LEADERSHIP DRIP

Season 1, Episode 5 Leader Guide

Are You Having Fun Yet?

How Culture Shapes the Journey

Welcome to Leadership Drip! ***If someone joined your team today, what would their first impression be? The answer to that question might lie in the culture.***

Imagine leading a team that everyone loves being a part of – that is the power of culture. Culture is the invisible force that shapes every leadership journey. Great leaders intentionally define, shape, and sustain the culture to foster an environment where people not only flourish, but do so with unity and joy. Because leadership is not just about getting somewhere — it is about how we get there together.

EPISODE NOTES

What is Culture?

Culture defines who we are and how we behave on the journey. It is what people feel when they walk into a room before a word is spoken.

Culture determines:

- How we interact with one another.
- How we celebrate wins.
- How we handle pressure or respond to conflict.
- Whether people truly enjoy serving or simply check a box.

As leaders, we get to chart the course and set the tone for the culture of our teams.

3 Ways to Influence Culture

1. Define

Culture is defined by design or by default. In other words, we either intentionally define the culture we wish to create or we simply allow our culture to be unintentionally defined by those we lead.

Here at Next Level Church, our Lead Pastors have prayerfully defined the culture by clearly defining our vision, mission, and values.

VISION

We exist to lead people to become fully engaged followers of Jesus.
This means that everything we do Is for the purpose of leading people to become more like Jesus.

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CORE VALUES

Set Free to Be: We live in freedom by knowing who we are in Christ.
Strive to Thrive: We passionately pursue our relationship with God.
Better Together: We are known, loved, and challenged through authentic relationships.
Serve All, Love All: We use our gifts to serve others with the love of Jesus.
Live to Give: We generously steward what we have been given.

Our 5 Core Values define how we grow and disciple others to become more fully engaged followers of Jesus.

LEADERSHIP BEHAVIORAL VALUES

Love: We receive God's love, so we can love.
Trust: We dare to be vulnerable.
Loyalty: We protect the vision of Next Level Church.
Teachability: We have a desire to learn and a willingness to change.
Resourcefulness: We see opportunities, not limitations.
Sacrifice: We are servant leaders.
Fun: We enjoy doing this.

Our 7 Leadership Behavioral Values define how we behave as leaders within this House.

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!

Our Cultural Pillars are clearly defined characteristics of each Serve Team and Group. We believe that by embodying these, we will have a culture that we all love being a part of.

Each of these function as a "dictionary" or a "playbook" to refer to that clearly defines who we are and how we will behave.

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2. Shape

Once the culture has been defined, we must move into actively shaping or influencing the culture we wish to create. We shape culture in 2 primary ways:

1. **Model It** – As leaders, we must go first. We must exemplify the culture we are seeking to build within our teams. We set the tone through our actions and attitudes.

2. **Teach It** – Alongside modeling the culture, we must teach it regularly. Culture must be dripped consistently over time. When we think we have talked about it enough, we should often talk about it more.

3. Sustain

When left unattended, culture naturally drifts from the vision or intentionality we desire. As leaders, we must intentionally uphold or defend the culture.

Sustaining culture often requires courage to address the things that don't feel quite right. As leaders, it is our responsibility to course-correct the areas we see naturally drifting and to engage in courageous conversations to bring realignment.

See something, say something.

As leaders, we can speak the truth with love and grace.

Everything rises and falls on leadership. Healthy leaders embrace the responsibility to clearly define, consistently shape, and continually sustain the culture of the teams they lead.

DRIP THIS INTO YOUR LEADERSHIP

Take time this week to assess the culture of your team.

1.Culture Check

- If someone joined your team today, what would their first impression be?
- Am I modeling the culture I desire to see lived out on my team?
- Does your team have a clear picture of the culture we are building together?
- Where can you celebrate the culture of your team?
- Where has the culture of your team drifted?

2. Culture Drip

- What Cultural or Ministry Pillar needs to be revisited this week?
- How can you creatively "drip" culture in your communication this month?
- What conversation(s) have you been avoiding that you need to lean into?