

The current leaders in your church are the best resource to identify and grow your future leaders.

Succession Planning

Identification and development of potential successors for key positions in an organization, through a systematic evaluation process and training.

Unlike replacement planning (which grades an individual solely on the basis of his or her past performance) succession planning is largely predictive in judging an individual for a position he or she might never have been in.



Succession planning is essential to the growth of any organization, especially the church.

Succession planning involves four strategies of development:

1. Identifying potential leaders
2. Equipping them to develop their leadership skills
3. Mentoring them to be effective
4. Empowering them to use their gifts in ministry

Mentoring Model

I DO – YOU WATCH – WE TALK

I DO – YOU HELP – WE TALK

YOU DO – I HELP – WE TALK

YOU DO – I WATCH – WE TALK

YOU DO – SOMEONE NEW WATCHES – WE TALK



Reasons to promote the multiplication of leaders:

- It honors Christ's vision for the church

"Their (church leaders) responsibility is to equip God's people to do his work and build up the church, the body of Christ." – Paul, Ephesians 4:12

- It multiplies our ministry effectiveness

"He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing full of love."

– Paul, Ephesians 4:16

- It creates a culture which continually attracts growth

"Come and follow me and I will show you how to fish for people." – Jesus, Matthew 4:19

Resources

Next Generation Leader: 5 Essentials for those who will shape the future by Andy Stanley

Wooden on Leadership by John Wooden and Steve Jamison

Great Leaders Grow: Becoming a Leader for Life by Ken Blanchard and Mark Miller

Leadership on the Other Side by Bill Easum

Courageous Leadership by Bill Hybels

The Advantage: Why Organizational Health Trumps Everything Else in Business by Patrick Lencioni

