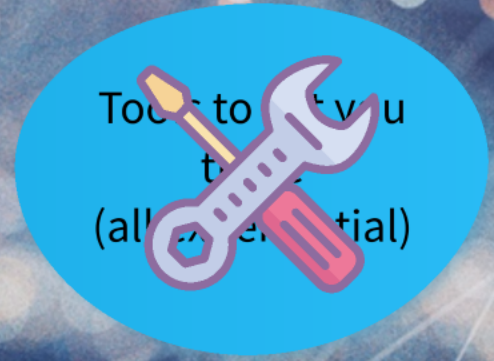
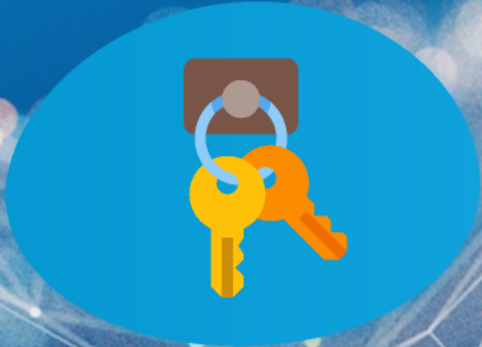




Organizational & Relational Health



2 Goals

1. Paradigm shift
2. Way forward

2 Terms to remember

1. Core identity
2. Results & relationships

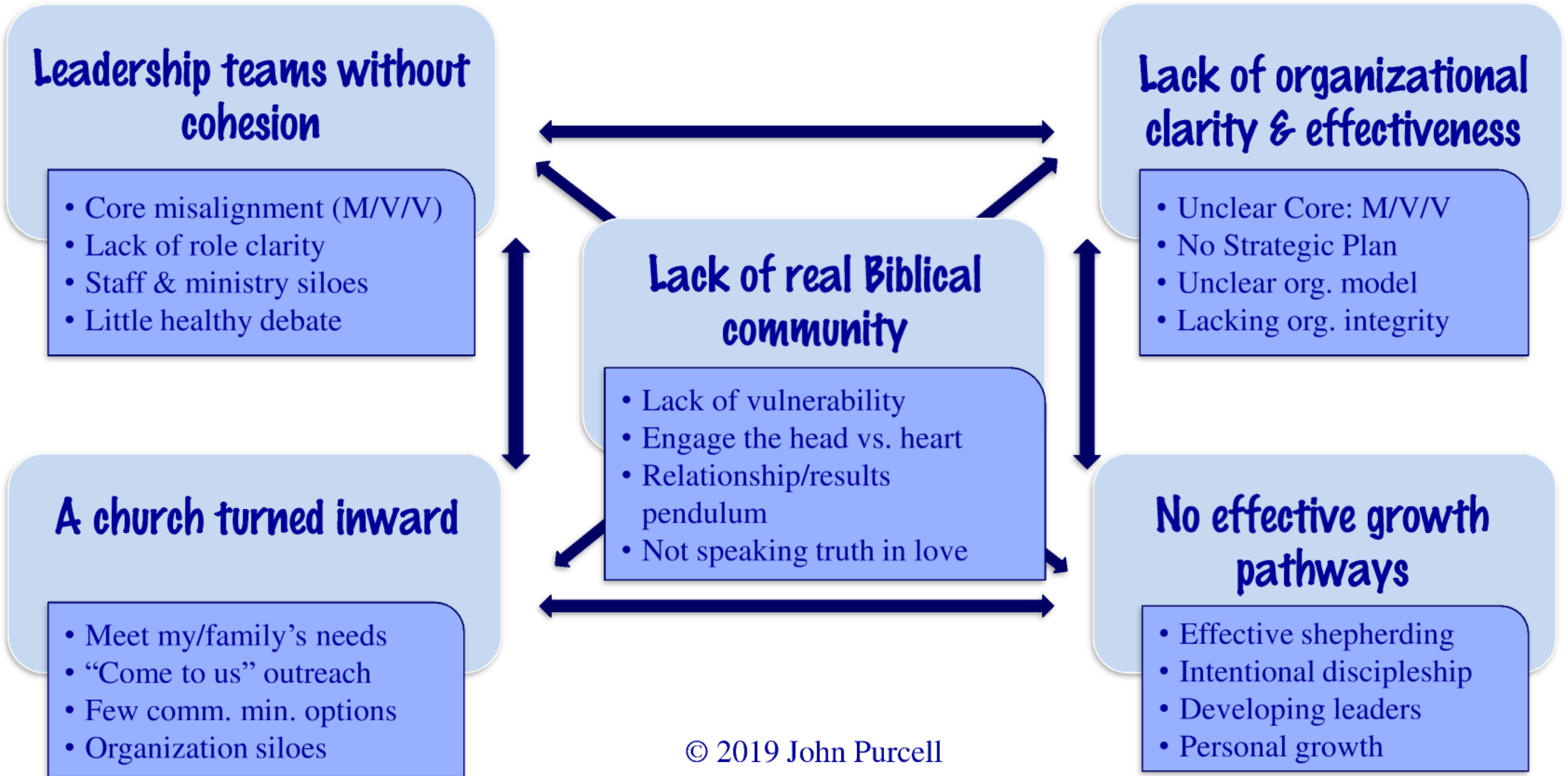
Agenda

- What is organizational health?
- What is relational health?
- How are these related?
- How do you get there?

