

JETHRO'S CIRCLE

LEADERSHIP DEVELOPMENT



**A 6-WEEK LEADERSHIP COURSE
BLENDING BIBLICAL PRINCIPLES
AND PRACTICAL APPLICATION**

Jethro's Circle Leadership Development

A 6-Week Leadership Course Blending Biblical Principles and Practical Application

Table of Contents

1. Week 1: Recognize the Burden
2. Week 2: Receive Wise Counsel
3. Week 3: Define Your Role
4. Week 4: Build a System
5. Week 5: Empower Other Leaders
6. Week 6: Lead with Peace and Purpose

Week 1: Recognize the Burden

Title: Recognize the Burden

Scripture Focus: Exodus 18:13–18

Main Idea: Great leaders acknowledge when they are carrying too much and need help.

Lesson Overview (Teaching Outline)

- 1. Introduction (5 min)
 - Welcome the group and introduce the theme.
 - Ask: “Have you ever felt like everything depends on you?”
- 2. Scripture Reading (5 min)
 - Read Exodus 18:13–18 aloud.
 - Brief context: Moses is leading Israel out of Egypt, and the people are bringing all their problems to him.
- 3. Key Leadership Insight (10 min)
 - Jethro notices Moses is doing everything alone.
 - Verse 17: “What you are doing is not good.”
 - Lesson: Leadership isn’t about doing it all—it’s about knowing your limits.
- 4. Burnout Signs & Leadership Reflection (10 min)
 - Common signs of overload: fatigue, frustration, inefficiency, isolation.
 - Share personal stories (optional).
 - Reflection prompt: “Where in your leadership do you feel stretched too thin?”
- 5. Ministry Application (10 min)
 - Even ministry leaders need to rest and recharge.
 - Jesus rested (Mark 6:31), and even He didn’t try to do everything alone.
- 6. Practical Application (10 min)
 - Evaluate your current responsibilities.
 - What can be shared, delegated, or paused?

Participant Handout

Main Idea: Great leaders acknowledge when they are carrying too much and need help.

Scripture: Exodus 18:13–18

Key Verse: “What you are doing is not good.” — Exodus 18:17

1. Signs I May Be Carrying Too Much:

- ☐ I’m often tired or burned out.
- ☐ I feel frustrated or irritable.
- ☐ I don’t trust others to help.
- ☐ I feel like everything depends on me.
- ☐ I’ve lost joy in my leadership.

Which of these do I identify with most? _____

Reflection: What area of my leadership feels too heavy right now?

What would it look like to share that load? _____

Discussion Questions

7. 1. Why do you think Moses tried to do everything himself?
8. 2. How do you know when you're carrying too much?
9. 3. What are some dangers of leading alone?
10. 4. What would sharing leadership look like in your current setting?
11. 5. What helps you stay spiritually and emotionally healthy as a leader?

Week 2: Receive Wise Counsel

Title: Receive Wise Counsel

Scripture Focus: Exodus 18:19

Main Idea: Great leaders listen to wise counsel and remain teachable.

Lesson Overview (Teaching Outline)

- 1. Introduction (5 min)
 - Welcome the group and reflect on Week 1.
 - Ask: "Who do you listen to when you need help or advice?"
- 2. Scripture Reading (5 min)
 - Read Exodus 18:19 aloud.
 - Jethro tells Moses, 'Listen now to me and I will give you some advice.'
- 3. Key Leadership Insight (10 min)
 - Good leaders are teachable.
 - Moses had power, but he listened to Jethro's advice.
 - Lesson: The best leaders are still learners.
- 4. The Power of Wise Counsel (10 min)
 - We all have blind spots.
 - Trusted advisors help us avoid costly mistakes.
 - Reflect: 'Who are your trusted voices?'
- 5. Ministry Application (10 min)
 - God often uses people to speak wisdom into our lives.
 - Leaders should create space for listening and reflection.
- 6. Practical Application (10 min)
 - Identify the mentors, coaches, or peers who speak into your leadership.
 - Set a goal to seek counsel before major decisions.

Participant Handout

Main Idea: Great leaders listen to wise counsel and remain teachable.

Scripture: Exodus 18:19

Key Verse: “Listen now to me and I will give you some advice...” — Exodus 18:19

1. Who Speaks Into My Life?

List 2-3 people you trust for wise advice:

1. _____

2. _____

3. _____

2. Reflection

What makes someone a good source of counsel? _____

When was the last time you ignored good advice? What happened?

Discussion Questions

12. 1. Why is it sometimes hard to receive advice?
13. 2. What does it look like to be a teachable leader?
14. 3. How do you determine who to trust for wise counsel?
15. 4. What role does spiritual discernment play in receiving advice?
16. 5. What's one decision you're facing where you need wise counsel?

Week 3: Define Your Role

Title: Define Your Role

Scripture Focus: Exodus 18:20

Main Idea: Leaders must focus on their unique responsibilities and calling.

Lesson Overview (Teaching Outline)

- 1. Introduction (5 min)
 - Ask: 'What do you feel uniquely called to do in your leadership?'
- 2. Scripture Reading (5 min)
 - Read Exodus 18:20.
- 3. Key Leadership Insight (10 min)
 - Jethro told Moses to teach and guide.
 - Leaders must focus on what only they can do.
- 4. Role Clarity (10 min)
 - Define your core leadership functions.
 - What are you doing that others can do instead?
- 5. Ministry Application (10 min)
 - Focus your efforts on your spiritual gifts and assignment.
- 6. Practical Application (10 min)
 - Write down what only you can do—and what you should delegate.

Participant Handout

Main Idea: Leaders must focus on their unique responsibilities and calling.

Scripture: Exodus 18:20

Key Verse: Teach them His decrees and instructions, and show them the way they are to live. — Exodus 18:20

1. Clarify Your Role

What are 3 things only you can do in your role?

1. _____

2. _____

3. _____

2. What Can Be Delegated?

List things you're currently doing that someone else could handle:

- _____

- _____

Discussion Questions

17. 1. Why is role clarity important for leaders?
18. 2. What happens when we try to do things outside our calling?
19. 3. What are your current leadership priorities?
20. 4. What is one thing you need to stop doing?
21. 5. Who can you empower to take on more responsibility?

Week 4: Build a System

Title: Build a System

Scripture Focus: Exodus 18:21-22

Main Idea: Sustainable leadership requires structure and strategy.

Lesson Overview (Teaching Outline)

- 1. Introduction (5 min)
 - Ask: 'What systems help you function well in leadership?'
- 2. Scripture Reading (5 min)
 - Read Exodus 18:21-22.
- 3. Key Leadership Insight (10 min)
 - Jethro gave Moses a model for leadership structure.
- 4. Systems in Ministry (10 min)
 - Good systems make space for people and reduce chaos.
- 5. Ministry Application (10 min)
 - Build team structures that support growth.
- 6. Practical Application (10 min)
 - Outline your leadership structure or process.

Participant Handout

Main Idea: Sustainable leadership requires structure and strategy.

Scripture: Exodus 18:21-22

Key Verse: Select capable men... and appoint them as officials. — Exodus 18:21

1. Evaluate Your System

What's working well in your current structure?

What needs improvement or clarification?

2. Build or Improve

Who are 2 people you can trust with leadership roles?

1. _____

2. _____

Discussion Questions

- 22. 1. Why do systems matter in leadership?
- 23. 2. How do you balance structure and flexibility?
- 24. 3. What system or team do you need to build next?
- 25. 4. How do you ensure your systems reflect your values?
- 26. 5. What's one small change that could improve your structure?

Week 5: Empower Other Leaders

Title: Empower Other Leaders

Scripture Focus: Exodus 18:22-23

Main Idea: Healthy leaders raise up and release other leaders.

Lesson Overview (Teaching Outline)

- 1. Introduction (5 min)
 - Ask: 'Who's someone you've empowered in leadership?'
- 2. Scripture Reading (5 min)
 - Read Exodus 18:22-23.
- 3. Key Leadership Insight (10 min)
 - Moses needed others to lead with him.
- 4. Releasing Control (10 min)
 - Empowering others requires trust and training.
- 5. Ministry Application (10 min)
 - Identify future leaders and provide opportunities.
- 6. Practical Application (10 min)
 - Create a development plan for someone on your team.

Participant Handout

Main Idea: Healthy leaders raise up and release other leaders.

Scripture: Exodus 18:22-23

Key Verse: Have them serve as judges... That will make your load lighter. — Exodus 18:22

1. Leadership Pipeline

Who are you currently developing as a leader?

1. _____

2. _____

2. Letting Go

What's one responsibility you can give away this month?

Discussion Questions

- 27. 1. Why is empowering others difficult for some leaders?
- 28. 2. How can you build trust while delegating?
- 29. 3. What's the difference between empowering and assigning tasks?
- 30. 4. Who is someone you should begin mentoring?
- 31. 5. How does empowering others help your ministry grow?

Week 6: Lead with Peace and Purpose

Title: Lead with Peace and Purpose

Scripture Focus: Exodus 18:23-27

Main Idea: Good leadership brings peace and multiplied impact.

Lesson Overview (Teaching Outline)

- 1. Introduction (5 min)
 - Ask: 'What does peaceful leadership look like to you?'
- 2. Scripture Reading (5 min)
 - Read Exodus 18:23-27.
- 3. Key Leadership Insight (10 min)
 - Moses implemented the advice and saw good results.
- 4. Peaceful Leadership (10 min)
 - When we follow God's design, we lead from peace not pressure.
- 5. Ministry Application (10 min)
 - Align your leadership with purpose, rest, and results.
- 6. Practical Application (10 min)
 - Create a rhythm of regular rest, review, and realignment.

Participant Handout

Main Idea: Good leadership brings peace and multiplied impact.

Scripture: Exodus 18:23-27

Key Verse: Moses listened to his father-in-law and did everything he said. — Exodus 18:24

1. Self-Check

What currently gives you peace in leadership?

What currently causes you pressure or stress?

2. Recommit to Purpose

Write 1 sentence about your purpose as a leader:

Discussion Questions

- 32. 1. What changes did Moses make after listening to Jethro?
- 33. 2. How does peace in leadership affect the people you serve?
- 34. 3. What are signs you're leading from purpose vs. pressure?
- 35. 4. What does rest look like for you in this season?
- 36. 5. How will you apply what you've learned in Jethro's Circle?