



E.L.I.T.E. Leadership Training (6 Month Training) “Training with a purpose”

Welcome to the E.L.I.T.E. Teams Leadership Training Program - 12 Strong

What is 12 Strong?

12 strong is a leadership program designed to take 12 individuals and transform them into 12 highly motivated, capable effective leaders able to operate as an unconventional unit, able to accomplish any task, and lead others to do the same.

You have been selected to begin your 6 month journey of training with E.L.I.T.E. What remains ahead of you is a process that begins with humility. You must determine in your mind, your body, and your spirit that you will be made weak in order to be transformed. During the next 6 months you will be challenged, tested, and forged into a humble servant leader. You will face many difficulties, hardships and persecutions. You will learn to overcome obstacles both physically and spiritually. You will learn teamwork and personal responsibility. You will be tested by fire. What remains will be an unbreakable unit of **12 strong**, that will engage and not retreat. You will teach others to overcome. You will be forever a part of a team, an E.L.I.T.E. team. You will become 12 strong.

2 Corinthians 12:9-10 But he said to me, “My grace is sufficient for you, for my power is made perfect in weakness.” Therefore I will boast all the more gladly about my weaknesses, so that Christ’s power may rest on me. That is why, for Christ’s sake, I delight in weaknesses, in insults, in hardships, in persecutions, in difficulties. For when I am weak, then I am strong.

Benefits (training small leadership teams)

Like the core group of disciples, 12 was the number that enabled training on a different level. The benefits of small group personal training allowed:

1. **Calculated Personal Training (CPT)** - Calculated- determine by reasoning, experience, or common sense

- Everyone is different, everyone trains at a different level. For leadership you must know your recruits and train to build them up. Identify their weaknesses and determine to make an



individual plan to engage them on their level and help them grow. Where do you see them failing? Get them out in front when they are dealing with a lack of confidence. Challenge them!

Personal - you will learn each recruit. Everyone has a name and everyone has a story.

1. Name
2. Age
3. Family history
4. Likes and dislikes
5. Future goals

Training- Your mission is always to teach and train. You are not here to destroy anyone's confidence. You are not here to hurt anyone or haze any recruit. You are not training to fall in love with any recruit. Your mission is to take an individual and journey with them. Listen to them. Encourage them, determine to see them grow. Set goals for them as well as yourself. How far are you willing to push them in order to see them stand and receive their leadership tab.

2. Advanced Intentional Training (AIT) - ELITE warriors must be ready to engage when the time comes. We can not have weak, unsure leaders in a position of authority. Many times it is easy to hide amongst a large group and coast through training. They find ways to remain in the shadows. This does them no good. That is why we take our training a step higher. We use advanced methods to engage the strong leader that may be struggling with anger and pornography. And we engage the weaker leader that may struggle with lack of self confidence and being abused.

Integrity confronts us all. How can we train others to live a life of integrity unless we have integrity ourselves. You must exemplify with your lives and training methods integrity. Do what you said you are going to do. Don't lie, don't speak one way and act another. Be who you say you are.

3. Time - With 12 recruits it is easier to give your time. 12 enables you to engage in and out of training. ELITE training doesn't end when the whistle blows. Elite training is 24/7. You will find yourself connecting with your recruits during the 6 months of training. You will celebrate life together. You will cry together. These recruits will be your family.

4. Economical - A smaller team is cheaper. For the multiple training evolutions you will find that this will cost money. Make as many connections as you can to allow for discounted products. Use your landscape to your benefit. Fallen trees, tires, sand bags all work as great training aides.

Maybe not initially, but eventually you will find yourself growing as a team and the intensity of the physical training may diminish and the strength of ministry ops will increase. What this



means is this is the major growth time and this time is usually best spent over food. You will be paying.

5. **Avoid Injury (Asset or Liability)** - ELITE teams takes pride in that we have never had a training accident. It is vital that you prepare for every contingency. You must understand if a training evolution will help grow a leader or simply satisfy your thirst for power by making recruits engage in an obstacle or training evolution that will injure them.

6. **Motivation** - It is your responsibility to train in such a way that everyone on that team grows as a unit. Peer pressure will keep a recruit from quitting. Love of their new family will keep a recruit from quitting. Teamwork and cohesion will keep everyone together. The Bible says in Ecclesiastes 4:12 Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken. A chord of 12 is indestructible. Motivate to be an unstoppable chord that can't be broken.

