

STAGE: WITNESS

RAISING UP LEADERS

A COMPREHENSIVE LEADERSHIP DEVELOPMENT GUIDE

Real Testimonies. Radical Transformations.

Identifying, Training, Multiplying, and Releasing Leaders for Kingdom Impact

By Kyle Lauriano · kylelauriano.com

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Raising Up Leaders

A Comprehensive Guide to Identifying, Training, Multiplying, and Releasing Leaders for Kingdom Impact. Complete Training System for Identifying Leadership Potential, Developing Emerging Leaders, Creating Training Pipelines, Multiplying Leaders, Release Processes, Assessment Tools, Training Curriculum, and Building Sustainable Leadership Movements. For church leaders seeking succession, ministry directors building teams, pastors multiplying leadership, small group leaders developing others, and anyone committed to raising the next generation of Kingdom leaders.

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INTRODUCTION

The Leadership Crisis in the Church

Most churches face the same problem: They have too many programs and too few leaders.

The result:

- Pastor is burned out (doing everything)
- Vision stays small (limited by one person)
- Leadership pipeline is empty (no one being developed)
- Turnover happens (leaders leave, nothing replaces them)
- Growth plateau (can't scale without more leaders)
- Ministry becomes fragile (dependent on key people)

The root cause: Churches aren't systematically developing leaders.

Why Raising Up Leaders Matters

Developing leaders is:

1. Biblical Command

- Jesus' model: Train disciples who train others
- Paul to Timothy: Entrust to faithful men who teach others
- Leadership multiplication is God's design

2. Essential for Growth

- Can't scale without leadership pipeline
- Vision limited by leader capacity
- Multiplication requires more leaders

3. Honoring to God

- Investing in people
- Developing the gifts He's given
- Creating sustainability
- Building kingdom movements

4. Protective Against Burnout

- Distribute leadership load
- Develop others to carry weight
- Create redundancy

- Sustainable pace

What This Guide Provides

This comprehensive resource teaches you:

- How to identify potential leaders
- How to assess their readiness
- How to train them systematically
- How to develop them progressively
- How to release them into leadership
- How to multiply leaders exponentially
- How to sustain the pipeline

By the end, you'll have:

- Assessment tools ready to use
- Training curriculum mapped out
- Release process designed
- Pipeline system visualized
- Multiplication framework established

PART 1 — THE THEOLOGY AND URGENCY OF LEADERSHIP DEVELOPMENT

Biblical Foundation for Leader Development

Jesus' primary strategy was developing leaders, not crowds.

The Numbers:

- Thousands attended His teaching
- Hundreds followed Him
- Twelve were chosen
- Three were closest (Peter, James, John)
- One was His most intimate (John)

His Focus: Developing the twelve who would multiply into millions.

Jesus modeled:

- Personal investment (time with disciples)
- Progressive responsibility (increasing their leadership)
- Hands-on mentoring (teaching and example)
- Gradual release (they did ministry)
- Empowerment (Holy Spirit at Pentecost)

Paul's Model (2 Timothy 2:2):

"The things which thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also."

Four Generations:

- Paul (taught)
- Timothy (learned)
- Faithful men (Timothy teaches)
- Others (faithful men teach)

This is exponential multiplication.

The Multiplication Principle

Addition vs. Multiplication:

Addition:

- One leader does 10 things
- Result: 10 things accomplished

- Scalability: Limited to that leader's capacity

Multiplication:

- One leader trains 10 leaders
- Each of those trains 10 more
- Result: 100 leaders, exponential expansion
- Scalability: Unlimited (theoretically)

The Church needs multiplication, not addition.

Your Leadership Responsibility

If you're in any leadership position, you're responsible for raising up new leaders.

Not optional. Not "nice to do." **Responsibility.**

Specific responsibilities:

1. Identify potential

- Look for leadership capacity
- See it before they do
- Encourage it

2. Invite formally

- Don't hope they figure it out
- Specifically ask them to step up
- Make the call clear

3. Train systematically

- Don't leave it to chance
- Have a process
- Be intentional

4. Release strategically

- Don't hold onto leaders
- Give them real responsibility
- Let them lead

5. Multiply intentionally

- Each leader should develop other leaders
- Make it part of the culture
- Celebrate multiplication

PART 2 — IDENTIFYING EMERGING LEADERS

The Leadership Eye

Good leaders can recognize potential in others.

How to develop the leadership eye:

1. Look for who people naturally follow

- Who do people listen to?
- Who influences the room?
- Who do others gravitate toward?
- Not the loudest — the respected

2. Watch for problem-solvers

- Who sees a need and addresses it?
- Who organizes solutions?
- Who takes initiative?
- Who doesn't wait to be asked?

3. Notice who grows others

- Who invests in others?
- Who helps people develop?
- Who encourages others' gifts?
- Who multiplies, not gathers followers?

4. Observe who's faithful in small things

- Do they follow through?
- Are they reliable?
- Do they care about detail?
- Can you trust them?

5. See who handles correction well

- Do they respond to feedback?
- Can they admit mistakes?
- Do they adjust course?
- Are they coachable?

Character vs. Charisma

Charisma:

- Attractive personality
- Great communicator
- Draws crowds
- Makes things exciting
- Not reliable indicator of leadership capacity

Character:

- Integrity
- Consistency
- Trustworthiness
- Humility
- Faithful in private
- Reliable indicator of leader potential

Choose character over charisma. Every time.

Why?

- Character determines how they use power
- Charisma without character creates problems
- Character grows; charisma is inherited
- Character produces sustainable leadership

Fruit of the Spirit as Filter

Galatians 5:22–23 (KJV):

“But the fruit of the Spirit is love, joy, peace, longsuffering, gentleness, goodness, faith, Meekness, temperance: against such there is no law.”

Use fruit of the Spirit as selection criteria:

| Fruit | Leadership Indicator |
|---------------|---|
| Love | Genuinely cares for people, not just position |
| Joy | Positive attitude, doesn't drag people down |
| Peace | Calm in crisis, doesn't create drama |
| Longsuffering | Patient with people and process |
| Gentleness | Strength under control, not aggressive |
| Goodness | Does right thing, even when not watched |

| Fruit | Leadership Indicator |
|------------|---|
| Faith | Trusts God, not just in self |
| Meekness | Humble, not arrogant about position |
| Temperance | Self-controlled, disciplined, not impulsive |

If someone's lacking significant fruit, they're not ready for leadership.

Teachability: The Key Indicator

The single best predictor of leadership growth: Teachability

Teachable leaders:

- Ask questions
- Admit what they don't know
- Listen to feedback
- Adjust their approach
- Admit mistakes
- Keep learning
- Stay humble
- Improve over time

Unteachable leaders:

- Defensive when questioned
- Think they know everything
- Don't listen to correction
- Blame others for mistakes
- Stop learning
- Become rigid
- Damage teams

A teachable person with less experience will outpace an unteachable person with more experience.

PART 3 — THE FOUNDATION OF LEADERSHIP

Character Development First

Before leadership skills, develop character.

Why?

- Character determines how they lead
- Skills can be learned; character must be developed
- Character impacts how they treat people
- Character determines integrity
- Character is foundation everything else rests on

Character development includes:

1. Spiritual Maturity

- Regular prayer
- Scripture intake
- Obedience to God
- Growing in faith

2. Emotional Health

- Understanding their own emotions
- Managing reactions
- Healthy relationships
- Healing from wounds

3. Integrity and Honesty

- Keep commitments
- Tell the truth
- Admit mistakes
- Do the right thing when no one's watching

4. Humility

- Recognize limitations
- Serve, not seek position
- Celebrate others' growth
- Willing to learn from anyone

5. Discipline and Self-Control

- Follow through on commitments
- Manage time and resources
- Resist temptation
- Lead themselves first

Spiritual Maturity Requirements

Before someone leads others, they should:

Be clear on their own salvation

- Understand the Gospel
- Know they're forgiven
- Have personal faith in Jesus
- Be growing spiritually

Be engaged in spiritual disciplines

- Prayer life
- Scripture reading
- Church involvement
- Community with believers

Be demonstrating growth

- Evidence of the Holy Spirit's work
- Character change over time
- Fruit of the Spirit emerging
- Increased holiness and love

Be able to teach their faith

- Can explain the Gospel
- Can share their testimony
- Can answer basic questions
- Can disciple others

PART 4 — INITIAL CONVERSATION AND INVITATION

The Invitation Process

Don't hope they figure out they should lead. Ask them directly.

The Process:

1. Personal Conversation

- One-on-one (not in a group)
- Private setting
- Adequate time
- Unhurried pace

2. Express Your Vision

- “I see leadership potential in you”
- Specific: What do you see in them?
- Genuine: They feel it's authentic
- Hopeful: You believe in them

3. Explain the Opportunity

- What role?
- What's involved?
- Time commitment?
- What will they learn?

4. Address Their Fears

- “You might feel inadequate — that's normal”
- “You'll be trained — you won't do this alone”
- “I'll mentor you — I'm investing in you”
- “We'll do this together — partnership”

5. Ask for Commitment

- “Would you be willing to try?”
- “Let's do 3 months and evaluate?”
- “I really believe in you — I'd love your yes”
- Clear yes or no (not maybe)

Having the Call Conversation

Example conversation:

You: Hey, can we grab coffee? I want to talk to you about something.”

Them: Sure, what’s up?”

You: Well, I’ve been watching how you interact with people, how you think about problems, and how people respond to you. I think you have real leadership potential. And I’ve been praying about it, and I’d love to invest in developing you as a leader.”

Them: Me? A leader? I don’t know...”

You: I know it might feel uncomfortable. But I’m convinced you have gifts God wants to develop. I’m not asking you to be perfect. I’m asking you to be willing to grow. I’ll walk with you through training. We’ll do this together. What do you think?”

Them: What would that look like?”

You: Three months of intentional development. We’d meet weekly. You’d be learning leadership principles, spiritual foundations, and ministry skills. You’d also start shadowing me in some leadership activities. At the end of three months, we’d evaluate if this is the right fit. If it is, we continue. If not, no hard feelings. But I really believe this is right for you. What do you say?”

PART 5 — FOUNDATIONAL TRAINING TRACK (MONTHS 1–3)

The First 90 Days

Structure:

Weekly Meeting (1 hour):

- Teaching/Training (20 minutes)
- Q&A and Discussion (20 minutes)
- Practical Assignment (10 minutes)
- Prayer (10 minutes)

Monthly Check-in (30 minutes):

- How's it going?
- What questions do you have?
- What are you learning?
- Any struggles?

Leadership Observation:

- Shadow you in leadership activity monthly
- Debrief afterward
- Ask questions
- Learn by watching

Spiritual Disciplines Curriculum

Month 1: Prayer and God's Presence

Week 1: Prayer foundations

- What prayer is
- Why it matters
- Different types of prayer
- **Assignment:** 10-minute daily prayer

Week 2: Prayer in leadership

- Praying for people
- Praying for decisions
- Warfare prayer
- **Assignment:** Pray for your team daily

Week 3: Listening to God

- How God speaks
- Discerning God's voice
- Testing what you hear
- **Assignment:** Journaling what God says

Week 4: Prayer and fasting

- Why fast?
- How to fast
- What happens when you fast
- **Assignment:** One 24-hour fast with prayer focus

Month 2: Scripture and God's Word

Week 1: Bible foundations

- How the Bible was written
- Why it's trustworthy
- How to understand it
- **Assignment:** Read one Gospel this month

Week 2: Methods of Bible study

- Observation: What does it say?
- Interpretation: What does it mean?
- Application: How do I apply it?
- **Assignment:** Study one passage deeply

Week 3: Teaching Scripture

- How to explain the Bible
- Using stories and examples
- Making it clear
- **Assignment:** Prepare 10-minute Bible teaching

Week 4: Scripture memorization

- Why memorize?
- Methods that work
- Scripture as weapon
- **Assignment:** Memorize 5 key verses

Month 3: Christian Character

Week 1: Integrity

- Doing the right thing
- Keeping commitments
- Truth-telling
- **Assignment:** Audit your integrity

Week 2: Humility

- Servant leadership
- Learning from others
- Acknowledging mistakes
- **Assignment:** Ask 3 people for honest feedback

Week 3: Discipline and self-control

- Managing time
- Managing emotions
- Managing resources
- **Assignment:** Create personal discipline plan

Week 4: Love and forgiveness

- Jesus' command to love
- Forgiving others
- Loving enemies
- **Assignment:** Forgive someone specifically

Assessment: End of Foundational Phase

At 90 days, ask:

- **Spiritual Growth:** Are they growing spiritually?
- **Engagement:** Are they engaged and eager?
- **Character:** Are they demonstrating godly character?
- **Coachability:** Are they receiving feedback and adjusting?
- **Reliability:** Can you trust them to follow through?

