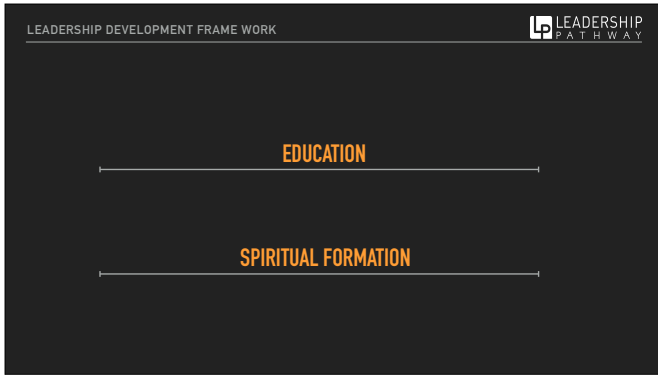


RESIDENCY

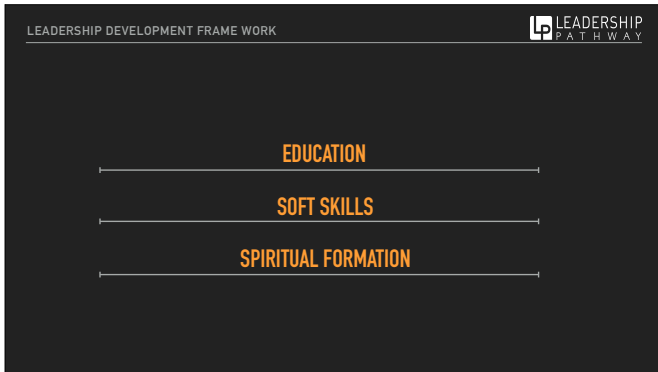
EDUCATION

What are the core components to leadership development?

First rail is Education. Theological, business, psychological, etc. You do not have to be highly educated, but you must be a life long learner. To work in this culture means to understand and have cultural awareness and a worldview shaped in history

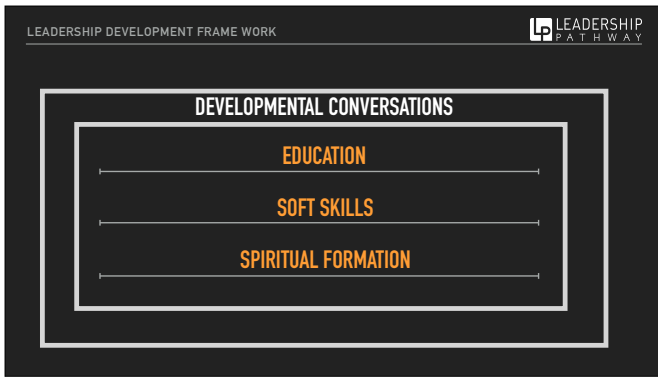


The second rail is Spiritual Formation You must be a disciple who discipled others. You must have a heart for God marked by spiritual disciplines and be growing in the fruit of the Spirit and knowledge of the Lord's work in your life. This requires accountable relationships, mentors, spiritual leaders, etc.



This is no longer enough. We've all known people who are highly educated and more "spiritual" who cannot lead, or quit/get fired too soon in a ministry run. What is missing?

The third rail of soft skills. In 2021 Seth Godin called these "the actual skills required for today." At Lp these are the Core20 Skills that we coach through over a two year process. Skills like Failing Forward, Self-Care, Managing Details, Initiative and Self-Awareness...



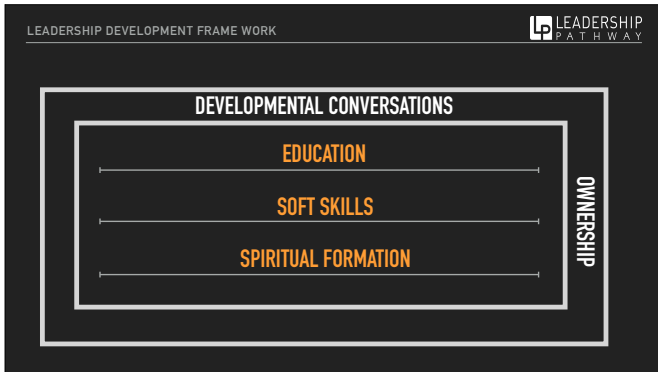
These Three Rails of Leadership Development sit within a frame work of what we call Developmental Conversations.

