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“And, behold, a certain disciple was there, named Timotheus . . . believed . . . Which was well reported of by the brethren that were at Lystra and Iconium. Him would Paul have to go forth with him . . . And as they went through the cities, they delivered them the decrees for to keep, that were ordained of the apostles and elders which were at Jerusalem. And so were the churches established in the faith, and increased in number daily”  
(Acts 16:1-5).

The Apostle Paul spent time training young men to carry out God’s work in the future. Two of these young men were Timothy and Titus. Three books in the New Testament were written to them. Below you will find thirty-one tips specifically designed for training the next generation of leaders. However, a father can use many of these in training his son(s) and/or daughter(s) for the future. Our children will carry on what we have begun.

-  Allow him into your life by building a relationship.
-  Pray with your potential successor(s) regularly.
-  Take him on trips with you, or include him in meetings so that he can see how you operate firsthand.
-  Never be intimidated or jealous. His success will be to your credit.
-  Think out loud. Express how you think through problems and make decisions.

-  Treat the potential successor as an intern. Go through the steps of effective teaching. (I do, you watch. I do, you help. You do, I help. You do, I watch.)
-  Assign portions of your responsibility away (delegate) and check on progress. Provide productive feedback.
-  Be a friend but lead with a gentle firmness.
-  Provide training programs for your potential successor(s).
-  Give him public credit for the work he does.
-  Express appreciation and encouragement. Affirm.
-  Evaluate progress regularly.
-  Provide honest and open communication.
-  Give the same type of respect that you would like to receive.
-  Be willing to invest in his future (seminars, cassettes, books, and workshops).
-  Share your vision from God.
-  Be there when needed.
-  Do not criticize your potential successor to others.
-  Remember that your potential successor is a product that you are helping to create.

-  Pray and fast for your potential successor.
-  Care about him and his family.
-  Provide incentives for growth.
-  If you read a book that is helpful, buy it for him or recommend it. (What blesses you, may bless him.)
-  Allow him room to make mistakes and learn from them.
-  Do not expect him to be a carbon copy (duplicate) of you.
-  Recognize his talents, abilities, strengths, and weaknesses. Strengthen the strengths first and then work on the weaknesses (if necessary.)
-  Be careful how you correct. People are sensitive. You are building a leader, not pulling one down. Be gentle, but firm. Lift him up. Do not be degrading or speak down to him.
-  Allow your potential successor to ask questions, lots of them. When questions are asked, do not respond in a way that would make him feel inferior or ignorant. Asking questions is a great way to learn. Howard Hendricks says, "You need to understand that the only foolish question . . . is the unasked question."
-  When assigning responsibility, do not constantly look over his shoulders to check on him. Set proper directives and clearly defined expectations for operation. Provide a clear understanding of what the responsibility entails.

-  When giving your successor responsibility, let him do it. Do not pick it up and do it, causing unnecessary frustration.
-  Remember you were learning to be a leader once. Treat him as you would have liked to be treated.

John Gardner alleged, "Nothing is more vital to the renewal of an organization than the arrangements by which able people are nurtured and moved into positions where they can make the greatest contributions."

It is important how we grow successors. Our future depends on it.

### Study Questions

1. What three books were written to Timothy and Titus?  
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2. What are the steps of effective teaching?  
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3. Why should we be careful about how we correct our potential successor?  
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4. According to Howard Hendricks, what is the only foolish question?  
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