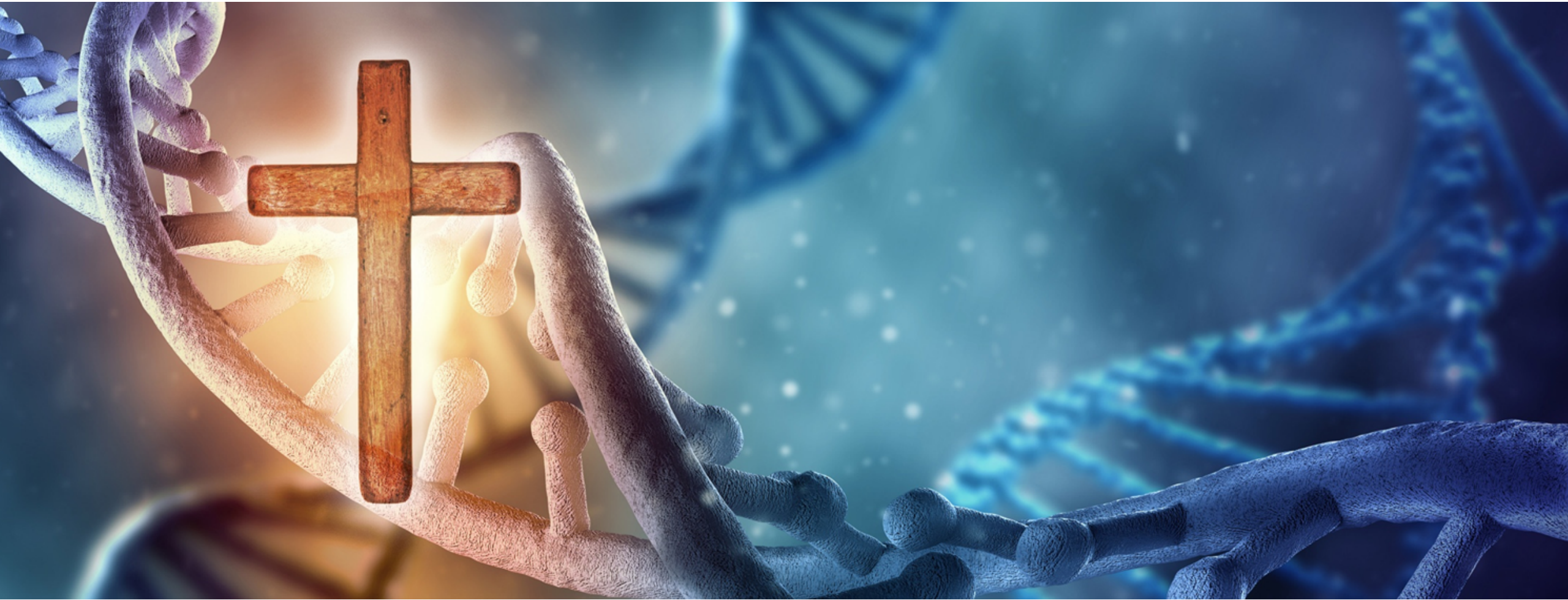


Gospel DNA

Replicating Effective Ministry



EFFECTIVEMINISTRY

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...



