

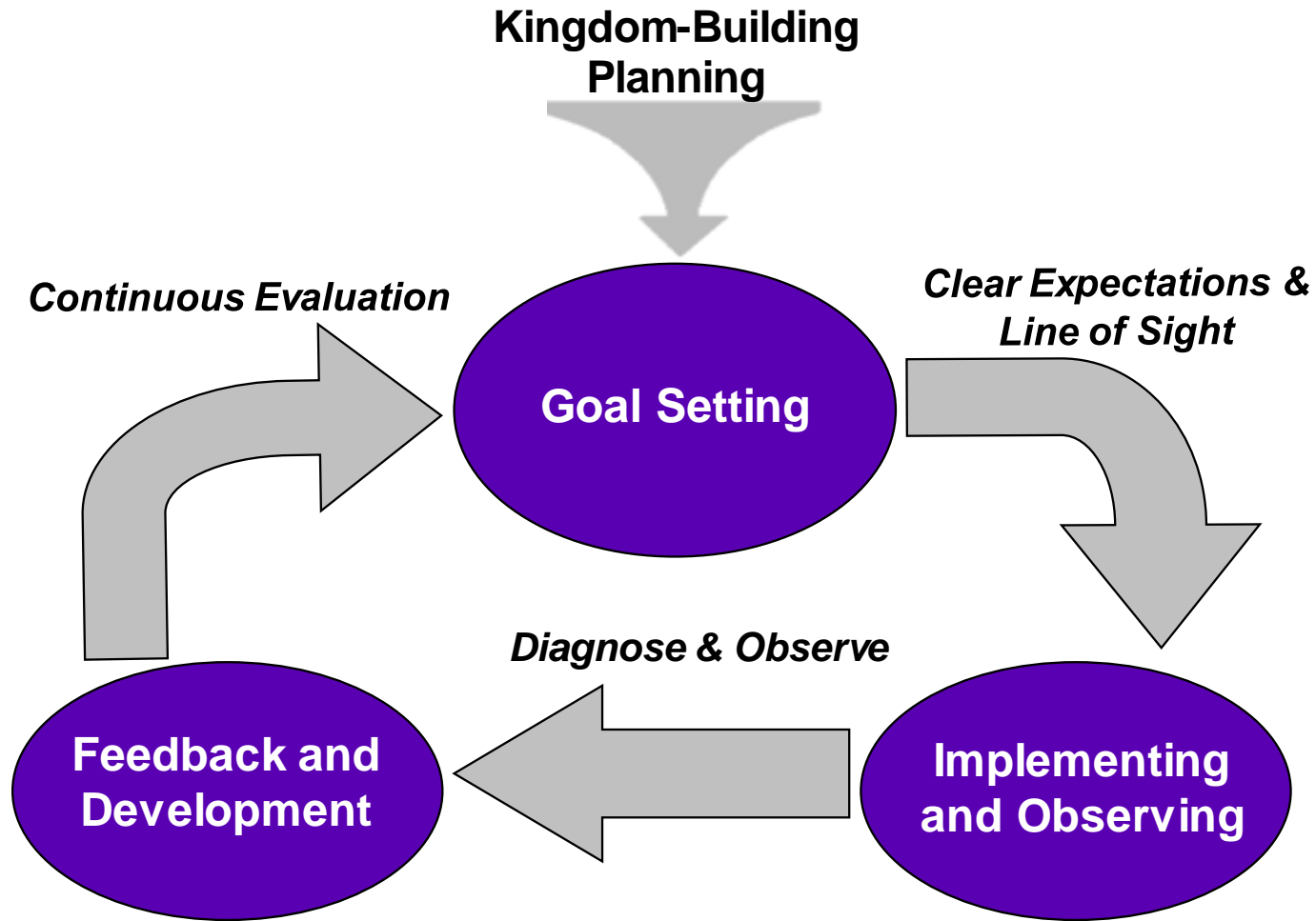


A Three Part Webinar Series:  
***Goal Planning & Performance  
For Discipling Men***

**Brought to you by:**



# 3-Step Planning Process Overview





# Called, Equipped and Sent....

*From infancy you have known the Holy Scriptures, which are able to make you wise for salvation through faith in Christ Jesus.*

