

principles of leadership

CEDARCREEKCHURCH

1

PRODUCE A LEADERSHIP ENVIRONMENT

1 RECRUIT A TEAM.

Bring in motivated, enthusiastic people who fully embrace the vision and are ready to serve. With a team in place, energy increases, community flourishes, and fresh ideas abound!

2 EMPOWER.

Avoid micromanaging; empower. Your team does not need you to hover over them. Show that you value them by asking questions and offering direction, but trust God in them to do great things.

3 CELEBRATE.

Celebrate individual acts of service and team results that have made significant impacts. Make certain to publicly affirm those team members and leaders who are doing well.

4 BE FLEXIBLE.

Standards of excellence are important and the essentials must be firm, but non-essentials need some flexibility. If the focus is on what is most important, reaching those who are far away from Jesus, while maintaining established team expectations, the outcome will always produce desired results.

5 ASK FOR FEEDBACK.

Ask your leaders and team for feedback and be open to making changes. Your openness alleviates fear and creates trust.

6 LEAD RELATIONALLY.

Get to know your team as people! Learn about their family, life, walk with God, and dreams for the future.

7 SET A GREAT EXAMPLE.

Be motivated, enthusiastic, energized, and passionate! Your leaders/team will serve to the level of enthusiasm you model for them, and to the level you model in all areas.

8 VALUES DRIVE BEHAVIOR.

Be clear in the values, repeat them often, give examples of what they look like lived out, and tell stories that demonstrate how team members have done so.

2

RECOGNIZE LEADERSHIP POTENTIAL

Look for individuals who have a proven circle of influence, who have already shown faithfulness in some ministry capacity, and who possess a love for God and people that is contagious. Once the potential is realized, get to know their gifts, passions, skill sets, and their heart for serving the Lord. The goal is to release the full potential in an individual, not simply fill a leadership slot on your team. The interview is part of the onboarding to the DreamTeam, but can be used anytime to identify potential.

Let people walk with you through life for a season, with the goal of

3

TRAIN AND RELEASE

releasing confident and competent leaders into ministry. How?

YOU DO IT!

▶ Don't try to sell your team, just bring them in and let them become a part of it. See if it is a fit.

▶ **YOU DO IT. THEY WATCH.** Clearly explain the roles and responsibility of the position. Establish standards of excellence and *fully train* them in the skills necessary to succeed.

▶ **THEY DO IT. YOU WATCH.** This is pivotal to ensure the right person is in the right position. Serve alongside them; watch until you are confident in releasing them fully. Make corrections, affirm them, use teachable moments, and give honest feedback.

▶ **THEY DO IT!** Releasing a leader is not subtraction—it's actually multiplication. By letting go, you exponentially increase Kingdom impact through multiplication of vision, heart, and ability.

4

COACH CONTINUOUSLY

The goal is to remain in relationship with the new leader, continually equipping them, and building them for works of the ministry. How?

CONTINUING EDUCATION: Create re-training moments for all teams in order to keep both the mission and responsibility of the ministry in front.

GROUPS: Relational growth – real life change happens in the context of relationships.

ONE-ON-ONE INTERACTIONS: Use teachable moments to continually train, develop, and affirm in order to keep both the mission and responsibility of the ministry in front.

LEADERSHIP SUMMIT: This is an annual opportunity to invest in leadership training.

KICK-OFFS: This is an opportunity for all those serving in leadership roles to focus on visionary aspects of their ministry and campus.

COORDINATOR/HUB LEADER MEETINGS: Campus staff directors meet with their Coordinators and/or Hub Leaders to cast vision, address issues to problem solve as a team, build community and invest spiritually.

TEAM MEETINGS: Cast vision, build community, and train on a specific area of ministry

RETREATS: Connect with God and each other, re-focus on vision, and dream about what could be.

5**MEASURE WHAT MATTERS**

In setting measurable goals for each of these four principles, team health and leadership ability is confirmed.

LEADERSHIP ENVIRONMENT

ASK: How many leadership positions are open?
What is leadership/team turnover rate?

LEADERSHIP POTENTIAL

ASK: Who am I targeting for leadership? Who is on my leadership bench? How am I helping them take that step?

TRAIN AND RELEASE

ASK: How much time do I invest in training new leaders?
How competent are the leaders I have released?

COACH CONTINUOUSLY

Ask: Who am I coaching and in what capacity? How many leaders attend my meeting? How many leaders are active in a Group?

ADDITIONALLY: MINISTRY EVALUATION MEETINGS

These meetings are for clear communication, setting of goal expectations, problem-solving, and personal touch for the leader.