

LEADERSHIP

AT THE RIDGE

Ministry Lead Module 2 – Attract, Place, Develop and Transition Talent

Core Competency

Attract, place, develop and transition talent.

Objective

In this training module, you will learn skills that will help you to create a department that not only attracts talent, but allows you to maintain, equip, and grow the individual.

NOTE: A Ministry Lead does not rely on telling Coaches and Leaders what to do to attract and grow talented team members. They create systems and environments that make people want to grow and achieve new things. Keep this in mind as you complete the following assignments.

Assignments Overview

Assignment 1 | Read 1 Corinthians 12:4-27 and answer questions.

Assignment 2 | Read Chapter 1 of *Finding The Next Steve Jobs: How to Find, Hire, Keep and Nurture Creative Talent* by Nolan Bushnell.

Assignment 3 | Read *5 Ways to Turn Good Employees Into Great Leaders* by Entrepreneur.com

Assignment 1

1 Corinthians 12:4-27 (NIV)

⁴ There are different kinds of gifts, but the same Spirit distributes them.⁵ There are different kinds of service, but the same Lord. ⁶ There are different kinds of working, but in all of them and in everyone it is the same God at work.

⁷ Now to each one the manifestation of the Spirit is given for the common good. ⁸ To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, ⁹ to another faith by the same Spirit, to another gifts of healing by that one Spirit, ¹⁰ to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues,^[a] and to still another the interpretation

of tongues.^[a] ¹¹ All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines.

Unity and Diversity in the Body

¹² Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. ¹³ For we were all baptized by^[c] one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. ¹⁴ Even so the body is not made up of one part but of many.

¹⁵ Now if the foot should say, “Because I am not a hand, I do not belong to the body,” it would not for that reason stop being part of the body. ¹⁶ And if the ear should say, “Because I am not an eye, I do not belong to the body,” it would not for that reason stop being part of the body. ¹⁷ If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? ¹⁸ But in fact God has placed the parts in the body, every one of them, just as he wanted them to be. ¹⁹ If they were all one part, where would the body be? ²⁰ As it is, there are many parts, but one body.

²¹ The eye cannot say to the hand, “I don’t need you!” And the head cannot say to the feet, “I don’t need you!” ²² On the contrary, those parts of the body that seem to be weaker are indispensable, ²³ and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty, ²⁴ while our presentable parts need no special treatment. But God has put the body together, giving greater honor to the parts that lacked it, ²⁵ so that there should be no division in the body, but that its parts should have equal concern for each other. ²⁶ If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it.

²⁷ Now you are the body of Christ, and each one of you is a part of it.

Questions

1. What would you say are your greatest strengths as a leader? Similarly, what are your greatest weaknesses as a leader?
2. As we read above, the church is made up of a mixing bowl of giftings, and success in the church, as well as in each department, relies on that mix of gifts. Look at the teams in your area: do you believe that each individual is being utilized based on their gifts, or on the organizational needs?
3. When looking to fill Leadership roles, are you first looking at what the needs are, or are you looking at each individual (coming up through your pipeline training modules) and seeing how their gift mix could be best utilized for God’s purpose?

4. Have you ever had a time where you had to move an individual to a role that didn't match their gift mix? How did that individual react over time?

Assignment 2

Read Excerpt below from Chapter 1 of Finding The Next Steve Jobs

Atari didn't find Steve Jobs. We made it easy for him to find us. A good company is a 24/7 advertisement for itself. Back in the mid-1970s, Atari wasn't your average large company. Our quirky environment allowed creative people to thrive, and these people acted as a living, breathing billboard for the company. they talked a great deal about Atari - about what it did, about its products, but mostly about how much fun it was to work there.....

Questions

1. As we have read, your team can be your best advertisement to attract talent; what they say about your ministry and about your leadership matters. What are the types of things that you hope your team would say in describing their role within the organization?
2. What are some ideas of ways that you could make your team members into raving fans and advocates for your ministry?
3. On page 4, Nolan states, "Much of life is about creating an appropriate ecosystem. Every individual has one. I have one. You have one." He then asks a very good question that we want you to answer too: ".... in what type of atmosphere do you thrive?"

Assignment 3

ENTREPRENEUR.com

5 Ways to Turn Good Employees Into Great Leaders by Andre Lavoie -

<https://www.entrepreneur.com/article/242663>

Questions

1. Have you ever had a job or role in which you were encouraged and developed in a way that helped you to be promoted into a role with additional responsibilities? If yes, how did it make you feel knowing that your supervisor believed in you enough to help you to the next level? If not, do you feel this shaped your drive within your role?

2. Have you in the past, or do you currently have a mentor? How has this person helped your development?

3. When has there been an opportunity for growth and development for either you or for individuals that you have supervised? How have those opportunities affected you and your team's work?

Leadership Takeaways

What are at least two LEADERSHIP TAKEAWAYS from this module? Be prepared to discuss with your group.

1.

2.