



# HOW TO MAXIMISE YOUR STAFF'S EFFECTIVENESS



**Leading  
staff can be  
rewarding**



**Leading  
staff can be  
challenging**



# Cultivating staff culture

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**CULTURE**



Do and say  
repeatedly

# Manage thru relational protocols



Establish protocols for  
different contexts

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Brother, fellow worker,  
fellow soldier

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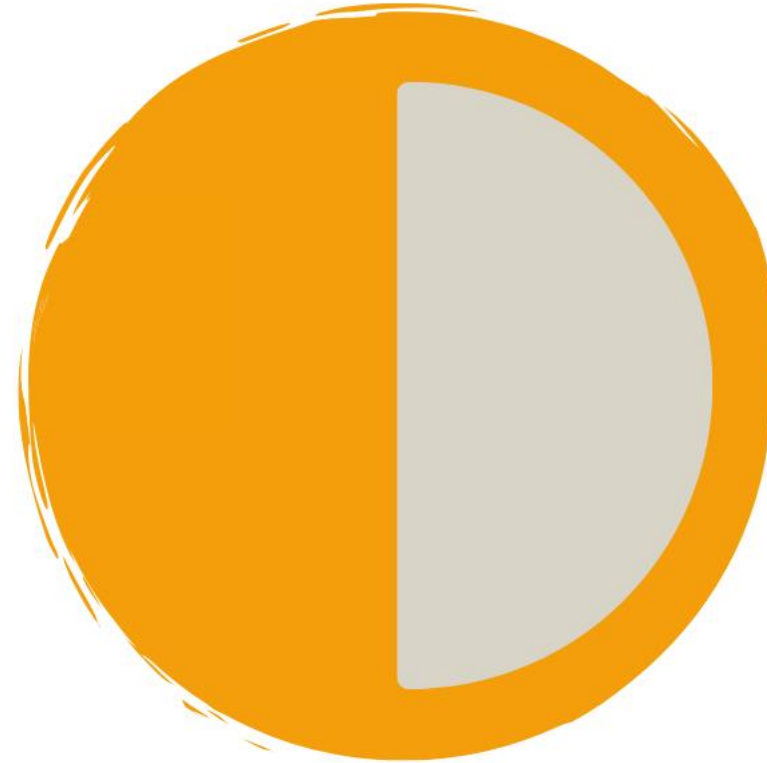
Establish clear  
boundaries



# Manage thru mentoring



30 mins every 2 months



# Manage thru supervision

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GOALS UPDATE  
MINISTRY ACTIVITIES  
PROBLEM SOLVING

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Formal

4 x 4

Keep  
records

Annual  
review

Manage  
thru  
monthly staff  
meetings

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- Informal
- Good news
- Pray
- Thank you's
- Inside info
- Train





# Weekly staff lunch

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**GROW A**  
*Healthy*  
**CHURCH**



**Nothing changes if  
nothing changes**

# Q AND A



How many direct reports  
should you manage?



What are some tips on  
working with your  
spouse?



How to cultivate a culture  
that expects people to  
develop their skills?



How do you balance the art of pointed feedback and accountability vs maintaining good relationships and a healthy culture, within a typically phlegmatic Aussie church?



Many of us are leading churches where we are managing staff and volunteers who are some of our closest friends and long-term co-workers which has its positives and challenges.





How do you manage staff  
in post-COVID season in  
relation to changing  
church expressions?



What are the markers of a team having a high level of trust, to do their work, follow through on what they said they would do and ask for help / feedback or otherwise in a healthy, God honouring way?

