

THE LEADERSHIP TRAINING PROCESS

(Model – Assist – Watch – Launch) PART II

领袖培育进程 (示范-协助-观察-开展)第二部

TRAINER'S OUTLINE

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INTRODUCTION: ICE BREAKER ACTIVITY PART TWO (APPLYING M.A.W.L.) 泼水活动第二部分

Have the trainees divide into groups of two again, this time with a different partner than the first time. Using the steps, Model-Assist-Watch-Launch, have them teach the same skill they taught the first time to this new partner. (Limit 3 minutes).

Allow one or two people to compare their experiences from the first and second activities.

让受训者回到开始时破冰活动的两人小组，彼此讨论现在明白了这个示范-协助-观察-开展的进程后，他们会如何改变教导别人的方式。限时 3 分钟。讨论后，请一两位受训者上来与大家分享他们讨论的心得。

BIBLICAL EXAMPLES OF THE MODEL-ASSIST-WATCH-LAUNCH 圣经里的示范-协助-观察-开展

GENERAL EXAMPLES FROM THE NEW TESTAMENT 新约的一般例子

Assign some or all of the below passages to different trainees and allow them to be read aloud to the group. This is just to briefly illustrate that this concept exists all through the New Testament. Ministry isn't just "do what I say", but "do what I do".

将以下部分或全部经文分配给不同的受训者，让他们读出来给大家听。这只是为了简要说明，以上的概念存在于新约中。事工不只是“做我说的”，而是“做我做的”。

- John 13:12-15 约 13:12-15
- 1 Corinthians 4:16 林前 4:16
- 1 Corinthians 11:1 林前 11:1
- Philippians 3:17 腓 3:17
- 1 Thessalonians 1:6,7 帖前 1:6-7
- 2 Thessalonians 3:7-9 帖后 3:7-9
- Hebrews 13:7 来 13:7
- 1 Timothy 4:12 提前 4:12
- 1 Peter 2:21 彼前 2:21
- Luke 10:1,17-20 路 10:1,17-20

BIBLICAL EXAMPLES FROM JESUS' MINISTRY 耶稣事工的圣经例子

Divide the trainees into groups. *Give all four passages to every group.* In their small group, have them read each passage and discuss how it serves as an example for model, assist, watch, and launch.

将受训者分成 3-4 人的小组。给每组以下四段经文。让他们在小组中查考每段经文，并讨论经文如何作为示范、协助、观察、开展的示例。

MODEL: John 13:12-15 示范：约 13:12-15

ASSIST: Mark 6:35-41 协助：（可 6:35-41）

WATCH: John 4:1-2 观察：（约 4:1-2）

LAUNCH: Luke 10:1,17-20; Matthew 28:18-20 开展：路 10:1,17-20; 太 28:18-20

After the trainees have had time for discussion in small groups, together with them debrief each passage and allow them to share what they discussed in their groups asking them:

当受训者完成小组讨论后，与他们一起讨论每段经文，并让他们分享，问他们：

Model: “How does Jesus ‘model’ in John 13:12-15?” (Remember Model means “I do, you watch”)

示范: “耶稣如何在约 13:12-15 中 “示范”？” (记住示范的意思是“我做你看”)

Assist: “How does Jesus ‘assist’ in Mark 6:35-41?” (Remember Assist means, “We do it together”)

协助: “耶稣如何 ‘协助’ 马可福音 6:35-41?” (记住 Assist 的意思是“我们一起做”)

Watch: “How does Jesus ‘watch’ in John 4:1-2?” (Remember Watch means “You do, I watch”)

观察: “耶稣如何在 4:1-2 中 ‘守望’？” (记住 Watch 的意思是“你做，我看”)

Launch: “How does Jesus ‘launch’ the disciples in Luke 10:1,17-20?” (Remember Launch means “You do, we debrief”)

开展: “耶稣如何在路 10:1, 17-20 和使徒行传 1:7-11 中“开展”门徒？” (记住开展的意思是“你做，我们商讨”)

