

Equipping Staff Leaders - Episode 453

“Where do we find great staff leaders? We need them, and we need them now.”

If your only approach to finding staff leaders is to hire fully formed, fully capable leaders from the outside whenever you need them, *you will always be reactive.*

So far in this series, we've talked about the importance of developing your volunteers and volunteer leaders. But all of that volunteer development work, as important as it is, only pays off long-term if you know how to develop your **staff leaders** well, too.

In this episode, Sean and Jonathan talk about **developing and equipping your staff leaders** to do the work God has called them to do.

Key Quotes

- “Real development does not happen in a classroom. It happens in proximity; it happens in relationship.”
- “If external hiring is your only leadership strategy, you’ll always be one resignation away from crisis.”
- “Your job as a senior leader is not to just push people up the levels. It’s to help people find the level they’re wired for and thrive there.”
- “Every leadership table I’ve sat at has only gotten better when it reflected the congregation that it served.”
- “Developing leaders looks like giving people a challenge that’s slightly beyond their current capacity and staying close enough to coach them rather than just watching to see if they sink or swim.”
- “If most of your investment in your team is happening in staff meetings and annual reviews, that’s not a development culture—that’s just a management culture.”
- “The pastors who develop their staff best are the ones who are still being developed themselves.”
- “The only way to get on the other side of a busy season is to develop the people who will help you carry it.”

Self-Assessment: How Are We Doing?

1. Considering each individual on our staff team, which of the five levels of leadership are they currently operating at?
2. Where do they have the capacity to go?
3. What intentional investment, development conversation, new challenge, etc., would it take to get them to that level?

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