign of stopping

- **Scenario 1** – member is new to EBS and DL does not know her well
- **Scenario 2** – member habitually talks too long almost weekly

Challenging Situation: a member has not shared at all with only a few questions remaining

- **Scenario 1** – the member is prepared and usually participates
- **Scenario 2** – the new member is prepared and attending for the 2nd week

5. DEVELOP *(leaders and conclude)*

Affirm their efforts to practice the 3S framework.

- We can expect challenging situations and the Spirit’s help when they occur.
- Keeping the 3S framework in mind equips us to respond wisely.
- Ask the Spirit to help you know and love your members as part of wisely responding during challenging situations.