*All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness,*

*so that the servant of God may be thoroughly equipped for every good work.*

**2 Timothy 3:15-17**

# Thanks again for being part of this **Ministry of “Showing Up”!**





# Must stay focused on why we serve in Ministry Through Men -



Because men pursue 3 things in life and our role is to help them achieve all 3:

1. Men Want to Matter in Life
2. Men Want to be in Relationships
3. Men Want a Plan to Accomplish the Goals of 1 & 2 in today's Culture



Review of Session One:

***Setting Discipling Goals***

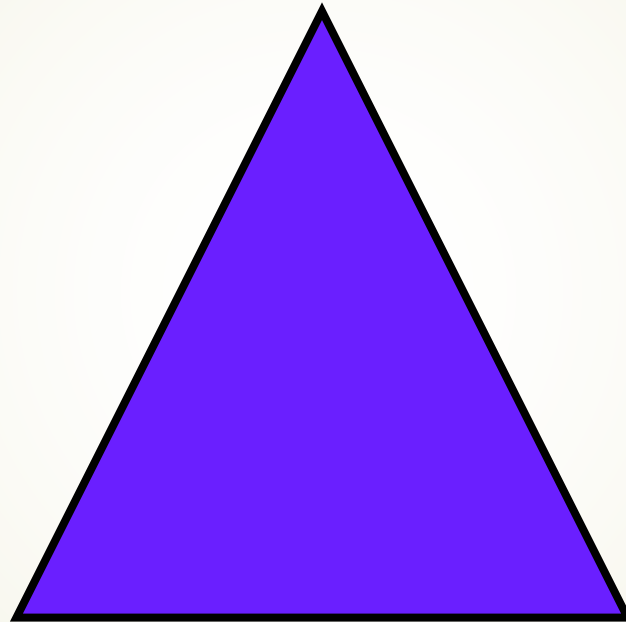


## Review of Session One Objectives:

- *Understand a discipling Goal Setting process for Kingdom-Building.*
- *Develop SMART goals driven by current church or organization mission, vision and value strategies.*
- *Identify the most important goals for your role and for those of your fellow Kingdom-Builders.*

# Roles Within Goal Setting Process:

Church provides spiritual growth environment(s)

