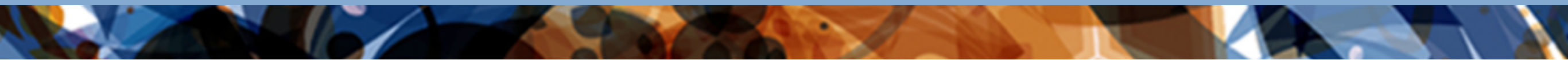
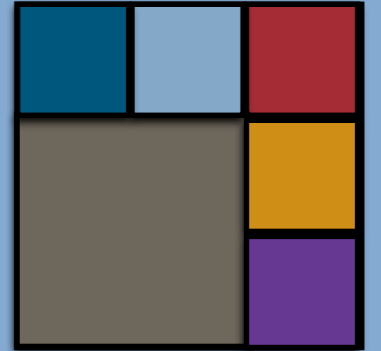


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Guiding Principals to Building a Leadership Development culture





Three “Conversions*”

Follow Jesus with others

- Time with Jesus
- Find place in faith family
- Learn Jesus’ way
- Say “yes” to new
- Celebrate when I change

Become

Act Like Jesus with others

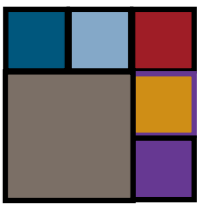
- Discover and dedicate talents and resources to Christ’s mission
- Work to “better” the world in Jesus’ name
- Celebrate when God uses me to change the world

Contribute

Show others how to act like Jesus

- Mentor others to do what I do
- Hold others accountable for their role in the shared mission
- Celebrate when others I am leading change the world

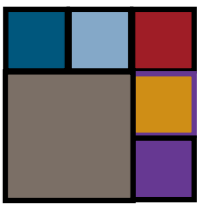
Develop



Guiding Principals for Building a Leadership Development Culture

1. Talk about building culture not about building leaders

- The reason most churches have a leadership deficiency today is they didn't build leaders yesterday
- The answer is not to build leaders the answer is to build a leadership development culture
- The end goal is to build an abundant harvest of reproducing leaders



Guiding Principals for Building a Leadership Development Culture (cont.)

2. Leadership Development must be modeled from the executive level

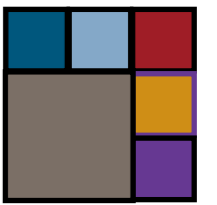
- The values of the leaders are the values of the organization
- It's not the volume of leaders you reproduce that matters; it's your voice and visibility in championing the cause that will lead others to follow your example
- Leadership development flows down not up



Guiding Principals for Building a Leadership Development Culture (cont.)

3. Leadership development must be a clearly stated expectation for every leader on your staff

- It's not going to make it in your church if you don't take a strong stand for it
- You can have a leadership developer and not a leadership developing culture
- Every staff members should have, "reproduce leaders" on their job description
- There should be a quarterly meeting to review the people part of the leadership pipeline
- The key to becoming a good leadership developer is to start as a bad leadership developer



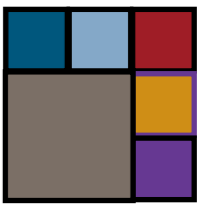
Guiding Principals for Building a Leadership Development Culture (cont.)

4. You are the one responsible for eliminating the excuses

Top 4 excuses:

- I don't have time
- I don't know how
- I already have enough leaders
- No one is ready to be developed

Too often, we look for readiness instead of willingness. We often mistake leadership placement for leadership development

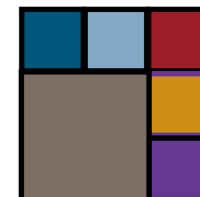


Guiding Principals for Building a Leadership Development Culture (cont.)

5. Align the Language and levels of your leadership pipeline

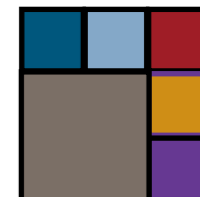


Pipeline Level	Leadership Responsibility	Groups	Missions	Student	Children	Creative Arts	First Impressions
Executive Leadership Team	<i>Provides visionary leadership for church as a whole</i>						
Director	<i>Provide visionary leadership to an overall ministry</i>	Groups Director	Missions Director	Student Ministry Director	Children's Director	Creative Arts Director	
Coordinator * numbers dictate need for this level	<i>Oversee a subset of a ministry with responsibility of leading coaches</i>	Groups Coordinators		<ul style="list-style-type: none"> • High School Coor • MS Coord 	<ul style="list-style-type: none"> • Pre-school Coor • Elementary Coor 		First Impressions Coordinator
Coach	<i>Coach a group of leaders within a specific ministry</i>	Small Group Coach	Regional coach	Groups Coaches	<ul style="list-style-type: none"> • Preschool Coaches • Elementary Coaches 	<ul style="list-style-type: none"> • Vocal Coach • Band Coach • Service Coaches 	Service Team Coach
Leader	<i>Provides leadership for a small team of people</i>	Small Group Leader	<ul style="list-style-type: none"> • Trip Leader • Local Outreach Leader • Event Leader 	Group Leaders	Group Leaders	<ul style="list-style-type: none"> • Tech-service leader • Vocal Lead 	<ul style="list-style-type: none"> • Usher Leader • Parking Leader • Café Leader • Greeter leader
Team Member / Participant	<i>Serves on a ministry team</i>	Group Participants	<ul style="list-style-type: none"> • Local Outreach • Missions Team 	Volunteers	Volunteers	<ul style="list-style-type: none"> • Band • Vocalists • A/V Operators 	<ul style="list-style-type: none"> • Ushers • Greeters • Café Team • Parkers

