



## Inviting Team Member Into a Team Lead Position

Identify an individual that performs well, and has leadership potential.

Before having an ICNU conversation, establish if your team member is a follower of Jesus and in a group.

How to have an ICNU conversation:

- Thank them for serving and explain what it has meant to you personally, to the team and to the mission of The Ridge.
- Share how they are exhibiting the four *Rs*: relational – value people over tasks, run well – God, and others deserve our best, reproducing – do nothing alone, rewarding – what you do matters.
- Share with them how we at The Ridge are interested in helping people grow spiritually and desire to develop leadership potential.
- Invite them to **consider** a team lead position on your team.

Talk them through the role and responsibilities of a team lead. Explain the prerequisites, (must be a follower of Jesus, in a group, contributing financially).

If they are willing to take the next step, ask them to fill out the Leadership Application online. Your director would send a link in an email. When the application is completed and submitted, staff will look it over and give the "okay" to move forward. Once you get the okay, you would extend an invite for them to go through team lead modules.

Once in team lead modules, current team leads could begin to train and share responsibilities.