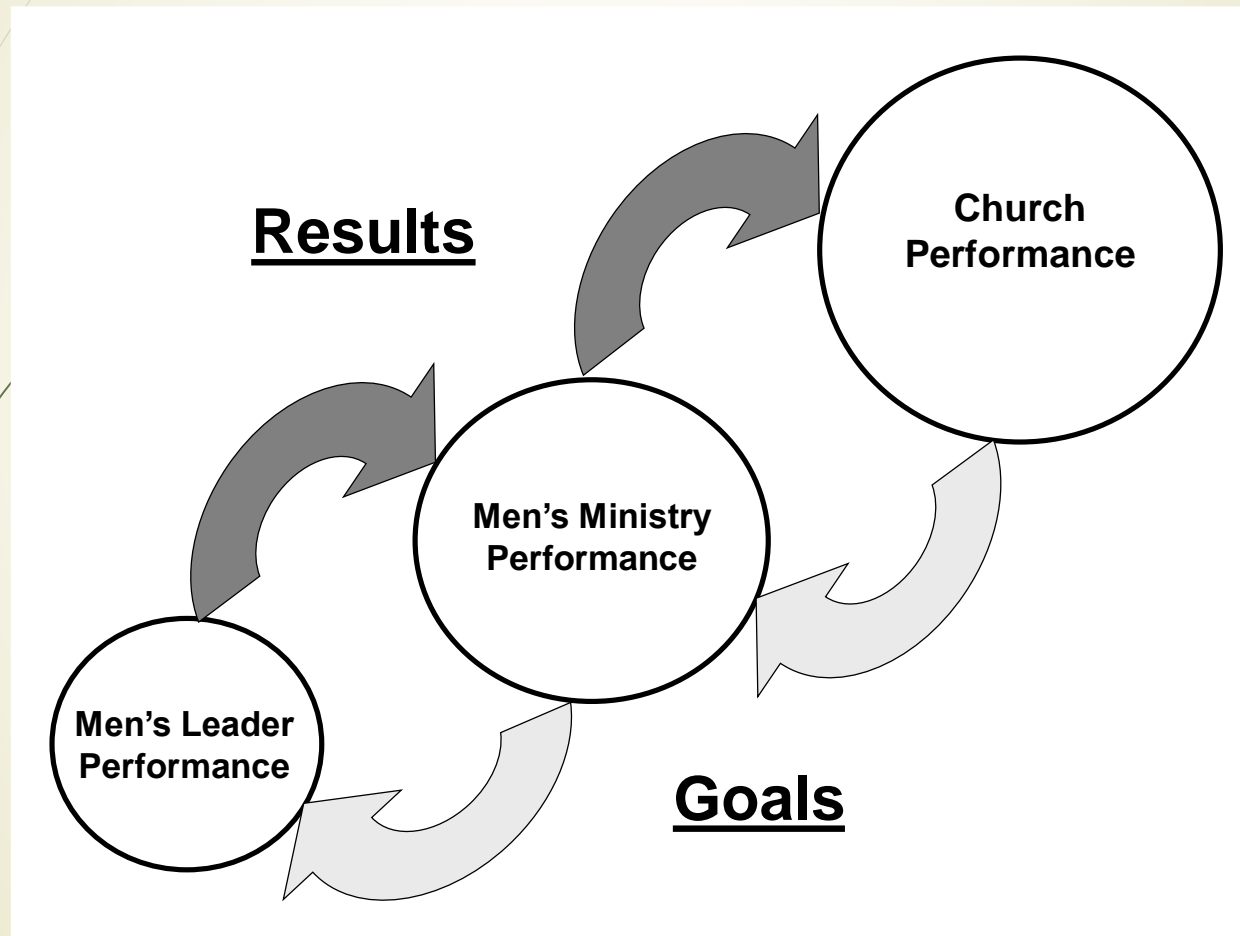


Servant Leader(s)  
provides vision  
and direction

Kingdom-Builders  
implement with  
integrity & resolve



# Example of a “Line of Sight”



# Session Two:

## Implementing & Observing



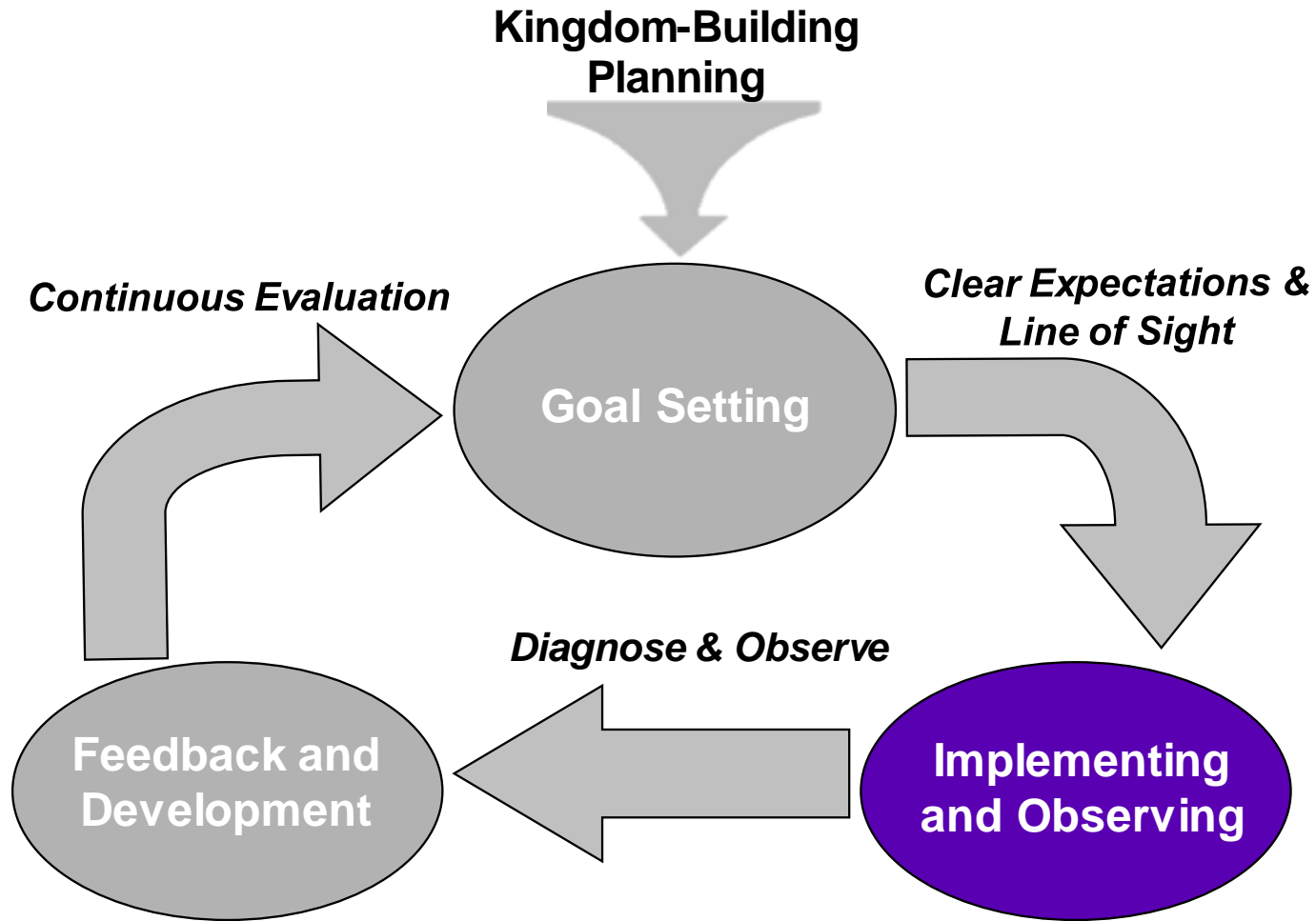


## Implementation is the key:

*“Too often, the gap that exists between knowing and doing is far greater than the gap between ignorance and knowing.”*

**Ken Blanchard,**  
One Minute Manager

# 3-Step Planning Process



# Implementing & Observing Objectives

Upon completion, you can begin to:

- Create a culture of planning and performance which measures both results and behaviors.
- Understand role of developmental levels of Builders re their specific goals and tasks.
- Set effective observation schedules in support of goal achievement and Builder development.



## Getting Desired Goal Outcomes...

*The “Science” here is accurately measuring the results of goal performance; while the “Art” here is developing spiritual growth in Kingdom-builders also.*



*and*





# Determining Goal Competencies

Once SMART goals are set:

1. First, focus on what is important for goal achievement and not the Builder's skill level.
2. Then select the 2-3 skills most critical for successful achievement of each goal.
3. Next, diagnose the developmental levels, descriptors and needs of the Builder in regards to their goal(s).



# It's always about His people...

*“Discipling goals are achieved by fully equipped and engaged Kingdom-builders, not solely by the actions of committees, councils or boards.”*

Jim Boesch

# Observing Goal Performance:

**As a servant leader, what opportunities do you have to observe behavior of others?**



# Ways of Observing Performance:

## 1. Direct Observation:

- a) Work alongside
- b) View work results/samples



