LEADERSHIP DRIP

Season 1, Episode 3 Leader Guide

Are We There Yet?

Tracking our Progress as a Leader

Welcome to Leadership Drip! ***Ever wonder if you're leading your team in the right direction? What if the problem isn't your leadership ability — but the lack of a clear path forward?***

Many leaders know where they want to go, but feel frustrated because they don't know how to get there. In this episode, Pastors Ashley and Charles introduce a practical framework for translating vision into action through Objectives and Key Results (OKRs). When leaders create clear goals and measurable milestones, clarity increases, confidence grows, and teams move forward with momentum.

EPISODE NOTES

Leadership Drip Rewind

Just joining us on the journey? Here's a quick recap of where we have been.

Episode 1: Pack Your Bags

Our leadership journey begins by clearing defining where we are going. Each season of leadership requires renewed vision and clarity. As leaders, we must continually revisit where we are going and why. Once we have clearly defined the destination – the mountain we wish to climb – we must begin to consider how we plan to get there and the preparation it will require.

Episode 2: Where Am I?

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.

Vision defines *where we are going* and *why*.
Evaluation defines *where we are now*.
Now, it's time to map out how to get from where we are to where we want to be.

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Why Tracking Our Progress Matters

When leaders can clearly define how to measure success and track progress:

- Teams gain momentum.
- Leaders feel confident in their direction.
- Decisions become simpler and more focused.
- Success becomes visible and repeatable.

How to Get from Here to There

Objectives and Key Results (OKRs) provide a simple way to move vision into action.

Objective — What We Want to Accomplish

An objective is a clear, action-oriented goal. If possible, make it vision-filled and inspirational.

EXAMPLES

- *Successfully Increase Team Engagement*
- *Intentionally Recruit and Grow Team Size*
- *Strengthen Relational Connections within Team*

Key Results — How We Will Measure Progress

Key results are measurable milestones that track progress made within the Objective.

EXAMPLES

- *Increase Serve Team Request responses by 10% within 90 days.*
- *Have 3 Foyer Conversations each Sunday (focused on recruitment).*
- *Host a Serve Team Gathering within the next 30 days to build trust and increase connection.*

Key results transform vision from an idea into a plan. The best key results are “SMART. (*SMART: Specific, Measurable, Achievable, Relevant, Time-Bound*)

Pace Your Progress

Effective leaders understand that momentum is built over time in the same direction rather than all at once in multiple directions. Avoid trying to accomplish everything at once. Instead, choose steps that meaningfully move the vision forward.

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DRIP THIS INTO YOUR LEADERSHIP

Take time this week to move your vision into action.

1. Define One Clear Objective

What is one leadership outcome you want to achieve within the next 90 days?

Examples:

- Increase team engagement.
- Develop new leaders.
- Strengthen team culture.

2. Identify 2–3 Key Results

Define 2-3 measurable actions that will move you toward this Objective.

Examples:

- Schedule a Serve Team Gathering to cast vision and strengthen training.
- Check-in or meet with 1 Serve Team Member outside of a Sunday each week.
- Practice casting vision for your Huddle prior to Sunday.

3. Invite Accountability

Share your objective and key results with your Staff Lead or Coach. Accountability strengthens follow-through.