

LEADER CONVERSATION GUIDE

# Staffing for Your Strategy - Episode 212

## *Strategic Planning for the Future (Part 3)*

Before you can assess your staffing and structure, you need to have clarity around what you are trying to accomplish. You need to understand the **vision** (where you believe God is leading your church to go over the next 3-5 years) and your core strategies to accomplish that vision. Once these are defined, you can talk about what structure, roles, and people are needed.

Unfortunately, when it comes to staffing and structure, most teams think about their people, then their structure, then their strategy. They ask:

- “Who do we have?” then
- “What can they do?” and then
- “What can we all accomplish?”

[The Unstuck Process](#) reverses that: We focus on strategy, then structure, then people. In other words, we start by asking:

- “What is God calling us to do?” then
- “What structure gives us the best opportunity to accomplish that?” and then
- “Who fits in these roles?”

We align the church's structure to its core strategies, and *then* we help leaders assess if they have the right roles, the right leaders, and “the right people in the right seats.”

***The win is that you structure your staff to accomplish your vision.***

## *Staffing and Structure for Your Strategy*

We do all of these things **before** we start discussing structure. Getting all of this perspective beforehand helps create more objective view when it comes time to process structure:

Have each member of your team complete the [Leading From Your Strengths Assessment](#). Plan a group session to unpack the assessment results and learn insights on your team's strengths related to problem-solving, processing info, managing change and facing risk.

**Clarify decision rights.** Walk through the seven ways decisions can be made and clarify how your team will operate going forward. (We did [a whole podcast episode](#) on this topic back in 2020 if you want to dive deeper).

**Have each member of your team complete the [Unstuck Teams Assessment](#).** Learning what's healthy and what's stuck on a team level gives insight into how we can leverage a restructure to address some of the key opportunities that come out of the assessment.

**Assess staff leadership capacity and potential.** As an executive leadership team, assess staff leaders on character, chemistry, competence, and alignment to their culture. And then assess their current leadership capacity and potential to lead at higher levels.

Most churches just evolve into their structure. It is a rare team that steps back, assesses their vision and strategies, and then intentionally resets their structure.

***Your structure is a strategy, and strategies should change.***

## *Next Steps*

***Register for the FREE “Finding Church Health Again” webinar on Thursday, September 23***

In this 1-hour webinar, Tony Morgan, Amy Anderson, and Sean Bublitz will help you reframe your current challenges and inspire you to refresh how you think about your church's next steps (including the most strategic way to evaluate your organizational structure and align it to your strategy). [Register Now!](#)

## ***Discover The Unstuck Process***

Learn more about how [our unique process](#) can help you get perspective on where you are today, clarify a path forward, and structure your team to start achieving wins in the first 90 days.

Listen to the episode on Apple Podcasts or at [theunstuckgroup.com/episode212](https://theunstuckgroup.com/episode212).