## 2. Progress Reviews to collect/update records and documents that reflect progress.

## 3. Qualified Others observe behaviors, collect data and send to leader who then reviews with builder.





# Direct Observation:

1. On a regular basis, the servant leader physically observes goal performance activities with the Kingdom-builder.
2. These sessions are planned ahead and it is the responsibility of Kingdom-builder to :
  - a. Insure WW activities are goal based.
  - b. Send agenda to leader at least 2 days prior to WW session.
3. \*Servant leaders are always responsible for development of builders.

# Progress Reviews:

1. A regular schedule of 1-on-1 developmental review sessions is set with servant leaders and Kingdom-builders.
2. Agenda creation for sessions is responsibility of Kingdom-builder who :
  - a. Sets agenda in writing and sends out a minimum 2 days prior to each session.
  - b. Brings questions/concerns to forward progress
  - c. Makes plans for next-steps with follow-up session date set.
3. \*Servant leaders are always responsible for development of builders.

## Qualified Others:

1. When servant leader is not available, another person equipped to do so can directly observe the Kingdom-builder in performance of goal activities.
2. These sessions are still planned ahead and it is the responsibility of Kingdom-builder to :
  - a. Insure WW activities are goal based.
  - b. Send agenda to leader at least 2 days prior to WW session.
3. \*Servant leaders are always responsible for development of builders.



# Recap

## Implementing & Observing Objectives

You can now begin to:

- Create a culture of planning and performance which measures results and behaviors.
- Understand role of developmental levels of Builders re their specific goals and tasks.
- Set a regular observation schedule in support of goal achievement and development.



# End of Session Two:

**Implementation & Observation**

**Questions? Comments?**

