

TEAM APPLICATION GUIDE



KEY CONCEPTS

Growing organizations don't buy great leaders, they build them.

Great people don't randomly assemble. You have to be intentional.

While most of us long for all-stars, a better strategy is to start with the best people in your orbit that you can find, some of whom won't currently be on your team or serving with you.

Embrace excellence over inclusion, making sure that people have the gifting that fits the task you need them to do. Select people with ability more than just looking for people with availability.

1. Look for the best leaders you can find.
2. Search beyond your current structure.
3. Embrace excellence over inclusion
4. Separate the leaders from the doers
5. Give your leaders a significant challenge.

Past performance is the best indicator of future potential.

Get the best leaders you can find into positions of leadership or create new positions for them and give them high levels of challenge. Leaders with significant gifting want a significant challenge.

DISCUSSION QUESTIONS

1. To what extent are people in your organization serving in their areas of gifting?
2. Would you say your organization places more value on excellence or inclusion? Why?
3. "Growing churches don't buy leaders, they build them." Discuss
4. Review 5 characteristics that define leaders, not followers. Which of the five do you tend to overlook. Why?
5. What process do you have right now for identifying and recruiting future leaders? What are its strengths and weaknesses?

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APPLICATION STEPS

1. Using what you learned in this session, make a list of at least ten people not on your team who appear to be leading well. Which of them might you approach to join you? How will you approach them?
2. Budget and team sizes sometimes get maxed out. Don't wait for a vacancy to start searching for a leader to fill your next vacancy. Create a list of potential hires or recruits. Then develop a relationship with them. Get to know them. Give them some project work (volunteer or paid). That way, when an opening occurs, you have a short line of people you can easily approach.