LEADERSHIP DRIP

Season 1, Episode 2 Leader Guide

Where Am I?

Defining our Leadership Position

Welcome to Leadership Drip! ***When was the last time you slowed down to ask, "Where am I?"***

In this episode, Pastors Ashley and Charles explore the importance of pausing to evaluate where we are in light of where we are headed. Vision and preparation can be moved forward with purpose when we have an accurate understanding of where we started. Great leaders begin with honest assessment.

EPISODE NOTES

Defining Your Leadership Starting Point

Remember, it all starts with vision. Our leadership journey begins by clearly defining where we intention to lead ourselves and our teams in this season of our leadership. Once we have clearly defined our vision, it is important to slow down and give an account to where we are now. Honestly identifying our starting point will enable us to move forward with the right action steps, in the right direction.

Start with You – A Leadership Self-Assessment

Honest assessment begins within us. Assessing where we're excelling and where we need to grow will help us stay focused as we move from where we are to where we want to be.

Leadership Development Plans

Leadership Development Plans are a great tool to build intentional rhythms of evaluation. Given that each season of our leadership varies, we encourage leaders to revisit this every 90 days. ***See page 3 for a template.***

Position Yourself for Accountability and Feedback

Honest assessment includes vulnerability and humility. Healthy leaders vulnerably share where they desire to grow and invite those around them to offer accountability in the next steps they have outlined for themselves. Healthy leaders also humbly invite feedback. We all have blindspots. Wise is the leader who positions themselves with people brave enough to point out our blindspots and lovingly offer the correction or redirection we might need.

Bonus Content: Watch Pastor Matt's Teaching of the S-Curve at ***www.nextlevelrelationalnetwork.com/scurve***

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Measure What Matters – A Team Assessment

Just as a car dashboard indicates what might need our attention, the creation and use of a dashboard allows us to regularly track our progress in the areas that matter most.

Metrics that Matter

Numbers do not tell the whole story, but do they tell a story. Metrics position us to identify where we are excelling, where we might need more focused attention, or where we might need to re-evaluate our strategy to reach our intended success.

Quality Matters Too

Measuring what matters goes beyond metrics alone. Pausing to assess the culture of our team, the alignment of vision, the engagement of our team, or the level of trust we or the members of our team have built with one another matters too.

Quantitative metrics tell you *what is happening.*
Qualitative metrics tell you *why it is happening.*

See page 4 for an example of a Leadership Dashboard that includes both quantitative and qualitative metrics.

Pause Before You Press Forward

Too many leaders miss this step! Before pressing forward with vision, pause to consider where you are personally, then give an account for your team. Pausing before pressing forward prevents us from walking in circles. ***When was the last time you paused?***

DRIP THIS INTO YOUR LEADERSHIP

Take time this week to pause and evaluate where you and your team are at, then…

1. **Prayerfully Complete a Leadership Development Plan**
   Using the template on page (xxx),

2. **Collaborate to Identify the Metrics that Matter**
   Considering the vision for your team, what should you be measuring? How often should you track progress and what will you do with this information?

I***nvite a conversation with your Staff Lead, Coach, or even a trusted friend and ask for their feedback on your leadership journey.***

LEADERSHIP DEVELOPMENT PLAN

VISION

What are you trying to accomplish in the next 90 days?

SELF-ASSESSMENT

Strengths – Where do you feel strong in your personal growth or leadership? What tasks or skillsets give you energy and make you feel strong when you do them?

Points of Growth – What area(s) of your personal growth or leadership could use some strengthening or improvement? Why do you feel these areas need growth?

GROWTH NEXT STEPS

Health – How do you desire to grow in your soul health (i.e. Core Values, Biblical Standards, etc)?

High Impact – How do you desire to grow in your leadership? (i.e. What do you want to learn, grow, and/or apply in your leadership right now?)

STAFF SUPPORT

What obstacles may prevent you from taking these next steps? How can your Staff Lead or Coach best champion you in your development?

LEADERSHIP DASHBOARD EXAMPLE

TEAM SIZE AND ENGAGEMENT

Total Team Size - *How many people are on the team?*
Total Active Team Members - *How many consistently serve?*
Serving Frequency - *How many serve once per month, twice per month, every week?*
Current Engagement - *What percentage of my Serve Team is actively engaged in serving?*

Request Acceptance Rate - *How many Serve Team Requests were accepted vs sent?*
Show Up Rate - *How many people accepted* **and** *showed up to serve?*

New Team Members - *How many were onboarded in the last 30 days? 90 days?*
Retention Rate - *How many people are still serving after 90 days of being onboarded?*
At Risk Team Members - *How many have not served in the last 30 days? 90 days?*

Use the information uncovered to provide focus on who may need additional follow-up. Follow-up could Include additional pastoral care or renewed vision and training.

ALIGNMENT OF VISION AND CULTURE

Vision - *Do our Serve Team Members truly understand why what they do matters to eternity?*
Core Values - *Are we leading people to become more fully engaged followers of Jesus through our Core Values?*

Cultural Pillars - *Does our team embody our Cultural PIllars?*

- We are a family on mission!
- We are intentional!
- We are teachable!
- We have a stewardship mindset!
- We believe everyone has a next step!

Use Weekend Huddles and Midweek Communication as opportunities to recast vision and bring alignment to areas outside of the vision.