LEADERSHIP DRIP

Season 1, Episode 4 Leader Guide

Who's In It With Me?

Falling in Love with the Journey, Not Just the View

Welcome to Leadership Drip! ***Imagine for a moment what a fully engaged team could look like... What if increasing engagement is the key to unlocking a new level of leadership within your team?***

Leadership is about more than simply reaching a destination. It is about engaging people along the journey. Great leaders do more than cast vision — they cultivate conviction, develop competency, and increase commitment so their teams fall in love with the journey, not just the outcome… Because how we reach the mountaintop matters just as much as getting there.

EPISODE NOTES

Engagement: The Missing Piece

It is possible for teams to have a compelling vision and clearly defined objectives yet lack engagement.

Engagement is the difference between:

- Serve Team Members serving out of obligation vs serving with passionate conviction.
- Serve Team Members showing up vs serving with love-driven excellence.
- Serve Team Members completing tasks vs becoming more like Jesus.

The 3 Cs of Engagement

1. **Conviction – The Why**

   Engagement begins with the conviction that what we do matters to eternity. When leaders and Serve Teams understand why what they do matters, conviction grows and passion is ignited.

   How to Grow the Conviction of our Teams

   - **Vision** – Look for ways to connect what we are doing with why it matters to the Kingdom. What problem is your Ministry designed to solve?
   - **Content** – Listen to a podcast or read a book together about your area of Ministry.
   - **Wins** – Share the names and stories of those impacted by your area of Ministry.

2. Competency - The How

Beyond knowing why serving matters, people want to know how to succeed. When leaders commit to training and equipping their teams for success, confidence grows… and so does engagement.

How to Increase the Competency of our Team

- **Serve Team Playbook** – Revisit the "Role and the Win" or the "Weekly Responsibilities."
- **Serve Team Gatherings** – Schedule a Serve Team Gathering to recast vision and offer training to needed areas of growth.
- **Shadowing** – Pair a new Serve Team Member with someone who models the culture and excellence of the team well.
- **On-the-Spot Coaching** – Offer feedback and encouragement in the moment. Celebrate the areas you wish to see repeated.

3. Commitment – The Glue

Engagement starts with conviction and is fueled by competency, but is held together by our commitment. Life has a way of drawing us toward complacency. We either move forward with our intentional commitment or we unintentionally drift.

How to Increase the Level of Commitment within our Team

- **Increase Conviction** – Where is your team lacking in vision? Reignite their passion.
- **Increase Competency** – Where is your team lacking in confidence? Offer them resources or tools.
- **Invite Commitment** – Where do you need to raise or reinforce the level of commitment needed? People will rise to our level of expectation.

The engagement of our team is ultimately a reflection of our own level of engagement. We must deepen our conviction, sharpen our competencies, and recommit to God and those we lead.

Healthy leaders create healthy engagement.

Leadership is not just about reaching the goal – it is about who we invite along the journey and how they experience that journey that matters.

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DRIP THIS INTO YOUR LEADERSHIP

Take time this week to evaluate the level of engagement within your team.

1. Start with You – Assess Your Level of Engagement

- Where do you need a fresh revelation from God?
- What skills are you in need of exercising or growing?
- Where do you need to recommit?

2. Move to Your Team - Assess Your Team's Level of Engagement

- Does your team clearly understand why what they do matters? Where can you reconnect your team to the vision?
- Does your team have the training and resources they need to succeed? Where do you need to re-up on training?
- What area(s) does your team feel complacent? Where do you need to Invite more commitment?