Coaching through ministry action and continual feedback is key.

Education and even Spiritual Formation can scale. Leadership Development and coaching of soft skills is 1:1.

It's imperative that a coach has a minimum of one hour coaching sessions with a resident weekly and one hour with their own coach monthly. Sometimes will be more.

Great coaching is asking questions and listening. Coaches get more out of us than we can get out of ourselves.



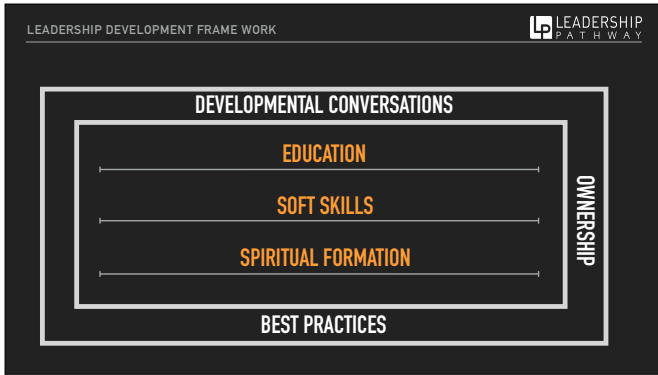
This is on us. Your development is on you.

Both of these mantras are true.

On one hand, coaches own the responsibility of the development of others (see sports)

Yet we often say "this is on you to go get the final 10%"

All parties must show up with a high degree of ownership.

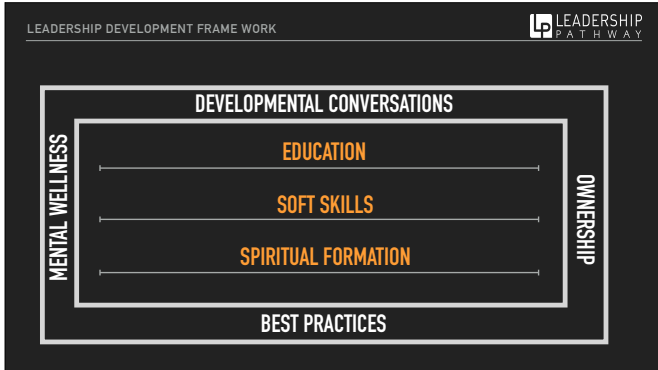


These conversations must be happening in a context of Best Practices.

Is evangelist and discipleship contextualized to geography and modern thought or is it still 1957?

Things like music, art, style of communication and relevance matter. (It's not a hill to die on, but close for a resident we must cut our teeth in a place that understands)

In our day to day work are we doing simple and proven activities like shared calendars, digital todo lists, are we managing properly and in today's language so as to not get left behind?

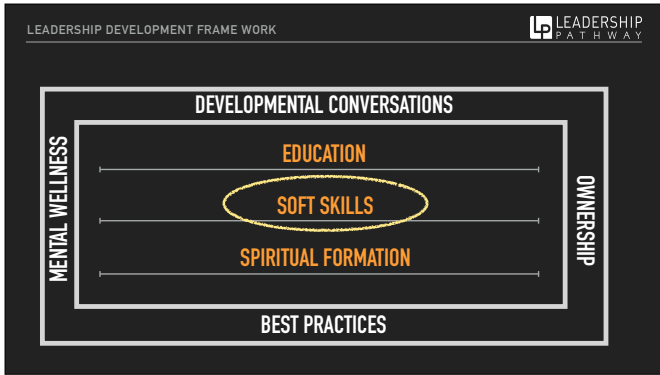


Are we paying attention to mental wellness.

Is there a plan or a referral system for team members?

Do we speak openly and honestly about therapy, counseling, and mental health?

Do we understand that those younger than 25 will need this as much as a paycheck or any other employment benefit?



At Lp we believe there's an abundance of resource allotted for education and spiritual formation.

This is why our focus is on Soft Skills driven through developmental conversations with a high degree of ownership in a culture of best practices with the health of the resident in mind.

This framework gives us a shot at getting to year three. If we get to year 3 we have a shot at year 7.

