

# MATERIALS FOR TRAINER (Leader)

## STEP 1: WATCH & REMIND YOURSELF

- Watch the video on the Growth Group Leaders website.
- Have a look at the exercises your trainee will be following for your own information.

## STEP 2: OBSERVE IN ACTION

- Organise for your **Leader-in-training** to put what they have learned into practice during growth group. The exercises are provided under Step 2 of the Leader-in-training material.
- Observe your **Leader-in-training** as they complete the training exercises.

## Step 3: GIVE FEEDBACK

- Give your **Leader-in-training** constructive feedback.
- Work through the Trainer's guide provided below to assist in this process of observing and giving feedback.

### Further Instructions:

- You and your Trainee can do the training exercises one at a time, taking 5 weeks, or several at a time.
- The goal is to have a study that encompasses 4 skills that help to create an engaging study:
  - Questions to stimulate group discussion
  - Different groupings to stimulate discussion
  - Building on ideas towards application
  - Helping the group to be focused on what is in the text
- The first step is for the Trainee to complete the Personal Reflection Exercise: 'How do I impact a Growth Group'. They may do this before or during the first meeting with you.

# Training Exercises

Exercise	Trainee	Growth Group Leader
1	Personal reflection on how I impact a Growth Group.	Giving feedback as an observer on how the Trainee affects a growth group dynamic.
2	Re-working the study to write the type of questions that create discussion.	To give feedback on whether the study questions worked to create discussion in the Growth Group.
3	Thinking through ways to create focused attention by the use of different groupings during the study and prayer time.	Watch the impact of having different groupings on the level of focused attention and engagement, giving feedback and suggestions from what you observe.
4	Paying particular attention to the structure of the study building on ideas, and reaching a relevant application to the group. Preparing early enough to practice the application on yourself.	Examine the study in order to give feedback on the observable movement of the study. Respond to the relevance and interest factor of the application.
5	Develop a set of phrases you can use in every study time to help the group practice focused attention and comprehension on the text itself.	Watch the Trainee help the group “read what is there” and give feedback on which phrases/instructions/encouragements are most helpful to achieve this outcome.

## Trainer’s Guide for Exercise 1:

### Personal Reflection: How do I Impact a Growth Group?

Ask the Trainee to complete Exercise 1: Personal Reflection either before meeting with you or do it together during your first meeting.

#### Your Role

1. Have the Trainee articulate what they want the group time to be like in light of the video input.
2. Have the Trainee express what they do that helps and what they do that hinders achieve those goals just discussed
3. Work hard to share with them positives you see they bring to their leading.
4. Only give a couple of areas they may need to work on.

# Trainer's Guide Exercise 2

## Creating Discussion through Different Types of Questions

The Trainee's goal is to try to write questions that will create discussion.

The Trainee will be writing a study with the following goals in mind;

- Creating questions that stimulate discussion.
- Creating questions that keep the group moving at a good pace
- Creating questions that build on ideas.

The Trainee may either write their own study or rework the given study.

### Your Role

To give feedback on whether the study questions worked to create discussion in the Growth Group.

The Trainee will want to show you the study before leading it, for feedback.

- Read the questions and imagine the response your Growth Group would give.
- Give feedback on how well these goals might be achieved
- The Trainee may want to rewrite.

### Observation and Feedback

Now observe the study being given by the Trainee.

Afterwards discuss with the Trainee how well the questions achieved the goals from your point of view.

Be careful to notice all the positive outcomes.

Give feedback on just one or two areas to improve on, if there are any.

The big goal/principle to watch for is how willing is the Trainee to not be controlling of answers.

Does the Trainee give the group freedom to explore the text by the design of the questions?

Does the Trainee help the group focus on the text to find their answers, by the design of the questions?

Is the Trainee able to respond to the answers the group comes up with, whether or not they were the expected answers?

# Trainer's Guide to Exercise 3

## Creating Discussion by Mixing Up Group Sizes

**Observe the impact of having different groupings on the level of focused attention and engagement, giving feedback and suggestions from what you observe.**

For this exercise your Trainee will be working out the grouping sizes to gain the most focused attention for the different questions of the study.

### Your Role

- Looking at the study together, help the Trainee decide which questions are best answered individually, in pairs, in small groups, by the whole group.
- Attend the Bible Study to observe the Trainee.

### Step 1 - Observe the following:

Did the group breakup enhance people's ability to engage in the study?

Did the groupings enhance people's ability to answer the questions?

Did the groupings enhance the energy level of the group as a whole?

Did the Trainee show a sense of strategic purpose in working out which questions were asked to the whole group, and which questions were for smaller groupings before being shared in the whole group?

Would it have worked better if done differently?

### Step 2 - Feedback

After the study ask the Trainee to reflect on their experience of the study – were they happy with the energy levels and engagement by the group?

Give your feedback of your experience of being in the group.

What worked? Why? What didn't work? Why?

# Trainers Guide to Exercise 4

## Creating Pace and Flow by Attention to the Building of Ideas in a Study

**Examine the study in order to give feedback on how well the study helps the group build on ideas and reaching a relevant application.**

Your Trainee will have looked at the study, perhaps re-working the questions so that the answers will help the Growth Group gain a flow of ideas.

Ask the Trainee to describe to you the meaning they want to come out of the questions, and how they want that to build as they progress through the study.

### Steps

Your goal is to give feedback on how successfully this is achieved.

The Trainee will then talk through the goal they have for the application question.

Give feedback on how successfully the application question achieves the outcome they hope for.

Does the application question flow naturally into a prayer time?

Once you both feel the study should work;

- Watch the Trainee lead the study and afterwards discuss together what worked and what you would change for next time.
- Use this skill for each of the studies.

## Trainer's Guide to Exercise 5

### Stimulate the Group to Pay Attention to the Text

The Trainee is going to develop a set of phrases they can use to help the group focus attention on the text to gain understanding.

The Trainee is going to create a conversational style study.

#### Your Role

Your goal is to give feedback on the trainee's skill development in helping the group focus on the text.

#### Steps

Have the Trainee share with you their notes from Trainee Exercise 5 and discuss with you what phrases they think will be helpful for them to use.

Watch them in action.

Later give them feedback on what you observed happened when they used the phrases.

Give them feedback on where you observed they could have used a follow up question more effectively

Give feedback on the conversational flow of the study as you observed it.