

## Enrolling your Cell Members Through Your Own Confidence in the Process.

The issue we debriefed last week is a perfect set-up for a leadership tool for all of us. In simple terms, you have cell members who are resisting part of the process because they don't understand it. They don't understand it because you weren't equipped to cast the vision for it. You weren't equipped to do that because I have not been in regular and supportive contact with you. A simplification, but an important lesson. I've had to think a lot about this process in the last couple of weeks, because I need to make the adjustments necessary for me to cast the vision to you. I thought it might be a useful conversation for you in thinking about how to build buy-in with your cell.

**Problem: Cell members not buying in or actively resisting the cell process.**

**Principle: Cell members will never be more bought in than you are.**

It starts by looking in the mirror.

1. Build Your Confidence.
2. Walk in Your Confidence.
3. Share Your Confidence.

This is why the internship process is so important. You need the space and time to develop your own confidence in the process, which is something an inexperienced leader simply won't have. (i.e. In the prototype, confidence was based on trust in leadership. In the second round, confidence was based on our own experience)

### 1. Build Your Confidence

The more you understand the process yourself, the better you can articulate it to others.

The more you try to articulate it, the better you will understand it.

"Because Marc said so" isn't an inspiring or motivational response.

- Learn more about the process. Books, training, equipping conversations.
- Peer Sharing & Learning
- Zone Supervisor discussions.

### 2. Walk in Your Confidence

The basis of an experience of confidence is **preparation**.

- **Spiritual Preparation.** Prayer, prayer, prayer, prayer, prayer.

This is not your group. It's God's group.

These are not your problems to solve.

They are problems for you and the group to take to God.

You may not know what to do. But God always does.

- **Relational Preparation.** Get to know your group members stories and journey.

The more relational connectedness the group has with you and with each other outside of group time, the more meaningful group time will be.

- **Emotional Preparation.** Get the support you need.

What do you need to do to group focused and open?

What support do you need to be able to manage your pastoral care?

- **Practical Preparation.**

Get the meeting necessities taken care of so you aren't distracted as people are coming in.

Have everything ready, so you can focus on **being present** to your group members.

### **3. Share Your Confidence**

- **Calm Assertiveness.**

Cesar Milan, the "Dog whisperer." What is it going to take for you to get in that state?

If you aren't freaking out, your group members will calm down. If you have confidence that we are capable of working things out, the group will relax and begin to trust that.

- **Integrity to the process.**

Are you valuing the things you want your group to value?

Are you taking the steps you want your group to take?

- **"Experience Before Label" moments.**

Watch for moments that align with what we're trying to accomplish. As soon as people have experienced them, draw their attention back to them and let them know what you saw.

- **Appropriate vision casting within the group time.**

Periodic, short, encouraging. "Way to go, team!"

- **Engaging group members outside of group.**

1. Listen to them and their hearts.
2. Share your heart with them.
3. Cast a clear vision of what the group can be.
4. Enroll them in helping bring that vision to life.