What's Your Role in Volunteer Development?
Follow Along Guide

What is one area that you have developed in since you've been on staff? What motivated that development? What action steps did you take? How did others help you?

The Leadership Growth Process
How does a leader, or any person, actually "develop?"

Four Guiding Principles
With this tried-and-true pattern in mind, we have identified principles to guide us towards a thoughtful approach to developing leaders and all people at LifeChurch.tv. These principles define our "development" culture.

Who do I want to be?

Learning, practice, experience.

Who am I now? *Currently Reality*

TRUSTED RELATIONSHIPS

What action am I going to take?

What are my strengths & gaps?

What are my options for growth?

1. People develop best while they are "in the game."

2. Personal growth is born out of self-awareness.

3. It's difficult to grow without trusted relationships.

4. People grow when they "own" their growth.
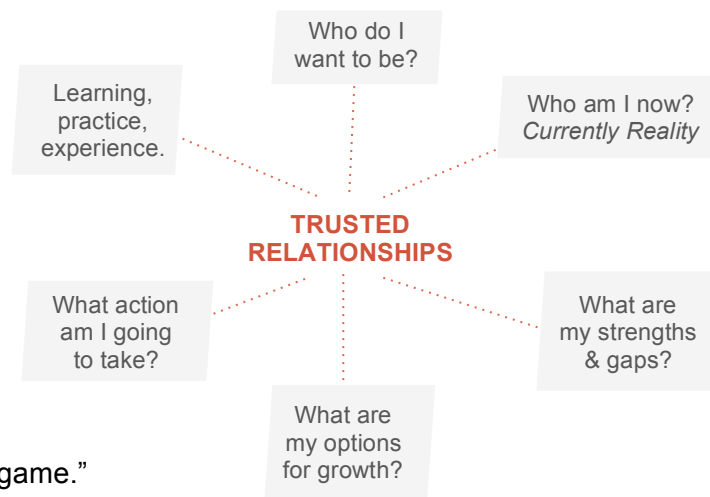
Our Role in Developing Leaders
With these four principles in mind, our role in developing leaders should be focused on three things:

- *Conversations* - Pivotal conversations play an important role. Build trust and be intentional to provide encouragement, meaningful feedback, and ask the right questions in your conversations. Purposeful conversations enable leaders to become more self-aware, make better decisions, and choose their own next steps.

- *Positioning* – Since leaders learn best "in the game" be intentional to put leaders into the right roles, at the right time. What role would stretch this person to grow, without being overwhelming? Should they lead themselves? Others? Other leaders? And always be sure a leader knows precisely what is expected in their role.

- *Connecting* - Connect leaders with the right tools and training, at the right time. Make leaders aware of development tools and opportunities and share how they have benefitted your development, and then allow them to take the initiative to pursue it. Think of it as taking more of a "pull" approach to development instead of a "push" approach.

Notes: