

# Lay Leader Development Tool

*A simple framework to help you identify, develop, and multiply leaders.*



## 1. Identify

Who are 2–3 people I see potential in right now? (List their name, role and where you see them.)

## 2. Invite - Have I clearly invited them into something more?

- Opportunity I'm inviting them into:
- When will I have this conversation?

## 3. Develop - How am I intentionally developing them?

- What am I modeling?
- What am I giving them ownership of?
- What feedback am I giving them?

## 4. Release - Where can I let go and trust them?

- What can I hand off?
- What feels risky but necessary?

## 5. Multiply - Who are they developing?

- Are they investing in someone else yet?
- How can I encourage that next step?