

Developing Interns Who Become Leaders



Key Concepts (with Timestamp Ranges from Episode 308)

1. Call It Out: Naming Potential They Can't See

03:33–11:00

- Interns lack identity, confidence, and self-awareness.
- Your job is to *see* what they cannot yet see.
- “I C in U” – calling out hidden or dormant strengths.
- You lend your confidence to them so they can act before they believe.
- Leadership language: “I bet you could...”, “Have you ever considered...”, “I see ___ in you.”
- Your words can call potential to life.

2. Let Them Fail (With a Net)

11:00–24:30

- Failure + reflection = development.
- Don't protect them from every mistake, protect them from **not learning**.
- Know the difference between *glass balls* (high-risk responsibilities) and *rubber balls* (safe to drop).
- Failure becomes your curriculum: their mistakes tell you what to build next.
- Development follows the pattern: *I do, you watch* → *we do* → *you do, I watch* → *you do with others*.

3. Give Them Your Platform

25:00–30:12

- Interns don't need busywork, they need exposure.
- Your spotlight becomes their launchpad.
- Share influence, relationships, opportunities, introductions.
- Don't hog the stage. The more platform you give away, the more leaders you multiply.
- When you refuse opportunities so they can take them, you multiply kingdom impact.

4. Gradual Handoff (Development as a Process)

30:12–36:00

- Development happens piece by piece, like moving from background puppet work to leading the whole program.
- Match responsibility to skill level.
- Let them own real outcomes, not just tasks.
- Over time, interns move from executing pieces to directing entire services, events, or ministries.

5. Legacy = Releasing the Spotlight

36:00–40:30

- You cannot leave a legacy if you must be at the center.
- Your goal is to replace yourself.
- Interns become successful when you step aside, not when you stay central.
- Giving away responsibility grows you as a leader as much as it grows them.

How to Teach This to Your Team

1. Share the Four-Part Framework

- **Call It Out:** Practice spotting potential in volunteers, students, or new staff.
- **Let Them Fail:** Train your team to design rubber-ball responsibilities.
- **Give Platform:** Challenge leaders to share opportunities, not hoard them.
- **Gradual Handoff:** Teach them to assign responsibilities that match readiness.

2. Use Real Examples From the Episode

- Vance’s dad calling out gifting.
 - Josh’s student teacher failure story.
 - Youth football sophomores example.
 - Carter taking over school chapels.
- Stories anchor the principles.

3. Train Them in the “ICINU” Practice

- Have leaders identify 1–2 people in their area and write down one thing they “see” in them.
- Share aloud as a team. This builds a culture of calling out potential.

4. Establish a Shared Language

Use repeatable phrases:

- “Rubber ball or glass ball?”
- “Lend them your confidence.”
- “Your platform is their launchpad.”
- “Gradual handoff, not instant release.”

Exercises & Implementation Guidelines

Personal Practice

1. ICINU Journal

Choose two people in your ministry.

Write:

- What strength do you see in them?
- What opportunity could you give them next?
- What confidence can you lend?

2. Rubber vs Glass Ball Audit

List all tasks you currently do.

Mark each as:

- **Rubber ball** (safe to delegate even if imperfect)
- **Glass ball** (high consequence if dropped)
Boldly hand off 1–2 rubber-ball tasks this week.

3. Spotlight Check

Ask:

- “Where am I hogging the platform?”
- “Where could I give someone else a chance?”
Pick one opportunity this week to step aside.

Team Implementation

1. Monthly Development Cycle

Run this rhythm:

- Month 1: *Call it out* conversations
- Month 2: Assign *rubber-ball* responsibilities
- Month 3: *Platform* exposure (let them lead something real)
- Month 4: *Handoff* a meaningful outcome
Repeat quarterly.

2. Post-Failure Debrief Framework

After an intern or new leader tries something:

- “How do you think it went?”
- “Where did you feel strong?”
- “What one adjustment would make next time better?”
Never rescue. Coach.

3. Build a Pipeline

Name three people who could grow if given platform and handoff opportunities.

Assign each to a leader who will develop them intentionally.

Action-Oriented Closing

You don't build leaders by protecting them. You build leaders by trusting them, stretching them, and handing them real responsibility.

You grow faster when you give away what you've earned.

Your influence multiplies when you stop fighting for the spotlight and start creating space for others to stand in it.

Pick one person. Give them one opportunity.

Call it out. Let them fail safely.

Share your platform. Hand it off piece by piece.

Do this consistently, and you won't just run a ministry.

You'll leave a legacy.