

LEADERSHIP LEVELS

LEARNING TO LEAD LARGE

“Churches Are Our Passion”

three-fifteen 3:15[™]
CONSULTING GROUP
“Churches Are Our Passion”

LEVELS of LEADERS



LEADERSHIP PIPELINE



**Leadership deficiency today is because we had no
bench yesterday.**

DIRECTORS

PRIMARY RESPONSIBILITIES

Answer the Question *Why?*

70% OF TIME SPENT RESOURCING

RESOURCING

- Empowering
- Inspiring
- Developing

ACCOUNTABILITY

- Reinforce Clarity

IDENTIFYING PROBLEMS

- Anticipatory & Reactive

REINFORCE CULTURE

PRIORITIES

PROVIDING CLARITY

- Everyone knows their win

Ex. Campus Pastor
Invite 5 people (outreach)
Team Development
Environment (inspection)
Leadership Development

FUTURE THINKING

RESULTS ORIENTED

Held accountable for all results (good or bad) produced by coordinators, team leaders and frontline volunteers

COORDINATORS

Answer the Question *How?*

30% OF TIME SPENT RESOURCING

PRIMARY RESPONSIBILITIES

RESOURCING

- Articles
- Caring for team's soul
- Videos

TEAM DEVELOPMENT

CLARIFY EXPECTATIONS

- Dashboard & Metrics

HEALTHY PIPELINE

- Always recruiting
- Always developing
- Always solving people problems
- Always anticipating

PROVIDING CLARITY

DEVELOPING SYSTEMS

PROTECTING THE CULTURE

- Culture carriers

PASTORAL CARE

- Shepherding

TEAM LEADERS

PRIMARY RESPONSIBILITIES

Answer the Question

Who and What?

30-40% OF TIME SPENT DOING

DEVELOPING & BUILDING

-People and Teams

REINFORCE SYSTEMS

-Monitor and Update

INSPIRE

-Reminder of the why

ACCOUNTABILITY

PROVIDING CLARITY

-Expectations

-Values

-Culture

-Overall Priorities

PASTORAL CARE

DETERMINES TIMING

-What's important right now

FRONTLINE VOLUNTEERS

PRIMARY RESPONSIBILITIES

They don't have to do it

They Get to Do It!

90% OF TIME SPENT DOING

FLAWLESS EXECUTION

- Do their jobs
- Owner's mentality

PROVIDE FEEDBACK

- Critical and constructive
- Prevent future problems
- Contribute to future success

RECRUIT

- For the pipeline

REFLECT CULTURE AND VALUES

END USER EXPERIENCE

- Relentless pursuit
- Protecting environmental excellence

COLLECT STORIES

FACILITATE GUEST EXPERIENCE

LEADERSHIP SHIFT

From *doing* To *resourcing*

LEADERS OF DOERS

60%	DOING MINISTRY
30%	LEADING THOSE DOING MINISTRY
10%	LEADING THOSE WHO ARE LEADING THOSE DOING
0%	RESOURCING LEADERS OF LEADERS
100%	TOTAL TIME

LEADERS OF LEADERS (WHO ARE LEADING DOERS)

30%	DOING MINISTRY
30%	LEADING THOSE DOING MINISTRY
30%	LEADING THOSE WHO ARE LEADING THOSE DOING
10%	RESOURCING LEADERS OF LEADERS
100%	TOTAL TIME

LEADERS WHO RESOURCE (THOSE WHO ARE LEADING LEADERS OF LEADERS)

10%	DOING MINISTRY
20%	LEADING THOSE DOING MINISTRY
30%	LEADING THOSE WHO ARE LEADING THOSE DOING
40%	RESOURCING LEADERS OF LEADERS
100%	TOTAL TIME

SELF-EVALUATION

What level leader am I?

How far down
the road can I
see?

What is the
complexity and
number of
problems that I
can solve?

How many
people can I
lead?

notes

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