7. **Camaraderie** - A smaller team makes it easy to find those to lean on. These friendships will be life long. The bond that is formed through training will never end.

8. **Support** - Life will be full of problems. Although recruits find themselves living far a part. You will find that there is no distance too great, or problem too big that will cause the team to forget about one another. I have seen a team member travel 8 hours on a bus in order to be with a teammate while their grandfather was dying. I have seen ELITE warriors assemble at funerals, birthdays, and plain old issues they are going through. That is what small group training provides.

9. **Accountability**- The Bible says Sin is always crouching at your door. You need someone to sharpen you, hold you accountable, stand with you when you fail.

10. **Misery loves company** - Going through pain and agony together with your team establishes respect in one another, trust, and love. Allow them come together.

11. **Fun** - After you have established your authority. Laughter is key. Allow them to laugh and bond. You laugh and bind with them. Remember we are not creating soldiers in mans army. We are discipling soldiers in Gods army. How they see you is how they see God. How the world sees them, is how they see God. Not all training evolutions are meant to be something that breaks them down. There are many times in training that I will make jokes, spray water on them



as they crawl in mud. I will teach them to make a bad situation into a positive one. They will start to have fun in difficult circumstances and lead others to do the same.

12. Results- You will see the effectiveness of this training as you progress. All that we have discussed will be evident and so much more. The neat thing about this style of training. It is doable for our instructors. You can have your team of ELITE qualified instructors, or you can train a team of 12 yourself. This 12 strong principle will lead your recruits upon graduation to choose 12 themselves. Immediately upon starting their leadership classes your number of effectiveness went from 12 to 144....This is how you can impact the world with discipleship. We are to make disciples.

Matthew 28:19-20 Go therefore and make disciples of all nations, baptizing them in[a] the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.”

Your teams are your responsibilities everything that is produced is a result of your good or bad leadership. Use these tactics and grow your team with excellence.

Before beginning training

- Before beginning training you must establish your days of training and your times. This must be made clear and agreed upon by all recruits.
- Your physical training will consist of a minimum of 2 days a week. Optimal physical training is 4 days a week.
- Devotions will only be given 2 days of the week. 1st and 3rd or 2nd and 4th. Continued discussion of devotions will happen on days without devotions.
- Recruits must wear appropriate training gear in order to train. If a recruit is without their gear they may not train and will fall behind in their progress. We demand attention to detail and preparation.

1. Recruit t-shirt
2. Pants
3. Tennis Shoes or hiking shoes
4. Water bottle
5. Bible
6. Pen



Prior to training send your recruits a preparation email.

- *What to include in email (call this Recruit prep packet) When reporting for training, recruit must have all of these items completed and understood.*

1. What is our program about? (Training manual)
2. List of rules (Training Manual)
3. Letter from the General (Training manual)
4. Who you are (leader) and what you expect?
5. Recruit training contract signed
6. **Here is what to practice before reporting for training-**
 - Memorize 2 Corinthians 12: 9-10
 - Memorize 12 benefits of 12 strong
 - How to do a proper pushup (send them links to YouTube)
 - How to do a Lunge
 - How to do a Situp
 - How to do a Jumping jack
 - How to do a 8 count body builder
 - How to do a Salute
 - How to do a Squat
 - How to do a mountain climber

7. **Have them write** and send you 1 page of information about their life. Must be in a minimum of 1 month prior to training.

- I want to know what they struggle with
- Doubts
- Fears
- Problems
- Family situation
- Goals
- This will assist in your personal understanding of each recruit

8. **Establish a report date.** Once established this is non negotiable. Once training begins, it begins.



- Set 2 dates for training a year and promote

9. **Fee Paid \$100 for training,**

- We supply recruit manual, T- shirts
- They supply water bottle and pen
- You will need T Shirt size (it is your job to collect and buy shirts)
- You will need Elite recruit manuals. Order your manuals and have them prior to training
- ELITE teams organization will supply you with your leadership manuals at no cost to you.

10. **3 References**

1. Pastoral
2. Work
3. School
4. Anyone other than family

ELITE CADRE- Make up a daily workout schedule prior to training. Never leave idle time. Get up, Prepare Armor and Go to Battle!!! Ask yourselves these questions.