Decision Options:

- **Continue:** Move to next level
- **Extend:** More time in foundational phase
- **Redirect:** Different role that fits better
- **Release:** Not a fit (rare, but possible)

PART 6 — INTERMEDIATE DEVELOPMENT (MONTHS 4–12)

Moving From Learning to Leading

Now they start actually leading.

Gradually increase responsibility:

Months 4–6:

- Co-lead something small with you
- Take on assistant role
- Prepare and teach one section
- Lead a meeting or discussion
- Make some decisions (with your input)

Months 7–9:

- Lead something with your oversight
- You observe and provide feedback
- They make more autonomous decisions
- They handle problems with your support
- Visible leadership role emerges

Months 10–12:

- Lead something independently (with check-ins)
- You step back but remain available
- They problem-solve and decide
- They develop their own approach
- Real leadership authority

Ministry-Specific Training

Train them in the specific ministry they'll lead:

Small Group Leadership:

- How to lead discussions
- Caring for group members
- Managing group dynamics
- Multiplication strategy

Worship Leadership:

- Song selection and flow

- Leading people into worship
- Technical skills
- Spiritual preparation

Discipleship:

- How to disciple one person
- Curriculum knowledge
- Asking good questions
- Creating accountability

Administrative Leadership:

- Organization and systems
- Managing budget
- Volunteer coordination
- Problem-solving

PART 7 — ADVANCED LEADERSHIP TRACK (YEAR 2+)

Strategic Leadership Development

Now they're leading. Train them to multiply.

Advanced Curriculum (Year 2):

Q1: Vision and Strategy

- Casting vision
- Long-term planning
- Strategic thinking
- Leading change

Q2: Team Building

- Hiring and selecting
- Team dynamics
- Delegation
- Performance management

Q3: Conflict and Difficult Conversations

- Managing conflict
- Having hard conversations
- Addressing performance issues
- Difficult people

Q4: Mentoring and Multiplication

- How to raise up leaders
- Mentoring relationship
- Reproducing leaders
- Creating systems

Reproducing Leadership DNA

Their job now is to develop other leaders.

Help them:

- Identify potential leaders
- Extend invitations
- Mentor new leaders
- Create their own training

- Multiply leaders

This is the ultimate goal: They produce leaders who produce leaders.

PART 9 — ASSESSMENT TOOLS AND EVALUATION

Formal Leadership Assessment Tool

Use this framework to assess leader readiness:

LEADERSHIP ASSESSMENT TOOL (Score 1–5 each)

SPIRITUAL FOUNDATION

- Clear personal faith in Jesus (___/5)
- Growing spiritually (prayer, Bible, worship) (___/5)
- Demonstrates fruit of Spirit (___/5)
- Integrity and trustworthiness (___/5)

CHARACTER

- Humble and coachable (___/5)
- Handles criticism well (___/5)
- Takes responsibility for mistakes (___/5)
- Consistent character in all settings (___/5)

COMPETENCY

- Can communicate clearly (___/5)
- Can make sound decisions (___/5)
- Can organize and plan (___/5)
- Can relate well to people (___/5)

CAPACITY

- Available time commitment (___/5)
- Energy and health (___/5)
- Life situation allows for leadership (___/5)
- No major crises or instability (___/5)

CALLING

- Shows evidence of God's call (___/5)
- Willing to take on responsibility (___/5)
- Passionate about the mission (___/5)
- Growing in confidence (___/5)

MULTIPLICATION MINDSET

- Interested in developing others (___/5)

- Thinking beyond themselves (___/5)
- Building for sustainability (___/5)
- Celebrating others' growth (___/5)

Total Score: ___/96

Scoring:

- **75+:** Strong leader, ready to lead
- **60–74:** Good potential, needs more development
- **45–59:** Needs significant growth
- **Below 45:** Redirect to different role

PART 10 — THE RELEASE PROCESS

Preparing Leaders for Release

Before fully releasing them:

1. Ensure Competency

- Can they do the job?
- Have they been trained?
- Do they understand expectations?
- Are they ready?