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



Engage

- Induction
- Performance Management
- Teamwork

Develop the team purposefully



Develop

- Training
- Ministry Planning
- Succession Planning
- Leadership Development

Recognise where you have seen growth



Recognise

- Reward
- Celebrate

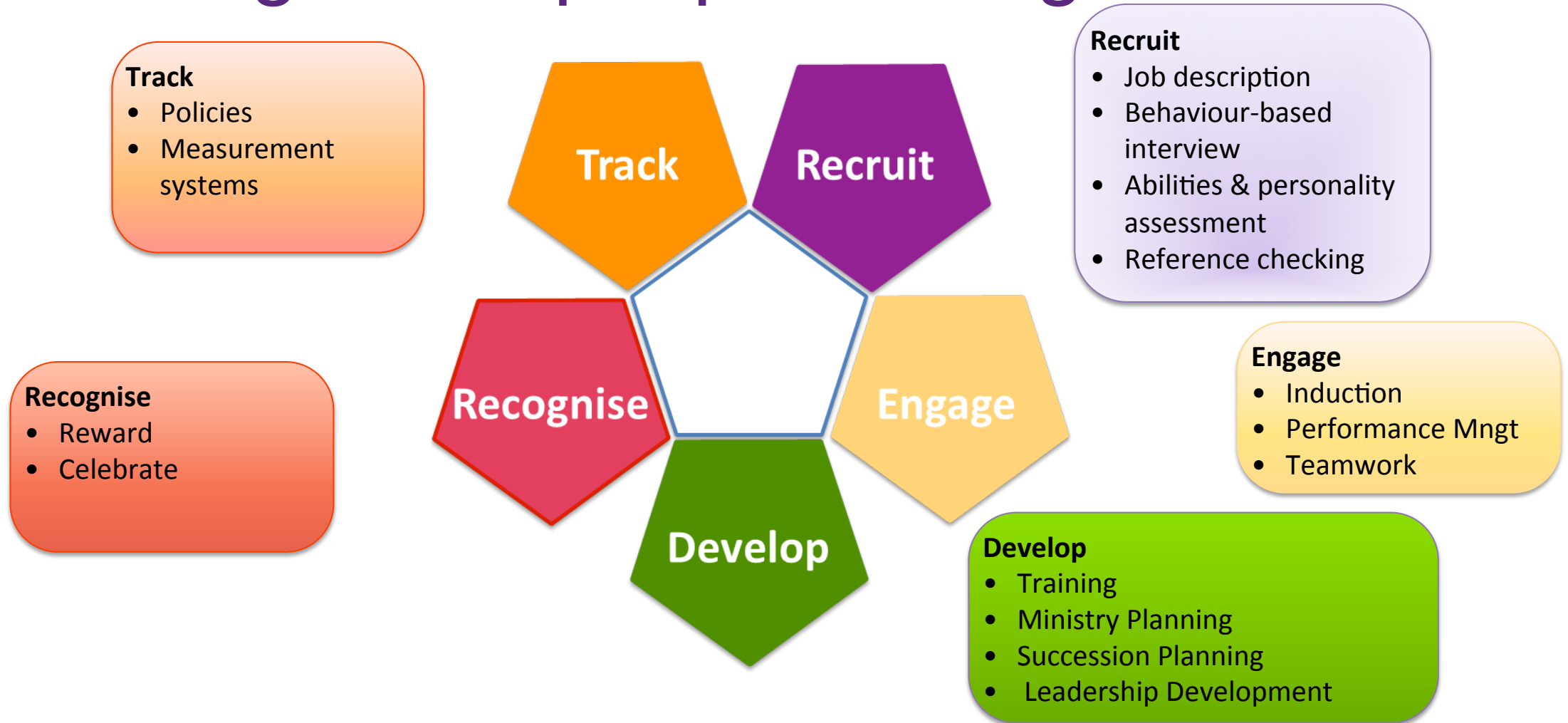
Track and document development

Track

- Policies
- Measurement systems



Thinking about people management...



Workshop 2 - What gets in the way of developing your team?

Archie Poulos

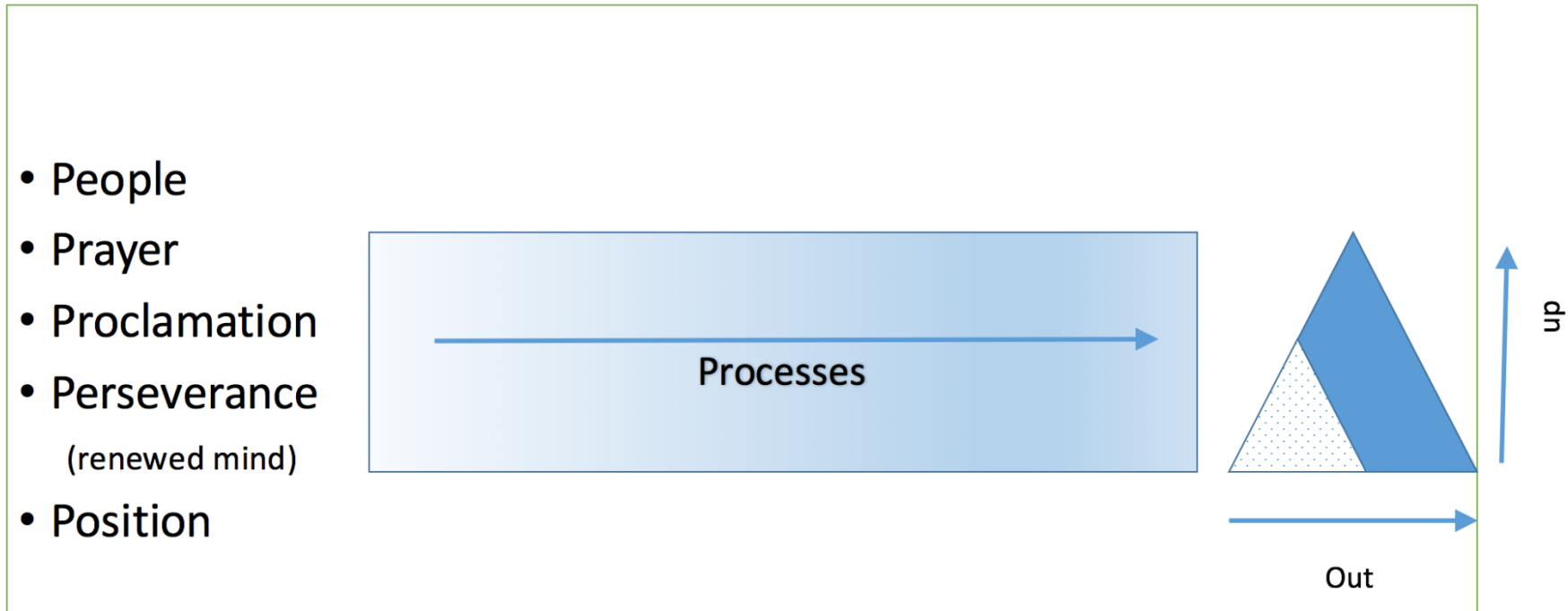
What gets in the way of developing your team?

fatal factors

1. Different models

- theological
- ministry philosophy

Ministry Philosophy



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