

LEADER CONVERSATION GUIDE

# Signs You Need to Restructure: Leadership Capacity & Diversity - Episode 254

## *Signs You Need to Restructure Your Staff (Part 3)*

Restructuring is never easy, because every restructure involves people. However, if we avoid these changes, we are also choosing to be less effective in carrying out our God-given mission. **In other words, you can't choose both keeping everyone happy AND winning at your mission.**

This week, we're continuing our conversation around Signs You Need to Restructure and addressing three warning signs related to team and leadership capacity.

### *3 More Signs You Need to Restructure*

#### **SIGN #1: You hire ministry doers rather than ministry leaders to fill leadership positions.**

Healthy churches look at their core ministry areas and make sure there's a leader in the leadership role—they hire leaders rather than doers. Then, when they hire those staff leaders, they make sure they are very clear that one of the wins for each person's job is to identify and empower volunteer leaders and build volunteer teams. Stuck churches, on the other hand, tend to hire doers rather than leaders—and then give those doers leadership responsibilities. Over time, the person in that position grows frustrated because they're trying to do something that is outside their wiring. And the church leadership grows frustrated because that person often becomes a lid to the health and growth of that ministry area.

Healthy churches assess what level of leadership capacity is required before they promote or hire someone to fill a leadership position. They acknowledge that not all leaders are created equal. Stuck churches take a different approach: They tend to hire or promote people based on their ability and experience to perform a specific role. They promote from within to fill vacant leadership positions without considering the leadership capacity needed to succeed.

We know from Scripture that leadership is a gift and those that have the leadership gift have different levels of leadership capacity ([Exodus 18](#)). From this passage, we can learn that:

- Even leaders need to follow leaders. (If you have a leadership gap in a ministry area, it might be because you don't have a leader that other leaders will follow.)

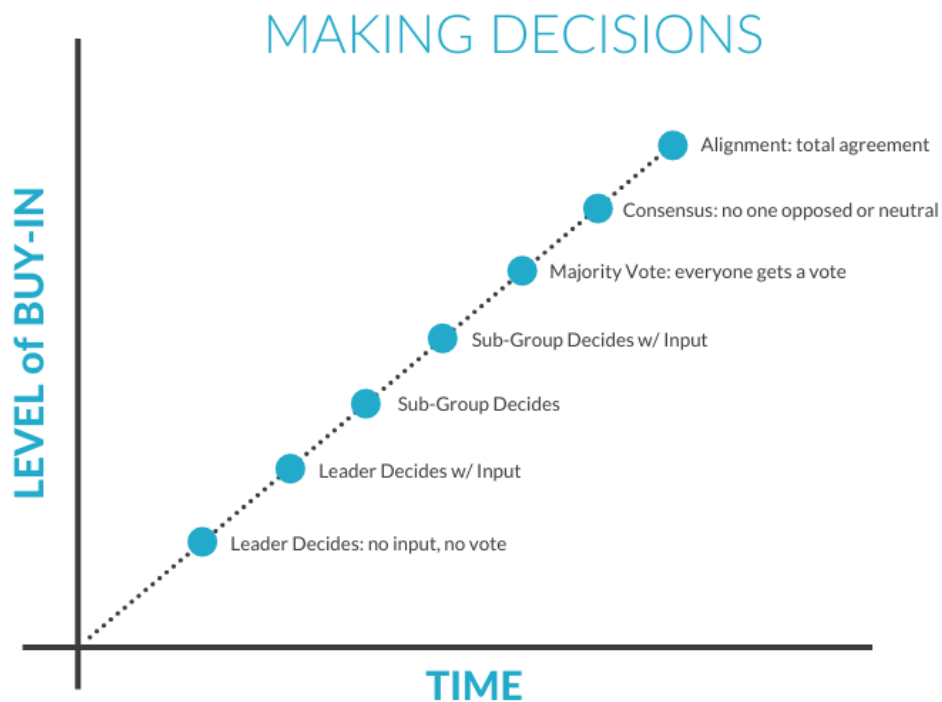
- We need far more team leaders (leaders of tens) than we need leaders of churches and campuses (leaders of thousands).
- There are different leadership roles that have growing levels of influence in every organization. (That means we need to be more intentional about developing future leaders for future influence).

We need different leaders with different levels of leadership capacity to lead tens, fifties, hundreds, and thousands. So an obvious indication that it's time to restructure is if you have people in leadership roles without the right leadership capacity.

**SIGN #2: Your team doesn't have the capacity to make decisions... because everyone assumes they have a voice and a vote in every decision.**

Healthy churches decide *how* they will decide first. They clarify decision rights by deciding who will have a voice and who will have a vote before every key decision is processed. Stuck churches, on the other hand, assume every leader has a voice and a vote on every decision.

A lack of clear decision rights will slow down decision-making, make it challenging to get consensus around necessary change, and foster an “us vs. them” culture that creates distrust on the team—especially when a decision is made and others feel left out because they thought they should have been a part of that decision. The first step in making a decision is determining which of the 7 decision rights you are using:



When there is clarity around who has a voice, who has a vote, and who is not included, it lessens the issues of angst and distrust. (*Listen to our full episode on [Clarifying Decision Rights](#).*)

**SIGN #3: You don't have a diverse group of people on your leadership team.**

Healthy churches prioritize having a staff team and, more specifically, a leadership team that includes a mix of strengths, ethnicities, genders and ages that reflects who the church is trying to reach in their mission field. Stuck churches tend to have a team that's much more homogenous. They hire people who are a similar age and ethnicity while possessing similar strengths and experiences. Many times women are under-represented. Churches are learning that this lack of diversity impacts their ability to fulfill their mission—especially when it comes to reaching and connecting with the next generations of young adults.

Beyond diversity of ethnicity and gender, many churches are lacking in diversity of strengths and wiring in their staff and leadership. For example, many church teams are heavily staffed with people who are more people-oriented, but often lack staff who are more task or mission oriented. (We use [Leading From Your Strengths](#) and [Working Genius](#) to assess the mix of strengths within the church leadership teams we serve).

When you don't have diversity on your team (strengths or otherwise), it impacts the capacity of the team and may be another sign that it's time to restructure.

## *Free Webinar: How to Restructure Your Church Staff*

Of all the areas of a ministry that can be difficult to sort out on your own, staffing and structure is probably the hardest—but it's too important to the health of your church to delay. If you're ready to get started moving back to health in this area, [join us for this free webinar](#) on July 28.

Listen to the full episode on Apple Podcasts, Spotify, or at [theunstuckgroup.com/episode254](https://theunstuckgroup.com/episode254).