

Right People, Right Roles

Episode 353

Staffing Wisdom for Church Leaders (Part 3)

This part makes a leader's stomach drop. We've laid the groundwork, and we've taught you the wisest order for processing restructure decisions. But now, we're going to dive into wisdom that has more to do with how you make decisions about *specific people*.

In the third episode of our series on "Staffing Wisdom for Church Leaders," Tony and Amy focus on people who are the right people for the team but are not in the right roles. They also share how to approach things when you can't ignore the issue any longer.

Key Quotes

1. AMY: "If you're a leader on staff, you need a scorecard. You need to have clarity around what success for the role looks like so we actually celebrate the right things and the right next steps."
2. TONY: "We want to make sure the roles actually match the strengths of the positions that we're trying to fill."
3. AMY: "A big part we have to do is to step back and actually be somewhat analytical about people's true giftings and their leadership capacity."
4. TONY: "It's a chemistry misfit when it's someone who just drains you when you're around them."
5. AMY: "If someone is in the wrong seat or if they have those chemistry or character issues, just know it is known by everyone."

Self-Assessment: How Are We Doing?

1. Thinking through each individual on our team, consider their chemistry, character and competence:
 - a. Chemistry: Do they have blind spots? Do they tend to drain others?
 - b. Character: Do they do what they say? Do they complete their job with integrity?
 - c. Competence: Can they fulfill the "wins" for their role?
2. If one of our staff is struggling in one of these key areas, what clarity and training can we provide to help them close the gap?
3. Is there anyone on our team with competency issues despite adequate training? Looking at our structure, could we move them to another role that would be a better fit?

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