

A large, bold, red 'X' graphic is centered on the page, serving as a background for the main title text.

**SUPER
MULTIPLIER
WORKSHOP**

2026 PARTICPANT WORKBOOK

WELCOME

I'm really glad you're here. Whether you're leading in a business, a church, or any organization, you know how challenging leadership can be—especially when you don't feel like you have enough strong leaders around you.

In business, that shows up as bottlenecks and too much depending on you. In ministry, it shows up as limited impact. Different environments...same problem.

Most organizations don't have a leadership shortage—they have a leadership development gap.

That's what today is about.

This isn't just a workshop—it's a working session. You'll identify real people, think through their development, and build a simple, practical plan to help them grow.

My goal is that you walk out with clarity on who to develop, a plan to do it, and the confidence to follow through.

If you lean in, this can be a turning point—not just in how you lead, but in how you multiply your impact.

Let's get to work.

THE MINDSET OF A SUPER MULTIPLIER

SUPER MULTIPLIER

A Super Multiplier is a leader who intentionally develops leaders who, in turn, develop others—creating a ripple effect of four generations of multipliers and catalyzing transformation that outlives them.

TABLE DISCUSSION

What is a phrase, belief, or excuse you hear yourself saying that keeps you from developing others? What is driving that mindset? How is it affecting your behavior and leadership decisions?

THE SUPER MULTIPLIER MINDSET

THE ULIMATE SUPER MULTIPLIER

TRIAD DISCUSSION

Why is leadership development important to you and your organization? What gaps are you noticing in your organizations leadership development strategy?

THE JESUS MODEL

Connection

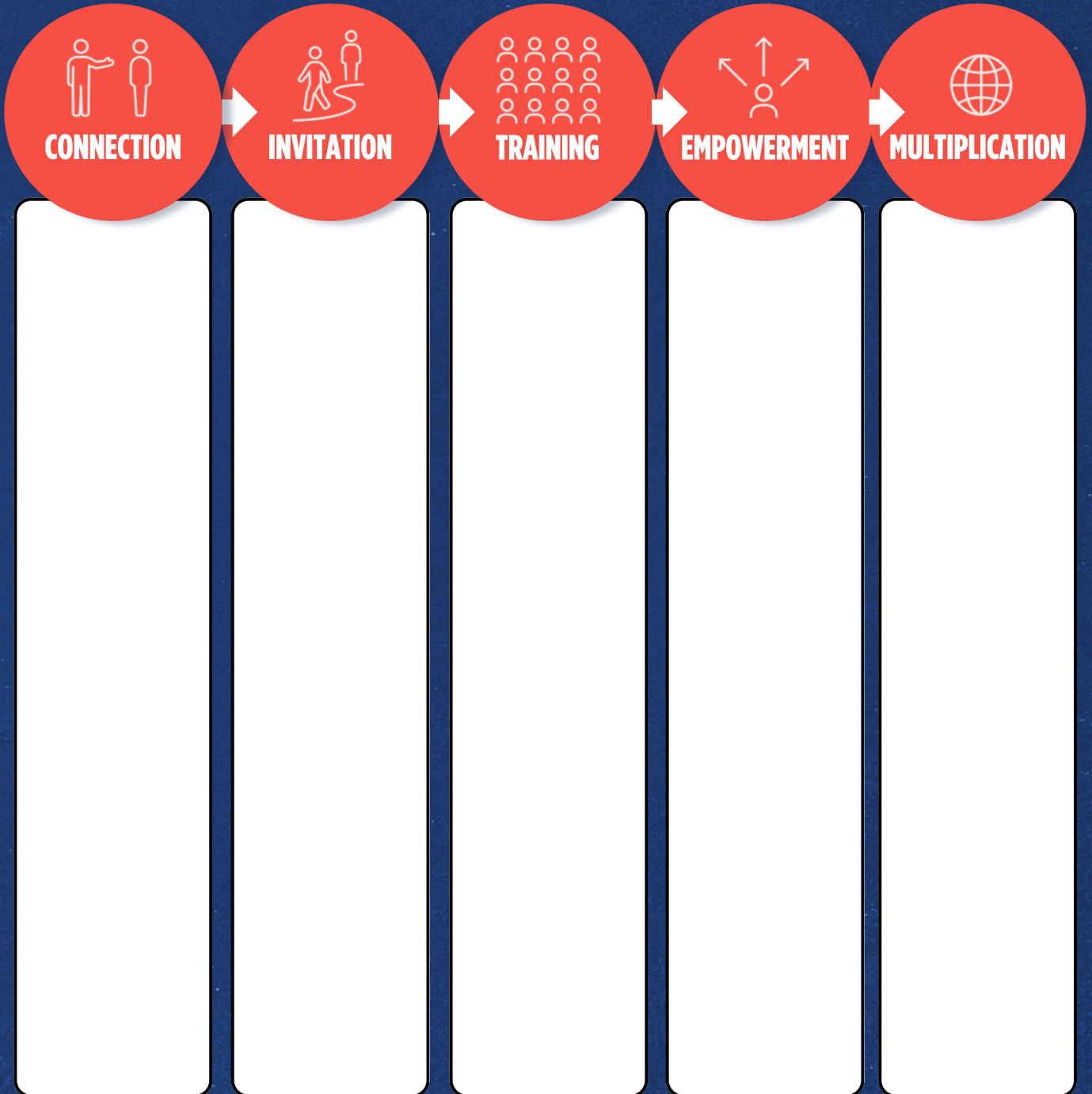
Invitation

Training

Empowerment

Multiplication

THE JESUS MODEL



SEEING POTENTIAL THAT OTHERS MISS

LEADERSHIP PIPELINE/PATHWAY

BENCH DEPTH

Where is your pipeline most vulnerable?