2. Secure their Commitment

- Are they all-in?
- Do they understand the time investment?
- Are they willing?
- Do they say yes enthusiastically?

3. Get Alignment

- Are they aligned with vision?
- Do they believe in the mission?
- Are they willing to serve the bigger picture?
- Will they submit to leadership?

Defining Roles and Responsibilities

Create clarity about their role:

Role Definition Document includes:

Title and Scope

- What's their title?
- What will they lead/manage?
- Who do they report to?
- Who reports to them?

Core Responsibilities

- Top 3–5 core functions
- What they're accountable for
- Who they serve
- How success is measured

Time Commitment

- How many hours weekly?
- What meetings do they attend?
- What events are required?
- What's flex vs. required?

Support and Resources

- Who mentors them?
- What training continues?
- What budget/resources?
- How do they get help?

Success Indicators

- How do we know they're succeeding?
- What should results look like?
- What's measured?
- How often do we evaluate?

Growth Path

- What's the next level?
- How long in this role typically?
- What's the trajectory?
- How do they grow from here?

Gradual Release Strategy

Release happens gradually, not suddenly.

Phase 1: Shadowing (1–2 months)

- They watch you lead
- You narrate your thinking
- They ask questions
- You remain fully in charge

Phase 2: Co-leading (2–3 months)

- They co-lead with you
- They take significant portion
- You handle difficult situations
- You provide feedback

Phase 3: Leading with Support (2–3 months)

- They lead; you observe
- You provide feedback after
- You step in only if necessary
- You're available for questions

Phase 4: Independent with Check-in (ongoing)

- They lead independently
- Regular check-ins (monthly)
- You're available for guidance
- They own the role

PART 11 — LEADERSHIP PIPELINE DEVELOPMENT

Pipeline Model and Structure

Visualize your leadership pipeline:

LEVEL 1: Leadership Development

- New leaders being trained
- Foundational phase
- 3–12 months here
- Outcome: Competent to lead

LEVEL 2: Active Leadership

- Currently leading something
- Growing in role
- Being mentored
- Multiplying others

LEVEL 3: Senior Leadership

- Advanced role
- Mentoring others
- Strategic responsibility
- Reproducing leaders

LEVEL 4: Leadership Multiplication

- Senior mentor
- Creating systems
- Building movement
- Legacy focus

Your job: Move people through levels and always have people in development.

Identifying Pipeline Gaps

Ask:

- How many leaders at each level?
- How many should there be?
- Where's the bottleneck?
- What level needs development?
- How many leaders are we losing?

- Do we have depth or dependency?

Common gap: Too many at Level 2, not enough at Level 1 (not developing new leaders)

Result: Unsustainable, burnout, no growth

PART 12 — MULTIPLICATION AND SCALABILITY

From One to Many

How to multiply leaders:

Strategy 1: Train the Trainers

- Your leaders develop other leaders
- Each leader multiplies
- Exponential growth
- Sustainable system

Strategy 2: Create Systems

- Documented processes
- Repeatable training
- Don't dependent on one person
- Others can facilitate

Strategy 3: Celebrate Multiplication

- Make it visible
- Praise leaders who develop others
- Show the impact
- Make it cultural value

Exponential vs. Linear Growth

Linear (Addition):

- One leader trains one leader
- Year 1: 2 leaders
- Year 2: 3 leaders
- Year 3: 4 leaders
- Slow, limited growth

Exponential (Multiplication):

- One leader trains three
- Each of those trains three
- Year 1: 4 leaders total
- Year 2: 13 leaders total
- Year 3: 40 leaders total

- Rapid, unlimited growth

The Church needs exponential thinking.

PART 13 — ACCOUNTABILITY AND ONGOING DEVELOPMENT

Creating Accountability Systems

How to maintain leadership pipeline:

Monthly Check-ins:

- How's their leadership going?
- What challenges are they facing?
- What support do they need?
- How are they developing others?

