

LEADER CONVERSATION GUIDE

Clarifying Decision Rights

Episode 149

Solving Frustration, Silos, Turf Wars and Inaction

Having a clear ministry strategy has never been more important than it is now. But if you fail to get your team organized, aligned, and well-led, you'll struggle to execute on even the clearest strategy. In this episode, we begin a new series on team shifts churches need to make to thrive in the next ministry season.

Responding to the Crisis

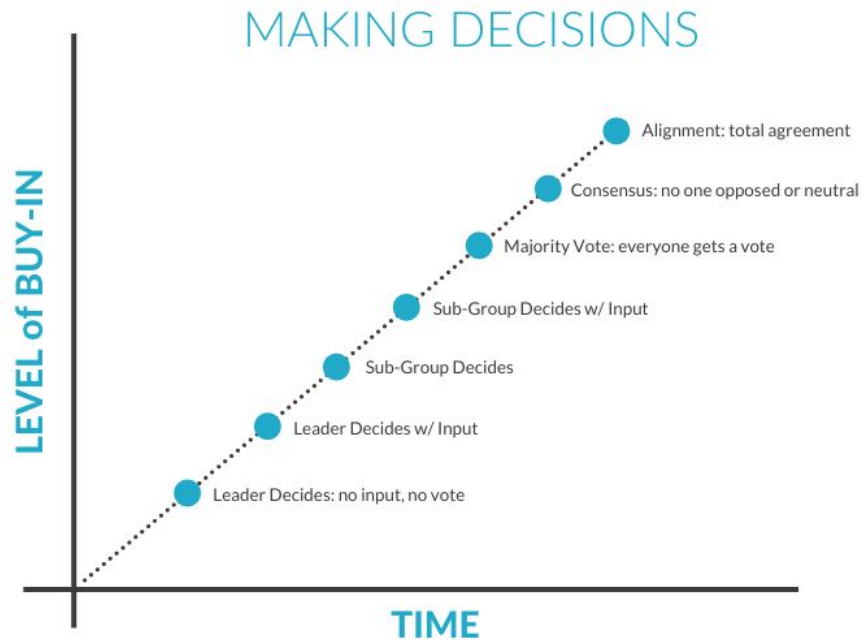
- Initially, everyone focused on what to **do** immediately. With no physical gathering, leaders were focused on questions like, *How do we do church without meeting in-person? How do we stay connected? How do we care for our people?*
- Now, churches need to focus on how to redesign ministry strategies in the new reality. That means, shifting to asking questions like, *What shifts need to happen on our teams in order to lead and deliver on the new strategies that have been created? What new roles are critical to add to our teams? What roles are no longer critical? What new skills and giftings need to be added? How do we engage the Body, the believers in our churches, to serve in new ways?*

Why Decision Rights?

- “Who gets to make what decisions” is a challenge with almost every church we coach.
- Often lead pastors may be frustrated with the results he or she is seeing—especially a lack of ministry progress, or a sense that they’re not “winning.” But it’s rare for senior leaders to be able to diagnose those issues as symptoms of unclear decision rights from the seat they have in the organization.
- **Also note:** In times of crisis, it’s wholly appropriate for the leader to make more decisions. The rest of the organization’s actually looking to the leader to be decisive. But if you are still leading and making decisions as if you’re in the initial moment of crisis months later, you need to begin to shift your leadership and decision-making approach to become more collaborative—or you’re going to limit the impact that your organization can have in the months and the years going forward.
- At best, lack of clarity around decision rights gets you organizationally stuck; at worst, it gets you relational toxicity.

How Decisions Can Be Made

- Before any decision can be made, the team has to first decide *how* it will be made.



- Two variables to keep in mind: 1) the amount of time it takes to make a decision and, 2) the level of buy-in the decision process has the potential to generate.
- Typically, the senior pastor and executive pastor need to be responsible for determining decision rights.

Next Steps

Check out the [Unstuck Church Staff Course](#)

Over the last 10 years, we've helped more than 400 churches **structure their teams to their ministry strategy, get the right people in the right seats, and build an effective performance management system.** And given these last few months, developing these skills will be more important than ever. Invest in yourself as the leader of your ministry team, and get your team pulling in the same direction to climb a new hill. Learn more at theunstuckgroup.com/staff.

Listen to the episode on iTunes or at theunstuckgroup.com/episode149.