

LEADERSHIP PIPELINE

Onsite CO:LAB

Building an intentional pathway to solve your leadership shortage

OVERVIEW

INTRODUCTION

Do you always feel like you have a shortage of leaders in your church? We've all been there. But you don't need to stay there.

Most churches struggle with developing leaders because they use an intuitive rather than an intentional process. As you know, few people are intuitive developers, so as a result, you end up with some ministry areas excelling with development while others are constantly struggling. Deep down you know that just another book, conference or off the shelf product is not the answer. Your church needs an intentional leadership development strategy that everyone on your team can use.

Our Leadership Pipeline consulting walks you through a proven five-part framework that can revolutionize leadership development in your church. Systematically working through the Culture, Structure, System, Content, People framework you and your team will identify gaps in your current approach and design a strategy for producing new leaders and growing your existing leaders.

THE PROCESS

We've all heard it said, "People support a world they help create." That's exactly why we use a highly facilitated approach that engages participants at a personal and practical level. Working in a collaborative manner your team will "feel the pain" as they uncover gaps in your current process. But, they will also experience the joy of discovering and designing solutions that fit your culture and context. In other words, your team will be owners in this process,

Worried that we're going to throw a bunch of corporate business principles at you? No need to be concerned; the entire process is rooted in Scripture and a biblical perspective of discipleship. And the best part is, not only will you be building a strategy for your church, you will be helping your team grow as developers.

THE FRAMEWORK

Your Leadership Pipeline Navigator will work you through the five-part framework that enables you to build your new leadership development strategy step by step.

1 CULTURE

Does your church have a culture of developing leaders? It's not enough to just develop a leader when you need one. To nurture the growth and health of your church requires having a culture of development. In the culture phase, we help you assess the strengths and growth areas for your church to start building a culture of development.

2 STRUCTURE

Is your church structured for function only or for function and development? In the structure phase, we will evaluate the structure of each ministry and begin to align the structures of all ministries using the leadership pipeline paradigm.

3 SYSTEM

How do potential leaders move to new levels of leadership in your church? In the system phase, we will define both centralized and decentralized components and create alignment by maximizing the use of an overarching strategy for every ministry area.

4 CONTENT

What skills are essential for every level of the leadership pipeline? In the content phase, we will define competencies for every level and ministry area in the church. Most importantly we will train you how to create custom content so your staff continually builds and shares training that is unique to your culture and vision.

5 PEOPLE

Who is responsible for equipping new leaders? In the final phase, we will assess and discover potential new leaders from within your church. Upon identifying these potential leaders your team will establish leadership development goals along with an 18-month plan for filling the leadership pipeline for each area of ministry.

THE OUTCOMES

- Assessment of the leadership development culture of your church.
- Coaching calls with a certified Leadership Pipeline Navigator for accountability and to ensure understanding of the process.
- Align the structure of your ministries providing a clear development pathway for your leaders.
- Create a one-page snapshot of every role required to run your church ministries.
- Design and align your church's onboarding system.
- Choosing your church's specific leadership development strategy and aligning it across all ministries.
- A customized job description template for your church's leadership positions.
- A customized leadership application that works for all levels of your pipeline.
- Identification of the leadership competencies for each level of your pipeline (a discipleship pathway for your leaders).
- Training modules for all levels of your church's leadership pipeline.
- Each ministry establish a rhythm and approach for equipping existing leaders.
- Schedule one year plan for the "Inspire" training (All Leader Training).
- Generate a list of potential leaders for each level of your pipeline.
- Generate a list of potential staff from inside your church (A vision and strategy for hiring from within).
- Eighteen-month leadership goal projector that enables you to identify the next generation of potential leaders.
- A projection of how many leaders your church will need based on your projected growth rate.
- Plus, access to a Dropbox filled with over 70 tools, templates, and samples.

ONSITE CO:LAB CONSULTING

THE PLAN FOR YOUR CO:LAB

Co:Labs are designed for 12-16 church teams to go through the Leadership Pipeline process together. A Leadership Pipeline Navigator will do 5 onsite visits over an 8-month period. Each onsite visit is a 4-hour session with the church teams walking them step-by-step through each phase of the leadership pipeline framework. Each church team may bring up to 5 team members to the onsite sessions. Milestones are established each step of the way that help move each team through the complete "Leadership Pipeline Checklist."

Following each onsite session, church teams will meet together with the LP Navigator for monthly 60 minute virtual coaching calls. The coaching calls are designed to answer your questions and provide accountability for results.

ONSITE CO:LAB PRICING

\$3,000 per Church Team - The total cost is dependent on the number of Church Teams that participate

Cost Includes:

- 12-16 Church Teams participating (*Church Teams may bring up to 5 team members each*)
- Five Onsite Sessions plus five 1-hr virtual coaching calls
- Access to Multiply's collection of samples from other churches
- All LP Navigator travel expenses are included in the total cost

Don't wait any longer. Schedule a call today that will change the game of leadership development in your ministry.

 To schedule a call, email: maclake@multiplygroup.org

Visit multiplygroup.org for more information and resources

For Mac's videos on Leadership Pipeline go to youtube.com/maclake