- What am I trying to teach?
- How am I going to teach it?
- Why are we doing what we are doing?
- What message am I sending?
- How am I going to convey that message?
- What training methods will show what I am trying to train?
- Where are we going to be for each evolution?
- How much will it cost?
- In What order will I assign each task?
- Draw up a training schedule for each day. Don't just guess. Have a plan. Every moment and every second needs to be written down and your leadership needs to understand everything
- Every piece of training needs to have a purpose
- Orientation Phase and 1st phase- Concentrating more on PT with the addition of team building. Focus on PT (pushups, sit-ups, mountain climbers, Log PT, obstacle course,



sandbag PT, under the bridge as a team) 2nd Phase and 3rd Phase- Emphasis on Team Building addition of PT.

- Overcoming

ELITE Leadership Training Manual

How Training should look :

Orientation Phase (2 weeks) - This phase is the gut check.

- Work them hard.
- Learn who your strong recruits are?
- Learn who your weak recruits are?
- Push hard
- Require strict military bearing (Yes sir, No sir, Salute)
- Don't let up
- Find breaking points (Physical, Mental, Emotional, Spiritual) Be careful and take it slow!
- Seek out what fears are beneath the surface
- Establish your recruit personnel lists
- Write each recruit and what you see in them, where they need to grow?
- This phase is 2 weeks of continuous Monday-Thursday
- Establish EVERY team evolution MUST be done as a team. Every movement must be fluid.

1 Phase

- Month 1
- This training phase you will be learning your recruits and establishing your training schedules
- You will demand excellence
- Watch out for attitudes. As you train, true character comes out. Attitudes, frustration, words come to the surface. This is ok. This is where your leadership training is important. Don't take anything personally. If needed pull them aside and engage them. Let them know that you see a leader in them and direct them to understand the importance of why they are doing what they are doing. Turn them from an enemy into an ally. Take the person with the issue and give him responsibility in a team building evolution. Use his or her passion as fuel for the team.
- Devotions go a little deeper. Take your time with devotions. This is the heart and soul of Elite. Relate devotions to evolutions you did that day.



- Know limits. Anyone can be broken. Always adding 1 rep to a training evolution or something extra will NOT motivate your team. Set a goal and stick to it. It is important that you stick to the schedule and program for the day. This will establish trust between you and your team.
- **Month 2**
- Trust your thought processes. Don't double guess what you have prepared. Our manual is a guideline. If you have something productive you would like to add at this phase. Go ahead. Make sure always that there is a spiritual aspect. Always ask yourself WHY AM I DOING THIS??? Why am I doing this particular evolution? How does this project spiritually?
- The evolutions will get harder. Push your recruits.
- The demands to pass into the next phase will be difficult. Allow for recruits to fail. Don't cheat them and pass them through. This will not help establish a mindset to overcome.
- Push them, if they fail they can retest the next day.
- Always have the team there to encourage individuals during retesting. This will allow them to absorb encouragement and unify as a team.

2nd Phase

- **Month 3**
 - Emphasis on team building
 - Don't let up on standards.
 - Continue to add more stress
- **Month 4**
 - Standards remain the same
 - Follow manual
 - Engage more in personal lives of recruits

3rd Phase

- **Month 5**
 - Standards remain the same
 - Follow manual
 - Engage more in personal lives of recruits
- **Month 6**
 - Preparation for overcoming
 - Standards at their highest

Your team should be operating as a unit



Overcoming

- Follow guidelines in manual (talk through overcoming)
- Breakout - Secure (induced stress, leadership established)
- Preparation is Key
- Know what you are doing and when you are doing it
- Water throughout
- Build Bonfire, maintain throughout the night (huge spiritual significance)
- Med checks

Upon completion of the overcoming

- After humility crawl to finish
- Present dog-tags with names
- Present ELITE shirt
- Allow students to rest full day
- Have a party, invite families
- Supply food after securing Overcoming event. Ideas for dinner- Steak, Chicken, Potatoes, Bread, Water, Cake
- Name honor recruit
- Debrief with students and guests at dinner

GRADUATION

- They will receive ELITE pin and diploma at graduation.
- Set date a week after Overcoming
- Diploma printed on firm paper stock
- Take pics throughout training and make a slide or video to present at graduation
- Speak from the heart
- Make team aware they can come back to assist in training of next class
- Debrief with funny stories