



Leadership Development System Overview

← Step Up To

Team Leader

- **Prerequisites** – Competent, coachable, confess as a follower of Jesus, in a circle, contributing financially.
- **Explore** – ICNU conversation, explore leadership experience, leadership app, role description, apprenticeship, invite to attend leader gatherings.
- **Equip** – Module content, 1:1 coaching, and huddles focusing on the 4 R's content.
- **Encourage** – Attend Leadership at the Ridge three times per year.
- **Additional** – Subscribe to CG podcast, read department-specific excerpt from *Deep and Wide*.

Coach

- **Prerequisites** – Communicator, committed, consistent giver, baptized, engaging in private disciplines regularly.
- **Explore** – ICNU conversation, role description, 90-day apprenticeship, invite to attend leader gatherings, read/listen all of *Deep and Wide*.
- **Equip** – Module content, 1:1 coaching, and huddles focusing on the "6 Coaching Questions" content.
- **Encourage** – Attend Leadership at The Ridge three times per year and invited to attend staff meetings and trainings.
- **Additional** – Attend department-specific field trips and complete Rooted journey.

Lead Coach

- **Prerequisites** – Must show proven track record of leading leaders and values people over tasks.
- **Explore** – ICNU conversation, role description, 90-day apprenticeship, invite to attend leader gatherings.
- **Equip** – Module content, 1:1 coaching, and huddles focusing on leadership development content.

- **Encourage** – Attend Leadership at The Ridge three times per year and invited to attend staff meetings and trainings.
- **Additional** – Part of inner-circle decision making and invited to attend field trips.

Director

- **Prerequisites** – High character, critical thinker, tithing, manifesting *Love, Look & Live*, proven track record of developing leaders.
- **Explore** – ICNU conversation, role description, apprenticeship, invite to attend staff/leader gatherings, complete onboarding process.
- **Equip** – Module content, 1:1 coaching, and huddles focusing on “Level 5 Leader Reproduction” content.
- **Encourage** – Attend Leadership at The Ridge three times per year and invited to attend staff retreats and events.
- **Additional** – Formal evaluation against pre-set goals and objectives, assessments package, internship, leadership residency.

Directional Leadership Team

- **Prerequisites** – Proven track record of developing leaders and delivering results, and fully investing in the lives of people far from God.
- **Explore** – ICNU conversation, role description, invite to attend staff/leader gatherings.
- **Equip** – Module content, DLT huddles, ad hoc books, consultant content.
- **Encourage** – DLT retreats and off-site meetings.
- **Additional** – Higher level assessments, spiritual health assessments and development.