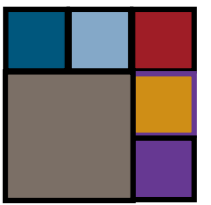


CROSSOVER BIBLE CHURCH

Pipeline Level	Leadership Responsibility	Adult	Serve	Student	Creative Arts	Community Impact
Directional Team	<i>Provides visionary leadership for church as a whole</i>					
Director	<i>Provides visionary leadership to an overall ministry</i>	Adult Ministry Director	Serve Ministry Director	Student Ministry Director	Creative Arts Ministry Director	CCI Executive Director
Coordinator	<i>Implements the vision for a ministry area.</i>	<ul style="list-style-type: none"> •Missional Teams Coord •Basic Training Coord •Restoration Groups Coord •Retreat Planning Coord 		<ul style="list-style-type: none"> •Crossover Kids Coord •Club 316 Coord •Student Huddle Coord 		<ul style="list-style-type: none"> •CHS Director •CPA Director •CSA Director •CDC Director •IMPACT Kids Dir.
Coach	<i>Coaches a group of leaders within a specific ministry</i>	<ul style="list-style-type: none"> •Missional Teams Coach •Basic Training Coach •Restoration Groups Coach 	<ul style="list-style-type: none"> •Connection Teams Coach •Compassion Teams Coach •Facility Teams Coach 	<ul style="list-style-type: none"> •Student Huddles Coach •Crossover Kids Coach •Nursery Coach 	<ul style="list-style-type: none"> •Worship Leader Coach •Tech Team Coach •Performance Team Coach •Design Team Coach 	Lead Staff
Leader	<i>Provides leadership for a small team of people</i>	<ul style="list-style-type: none"> •Missional Team Leader •Basic Training Leader •Restoration Group Leader •Retreat Planning Team Leader 	<ul style="list-style-type: none"> •Connection Team Leader •Compassion Team Leader •Facility Team Leader 	<ul style="list-style-type: none"> •Student Huddle Leader •Crossover Kids Teacher •Nursery Leader 	<ul style="list-style-type: none"> •Worship Leader •Tech Team Leader •Design Team Leader 	Support Staff
Team Member/ Participant	<i>Serves on a ministry team</i>	<ul style="list-style-type: none"> •Missional Team Member •Basic Training Participant •Restoration Group Participant •Retreat Planning Team 	<ul style="list-style-type: none"> •Connection Team Member •Compassion Team Member •Facility Team Member 	<ul style="list-style-type: none"> •Nursery Worker •Teacher Helpers •Student Para's •Student Missional Team Member 	<ul style="list-style-type: none"> •Band Team Member •Vocal Team Member •Tech Team Member •Performance Team •Design Team 	Volunteers



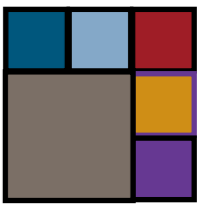
Pipeline Level	Leadership Responsibility	Directional Staff		Adult		Serve		Student		Creative Arts		Community Impact	
		Have	Need	Have	Need	Have	Need	Have	Need	Have	Need	Have	Need
Directional Team	<i>Provides visionary leadership for church as a whole</i>	3	3										
Director	<i>Provide visionary leadership to an overall ministry</i>			1	1	1	1	1	1	1	1	1	1
Coordinator	<i>Implements the vision for a ministry area</i>			1	4			0	3			2	5
Coach	<i>Coach a group of leaders within a specific ministry</i>			1	6	0	2	3	9	1	4	4	7
Leader	<i>Provides leadership for a small team of people</i>			7	19	2	7	28	36	5	9	16	21
Team Member/Participant	<i>Serves on a ministry team</i>					17	38	25	45	18	33		



Guiding Principals for Building a Leadership Development Culture (cont.)

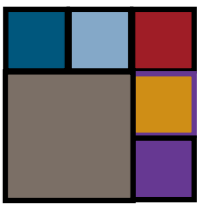
5. Align the **Language** and **levels** of your leadership pipeline





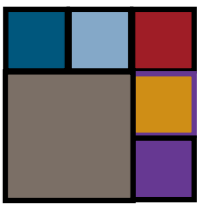
Guiding Principals for Building a Leadership Development Culture (cont.)

6. Build a structure that enhances relational leadership development



Guiding Principals for Building a Leadership Development Culture (cont.)

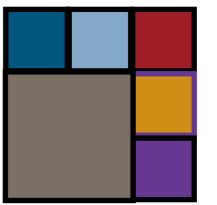
7. Develop for Vision not for need



Guiding Principals for Building a Leadership Development Culture (cont.)

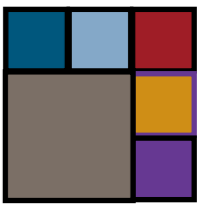
1. Talk about building culture not about building leaders
2. Leadership Development must be modeled from the executive level
3. Leadership development must be a clearly stated expectation for every leader on your staff
4. You are the one responsible for eliminating the excuses
5. Align the Language and levels of your leadership pipeline
6. Build a structure that enhances relational leadership development
7. Develop for Vision not for need

It takes four generations of leaders developing leaders to change a culture



The things that you've heard from me entrust to reliable men who will be able to teach others also.

2 Timothy 2:2



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