Gospel DNA
Replicating Effective Ministry
Workshop 2 - Developing your staff team

Paul Harrington, Kirsty Bucknell, Archie Poulos

• Paul Harrington: Leading the development of your team
• Kirsty Bucknell: A framework for developing your team
• Archie Poulos: What gets in the way of developing your team
• Panel discussion
• Questions from the floor
Workshop 2 - Leading the development of your team

Paul Harrington
Workshop 2 - A framework for developing your team

Kirsty Bucknell
Thinking about people management…

- Track
- Recruit
- Recognise
- Engage
- Develop
Recruiting… use all the information at hand to further staff development

- **Recruit**
  - Job description
  - Behaviour-based interview
  - Abilities and personality assessment
  - Reference checking
Engage the team to grow their strengths

- Induction
- Performance Management
- Teamwork
Develop the team purposefully

- Training
- Ministry Planning
- Succession Planning
- Leadership Development
Recognise where you have seen growth

- Reward
- Celebrate
Track and document development

Track
- Policies
- Measurement systems

Diagram:
- Track
- Recruit
- Recognise
- Engage
- Develop
Thinking about people management...

- **Track**
  - Policies
  - Measurement systems

- **Recruit**
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  - Behaviour-based interview
  - Abilities & personality assessment
  - Reference checking

- **Recognise**
  - Reward
  - Celebrate

- **Engage**
  - Induction
  - Performance Mngt
  - Teamwork

- **Develop**
  - Training
  - Ministry Planning
  - Succession Planning
  - Leadership Development
Workshop 2 - What gets in the way of developing your team?

Archie Poulos
What gets in the way of developing your team?  

**fatal factors**

1. Different models
   - theological
   - ministry philosophy
Ministry Philosophy

- People
- Prayer
- Proclamation
- Perseverance (renewed mind)
- Position
What gets in the way of developing your team?

fatal factors

2. Team Cohesion
   • team leadership
   • mutual performance monitoring
   • backup behaviour
   • adaptability
   • team orientation

Personality

Style of interaction