PRACTICAL TIPS FOR MODEL-ASSIST-WATCH-LAUNCH 示范-协助-观察-开展的实践提示

MODEL 示范

- Meet with the disciple in advance and explain what you are going to do
- Provide a clear example of the process
- Keep it simple
- Don't assume they will “just get it”. Debrief afterwards and see if they have any questions.
- If it's in the context of leading a group, explain to the entire group the model-assist-watch-launch process beforehand. “I am going to lead for a while, but then 小王 will gradually begin to lead.” Or “I am going to lead for a while, then we will begin to take turns leading.”
- 提前与你所培育的门徒见面并说明你将会做什么
- 提供一个清晰的过程示例
- 尽量简单化
- 不要以为他们一定会“理解”。事后与他们商讨，看看他们有何问题。
- 如果是要示范如何带领小组，事先向整个小组解释示范-协助-观察-开展的过程。说：“我会先开始带领一段时间，然后小王会接着带领。”或者：“我会先开始带领一段时间，然后大家一起接着轮流带领。”

ASSIST 协助

- Meet in advance. Make a plan. Answer any questions. Pray with them

- Let them take the lead
- Stay next to them so you can quietly assist if needed
- Assist, but not in a way that undermines them
- Debrief with them one-on-one when finished
- 提前见面：制定内容。回答任何问题。和他们一起祷告
- 让他们负责带领
- 在他们一旁，以便需要时可悄悄地提供帮助
- 协助，但不要以削弱他们的方式
- 完成后与他们一对一商讨

WATCH 观察

- Pay close attention
- Only “assist” if absolutely necessary
- If small mistakes are made, discuss them later
- Remember, making mistakes and failure is a path toward growth for your disciples
- Debrief when finished
- After “watching” on several occasions, take a planned absence, allow them to lead alone, and debrief
- 密切关注
- 仅在绝对必要时“协助”
- 如果犯了小错误，稍后再讨论
- 记住，犯错和失败是门徒成长的途径
- 完成后与他们商讨
- 在多次“观察”后，安排一个有计划的缺席，让他们单独带领，并事后与他们商讨

LAUNCH 开展

- You are no longer present when your disciple is leading
- Maintain a close relationship and debrief regularly
- Tell them you will be doing this well in advance. Don’t surprise them with it.

- 当你所培育的门徒在带领时，你不需要在场
- 保持密切的关系并定期与他们商讨
- 尽量提前告诉他们你会不在场。不要让这事令他们感到惊讶。

APPLICATION ACTIVITY 应用活动

Divide into several groups again. Assign each group one of the following topics:

将受训者分成几个小组。为每个小组分配以下主题之一：

In their small groups, have the trainees discuss how to apply the steps of MAWL when training another person to do the above activities.

在他们的小组中，让受训者讨论在培育第三者去实践上述主题时，如何应用示范-协助-观察-开展的步骤。请他们将讨论的内容按步骤简单地填写在以下的图表内。

	Model 示范	Assist 协助	Watch 观察	Launch 开展
Teaching A New Believer to Pray 培育初信者祷告				
Teaching a New Believer to Share the Gospel 培育初信者传福音				
Training Someone to Lead a T4T Group 培育门徒带领 培训培训者小组				
Training Someone to Lead Church Planting Training 培育门徒带领 教会植立的培训				

Allow for about 20 minutes of discussion in small groups.

给各小组约 20 分钟 的时间进行讨论。

Go around the room and allow a representative to explain how their group would apply the steps Model, Assist, Watch, Launch for their assigned topics. Try to limit each answer to about 3 minutes.

给每个小组的代表大约 3 分钟，轮流解释他们的小组将如何为他们分配的主题应用示范-协助-观察-开展的步骤。

CONCLUSION 结论

Ask the trainees, “Why is this concept important?”

The simple answer is empowerment. Making disciples and reproducing disciples is all about empowerment – instilling in them the confidence and courage to enable them to participate in bringing the Kingdom of God to earth. The MAWL process ensures that the ministry is not focused entirely on the leader, but on the growth and development of disciples for generations.

文受培训者 “为什么这个进程的概念如此重要？”

简单的说，就是授权。培育门徒和倍增门徒，就是授权 —— 向他们灌输信心和勇气，使他们能够参与完成大使命，以让神的国度在世上得以彰显。示范-协助-观察-开展的进程，确保事工不完全聚焦于领袖，而是聚焦于代代相传的门徒的成长和发展。