

How to Train Your Managers - Episode 419

Many of us in ministry are responsible for leading other people.

It's hard to lead others well without *good management skills*. Management is something that, just like any other specialty, needs to be trained and developed. But, historically, churches have not been good developers of managers.

Effective manager training is crucial to building a culture of health *and* high performance on a church staff. **Without great managers, we won't accomplish great things.**

In this episode, Amy and Sean discuss common mistakes churches can make when training managers, specific disciplines church leaders should implement in manager training and how to create sustainable systems for ongoing manager development.

Key Quotes

1. AMY: "Being promoted to leading other people doesn't mean you actually have the skills of being a good manager."
2. SEAN: "Without training, we typically end up managing people according to natural tendencies and natural wiring."
3. AMY: "But great managers set expectations, and then they help their people accomplish them."
4. AMY: "Managers need to be trained to understand these different strengths and styles if they're really going to bring out the best from a health and performance perspective."
5. SEAN: "Bring your team alongside your best managers. Sometimes, management is better caught than taught."
6. AMY: "When you train a manager, you don't just impact one person; you impact every person on the team and that ripple effect can transform your team."

Self-Assessment: How Are We Doing?

Sign up for one free month of [Unstuck Learning Hub](#) access with the code VITALSIGNS, and use the Unstuck Teams Assessment to determine where your managers need the most training.

1. How often do we plan training for our managers? If we need to add more training, when will it take place?
2. Do we have someone who has created and oversees our roadmap for manager development? If not, who would be a good person to tap for this responsibility?
3. What are the topics or tools our managers need the most training in? How will we deliver that training?
4. How will we ensure that these principles are implemented once they've been taught?

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