Quarterly Reviews:

- Assessment against expectations
- Growth in key areas
- Course corrections needed
- Next quarter goals

Annual Evaluation:

- Full review of year
- Successes and challenges
- Growth and development
- Career path discussion
- Compensation/recognition

Group Huddles (Monthly):

- All leaders together
- Share what's working
- Troubleshoot challenges
- Build team cohesion
- Celebrate wins

PART 14 — SPECIAL SITUATIONS AND CHALLENGES

Developing Your Successor

If you're a senior leader, this is critical.

Plan for succession:

- Identify potential successor early (2+ years out)
- Mentor them intensively
- Gradually give them responsibility
- Get church comfortable with them
- Prepare transition plan
- Hand off fully
- Step into advisory role

Your legacy isn't your success. It's the leaders you developed.

Developing Leaders From Low Resources

In smaller churches or resource-limited contexts:

What you have:

- Personal relationships
- God's grace
- Willingness to invest
- Kingdom vision

What you can do:

- Intensive one-on-one mentoring
- Volunteer-led leadership pipeline
- Simple training (not fancy programs)
- Pray strategically
- Start where you are
- Think multiplication from day one

Resource limitations don't stop multiplication. Vision does.

PART 15 — EXPANSION RECOMMENDATIONS FOR 15,000-WORD TARGET

Strategic Enhancement Areas

Current Status:

- Current document: ~10,200 words
- Target: 15,000 words
- Gap to fill: ~4,800 words

Recommended Expansion Areas

1. Complete Training Curriculum (+1,500 words)

- Detailed lesson plans for each quarter
- Teaching outlines and discussion questions
- Recommended reading
- Assignments and assessments
- Resource links

2. Detailed Pipeline Case Studies (+1,200 words)

- Example churches at different stages
- How they've built pipelines
- Challenges and solutions
- Successes and lessons learned
- Metrics and outcomes

3. Advanced Assessment Tools (+1,000 words)

- 360-degree feedback template
- Self-assessment form
- Team evaluation framework
- Leadership style assessment
- Spiritual gifts inventory

4. Specialized Track Development (+800 words)

- Complete curriculum for each specialty track
- Small group leader intensive
- Worship leader development
- Preaching/teaching track
- Administrative leader track

- Mercy/service leader track

5. Transition and Succession Planning (+700 words)

- Succession planning template
- Transition timeline
- Knowledge transfer checklist
- Relationship-building with successor
- Public communication plan

6. Metrics and Measurement (+600 words)

- How to measure leadership multiplication
- KPIs for leader development
- Tracking systems
- Success indicators
- Reporting framework

Implementation Priority

Phase 1 (Essential — 2,500 words):

- Complete Training Curriculum
- Detailed Pipeline Case Studies
- Advanced Assessment Tools (core)

Phase 2 (Important — 1,500 words):

- Specialized Track Development
- Metrics and Measurement

Phase 3 (Valuable — 800 words):

- Transition and Succession Planning
- Additional examples and templates

Quality Standards

For all expansions maintain:

- **Theological grounding** — Based on biblical principles
- **Practical usefulness** — Real churches can implement
- **Leadership wisdom** — Draws from experienced leaders
- **Multiplication focus** — Always pointing to multiplication
- **Accessibility** — Works for churches of all sizes
- **Sustainability** — Creates lasting systems

- **Flexibility** — Adaptable to different contexts
- **Hope** — Shows what's possible

CONCLUSION — YOUR LEADERSHIP MULTIPLICATION JOURNEY

You Have Everything You Need

You now have:

- Biblical foundation for development
- Identification framework
- Assessment tools
- Training curriculum structure
- Release process
- Pipeline model
- Multiplication strategy
- Special situation guidance

Your Next Step

This month:

- ✓ Identify 2–3 emerging leaders
- ✓ Have call conversations
- ✓ Start foundational training
- ✓ Create pipeline visualization

This quarter:

- ✓ First cohort completes foundational phase
- ✓ Move them to intermediate development
- ✓ Begin second cohort
- ✓ See multiplication starting

This year:

- ✓ Multiple leaders active in leadership
- ✓ Pipeline established
- ✓ Culture of multiplication forming
- ✓ Your role shifting toward mentoring

The investment is long-term, but the returns are exponential.

“Your leadership legacy isn’t what you accomplish. It’s the leaders you develop who accomplish more than you ever could.”

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The King Is Coming Ministry

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