

Build Leadership Pipeline

Lesson Six: Understand the Training Needs

Welcome to Lesson 6 of Building a Leadership Pipeline and we're going to do a couple of sessions here on training.

There's no doubt that as people are well trained they improve their confidence and that improves the health of your church. Imagine a church of timid, uncertain, confused people. You can feel the atmosphere in those sort of churches where the emotional levels are low, people are uncertain and not sure what to do. It's an unhealthy environment but when people are well trained, they gain confidence, they have a degree of certainty that they're moving into their serving role with and that builds an atmosphere of just good emotions, good vibes, good feelings and that helps build a healthy church. People who are confident in what they're doing give a sense of health to an organisation.

We need to understand the training needs of various aspects of the pipeline.

Here's the pipeline we looked at a few lessons ago. The Do Nothings, we want to move them into doing something. But the Doers, Delegators and Designers have very specific training needs and I want to talk you through these training needs. In the next lesson I'll talk to you about how to develop a training program but I want to talk you through the various training needs of these different areas.

Doers

The Doers, what are their training needs.

Relevant skills

If they're a greeter they need training in greeting. If they're a kids leader, training in children's work. A musician, training in musicianship and in worship areas. So the skills training has to be relevant to their role.

Healthy attitudes

This goes for everyone. Even if you're a greeter, a musician, a kid's leader, a youth leader, hospitality person, we want the attitudes to be joy filled, servanthood, loving Jesus, fulfilling the call that God's got on your life and so on. We want all the same healthy attitudes across the whole crew so people need training on how to arrive and serve with a joyful spirit.

Vision connect

A third area of training is connection to the vision of the church. People need to understand what is the purpose of our church and you connect their serving to that vision. People need to be trained on how to capture the vision and work out of the vision, not just out of the task, but out of a sense of purpose.

Delegators

What sort of training do Delegators need?

Same skills as Doers

They need the same as the Doers. They need relevant skills, healthy attitudes, connect to the vision. These all just go the same for Delegators as they do for Doers but they need one other area of training that Doers don't need.

Delegation

Yes you've got it! Delegation! They have to learn how to delegate, how to empower, how to be a team leader who doesn't do it all and doesn't meddle in the task they've given to other people. How to release tasks, how to release authority and how to release power.

Delegators need to be trained in delegation and in empowering leadership. That is vital for any team leader in your church because if they're a micro manager hanging onto authority and power, releasing the odd task but meddling they'll demoralise a team so they need to be trained, coached and mentored as well in delegation.

Designers

Designers, Department heads in those medium and larger churches who run Departments

Same skills as Doers & Delegators

The same skills as Doers and Delegators keep flowing on to Designers because generally a Designer is someone who's been a Doer and a Delegator and they've picked up those skills and now they're ready for the next level of leading a Department. So what other training do they need besides what they've had previously.

Solve complex problems

I think they need training on solving complex problems. Department leaders have to have an ability to handle complexity. How to handle more than one plate spinning at a time and how to have the resilience to cope with that. How to recognise that some tensions need to be managed, will never be solved. Some problems yep we can fix that but some things we're

not going to be able to fix and need to learn how to live - let's learn how to live with those things. So Designers need training on handling complexity.

Design processes

They also need training on design processes. Systems. How to analyse something, how to make it work better, how to organise processes. How to make processes go step by step with the people and the teams, the Delegates they are working with.

So there are some areas of training. In the very next lesson, Lesson 7, I'm going to show you some methods to do training and I think you'll be a bit surprised by some of the methods that I'm going to recommend. I know these methods work, I've used them myself but I think you'll find these are very practical, very helpful to help fulfil those training needs. You might be wondering how am I going to get all this training done? We'll cover that in the very next lesson.

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