What pain points are you feeling because of this vulnerability?

CHOOSE YOUR TWO

- At what level do I need more leaders? Leader, Leader of Leaders, Leader of Department, or Leader of Organization?
- After considering all of these questions...who are two people I need to focus on developing and to what level do I need to develop them?

THE 4-T TRAINING PROCESS

LEADERSHIP PIPELINE/PATHWAY

BENCH DEPTH

Where is your pipeline most vulnerable?

What pain points are you feeling because of this vulnerability?

CHOOSE YOUR TWO

- At what level do I need more leaders? Leader, Leader of Leaders, Leader of Department, or Leader of Organization?
- After considering all of these questions...who are two people I need to focus on developing and to what level do I need to develop them?

THE 4-T TRAINING PROCESS

THE NEW LEADER SCENARIO

Jordan leads a growing team and is always looking for future leaders. Recently, two people have caught his attention—Ethan and Emily. Ethan is naturally likable. People are drawn to him, and when he’s in a room, others engage. He builds relationships easily and seems to have influence with his peers. At times, Jordan has seen flashes of real potential—moments where Ethan shows initiative, creativity, and the ability to step up. Emily is different. She’s sharp, responsible, and dependable. She follows through, pays attention to details, and is highly consistent. She may not have Ethan’s natural charisma, but she has a quiet strength and a growing desire to lead. But there are also concerns. Ethan is inconsistent. He’s been late to meetings more than once, and his follow-through can be hit or miss. His workspace is disorganized, and at times he doesn’t seem fully motivated or disciplined. Emily, on the other hand, tends to play it safe. She hesitates to speak up, avoids risk, and lacks confidence in her leadership voice. It’s clear neither of them is a finished product. Jordan finds himself wrestling with a decision. Does he take a risk and invest in developing them as leaders, or does he wait until they prove they’re ready? He knows that if he moves forward, it will require time, patience, and intentional development. The question is: do Ethan and Emily have what it takes—and is it worth the investment?

01 — DECIDE

What advice would you give Jordan as he decides whether to invest in Ethan and Emily?

02 — DEVELOP

If Jordan chooses to develop them into team leaders, what 4–5 essential leadership skills should they develop?

03 — PROCESS

If Jordan asked you for a process to develop them, what would you recommend he do?

THE 4-T TRAINING PROCESS

THINK

TRY

TALK

TRAIN

LEADERSHIP PIPELINE

Write names in each level (top 10–15 max per level). Keep levels distinct.

L5 —

L4 —

L3 —

L2 —

L1 —

01 — REFLECT

Where is your pipeline thin or vulnerable?

Where should you focus development right now?

Who are 1–2 people to invest in next—and to what level?

SUPER MULTIPLIER COACHING QUESTIONS

Don't give answers. Ask questions.

<p>1. Point of View <i>Understand how they see it</i></p> <ul style="list-style-type: none">• How are you thinking about this?• What do you think is going on?• Why do you think that's happening? • What assumptions are you making?	<p>2. Story <i>Understand their experience</i></p> <ul style="list-style-type: none">• Tell me about a time this happened• When have you experienced this before?• Tell me about a time you struggled with this
<p>3. Self-Assessment <i>Build awareness</i></p> <ul style="list-style-type: none">• How would you rate yourself (1–10)?• What are you doing well?• Where do you need to improve?• What would you do differently?	<p>4. List <i>Broaden their thinking</i></p> <ul style="list-style-type: none">• What are some common mistakes people make with this?• What are 3 options you could consider?• What are 4 arguments to prove that point?• What are 5 challenges that make this difficult?
<p>5. Transfer <i>Make it stick</i></p> <ul style="list-style-type: none">• How would you explain this to someone else?• What's the key takeaway in your own words?• How would you teach this to a new leader?	<p>6. Action <i>Drive movement</i></p> <ul style="list-style-type: none">• What's one step you will take this week?• What is the one obstacle you need to move?• Who will you ask to hold you accountable?• What action steps do you need to take over the next 30 days?• Who will you talk to about this that can help you?

Great leaders don't give answers. They develop people through questions.

My Leadership Multiplication Plan

		Round 1		Round 2		Round 3	
Pipeline Level	Your name	Trainees Name	Trainer Names	Trainees Name	Trainer Names	Trainees Name	Trainer Names
Senior Leader							
Leader of Department							
Leader of Leader							
Leader							
Team Member							

Coaching Universe Exercise: Mapping Your Leadership Impact

- Add the mentors/coaches who have directly influenced your leadership in the first circle around you.
- Add the leaders or team members you have coached or mentored in the next circles outward.
- If applicable, add leaders influenced by those you mentored, extending your leadership impact.

Feel free to use lines and arrows to visualize relationships and levels of influence.

