

# LEADERSHIP LEVELS

LEARNING TO LEAD LARGE

# LEVELS OF LEADERS

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## DIRECTORS

DEVELOP PEOPLE

## COORDINATORS

COORDINATES STRATEGY FOR THE MINISTRY

## TEAM LEADERS

INSPIRE THE VOLUNTEERS

## FRONTLINE VOLUNTEERS

SERVE THE PEOPLE

# LEADERSHIP PIPELINE - WHY

LOST KEY PEOPLE? → HAD NO BENCH

LEADERSHIP DEFICIENCY TODAY IS BECAUSE  
WE HAD NO BENCH YESTERDAY

*Why a pipeline?*

## Provides Clarity

Discover | Develop | Deploy

## Succession Planning

There is no success without a successor

## Proactive Leadership

Instead of reactive leadership

## Ministry Expansion

Ministry expansion is challenging  
without a pipeline

Creates a  
**Culture of Development**

# DIRECTORS

Answer the Question  
**WHY?**

70% OF TIME SPENT RESOURCING

## PRIMARY RESPONSIBILITIES:

### RESOURCING

EMPOWERING  
INSPIRING  
DEVELOPING

### ACCOUNTABILITY

REINFORCE CLARITY

### IDENTIFYING PROBLEMS

ANTICIPATORY & REACTIVE

### REINFORCE CULTURE

### PROVIDING CLARITY

EVERYONE KNOWS THEIR WIN

#### EXAMPLE: CAMPUS PASTOR

Invite 5 people (outreach)  
Team Development  
Environment (inspection)  
Leadership Development

### PRIORITIES

### 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 STRATEGY

#### DEVELOPING SYSTEMS

#### PROTECTING THE CULTURE

CULTURE CARRIERS

#### PASTORAL CARE

SHEPHERDING

# TEAM LEADERS

## Answer the Question **WHO & WHAT?**

30-40% OF TIME SPENT DOING

### PRIMARY RESPONSIBILITIES:

#### DEVELOPING & BUILDING

PEOPLE AND TEAMS

#### REINFORCE SYSTEMS

MONITOR &  
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

They don't have to do it  
**THEY GET TO DO IT!**

90% OF TIME SPENT DOING

## PRIMARY RESPONSIBILITIES:

### FLAWLESS EXECUTION

DO THEIR JOBS  
OWNER'S MENTALITY

### PROVIDE FEEDBACK

CRITICAL & CONSTRUCTIVE  
PREVENT FUTURE PROBLEMS  
CONTRIBUTE TO FUTURE SUCCESS

### RECRUIT

FOR THE PIPELINE

### REFLECT CULTURE & 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 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                                |