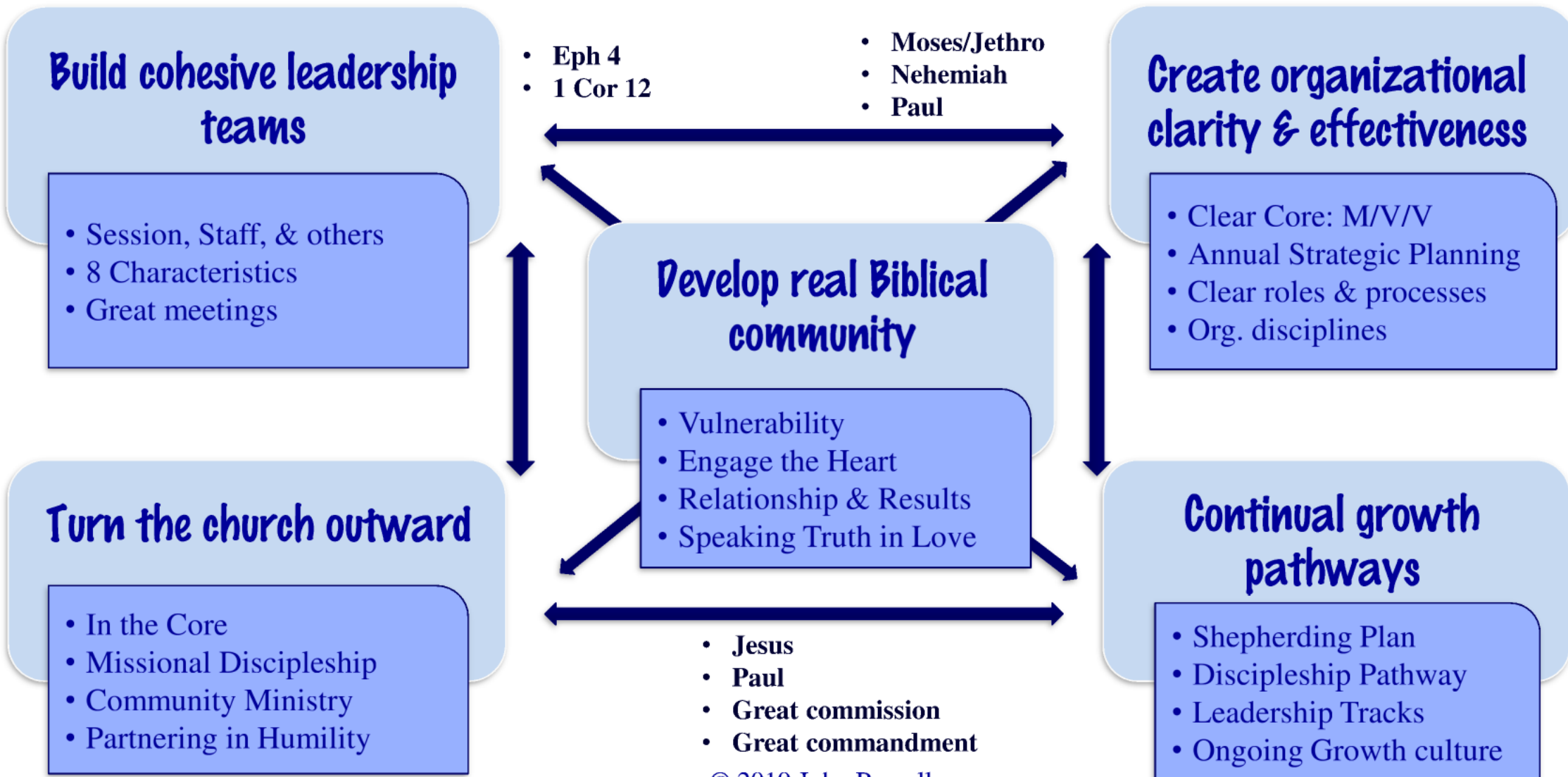
The 5 Dysfunctions of the Church



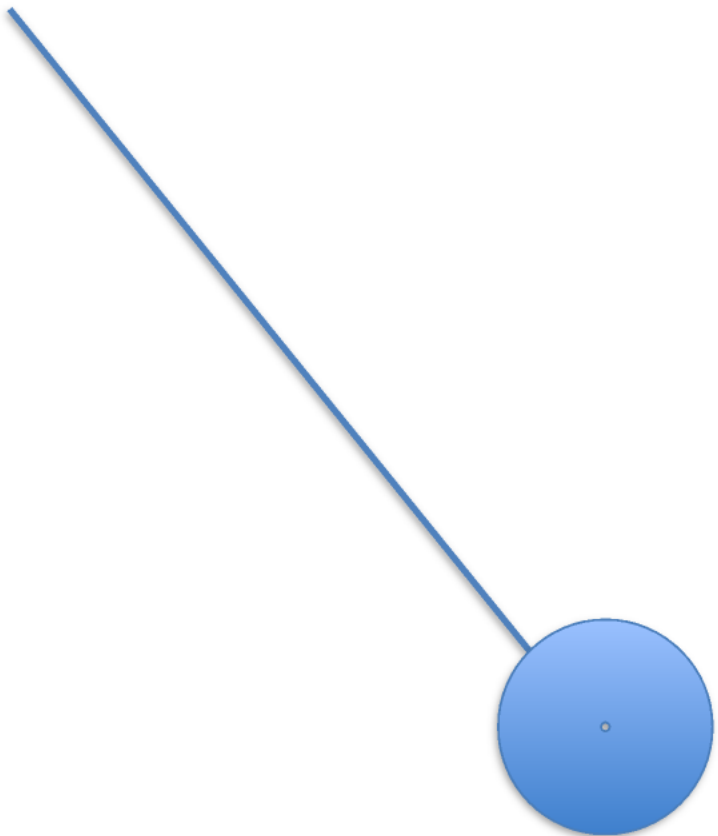
The 5 Dysfunctions of the Church



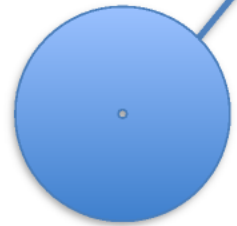
Overcoming the 5 Dysfunctions of the Church



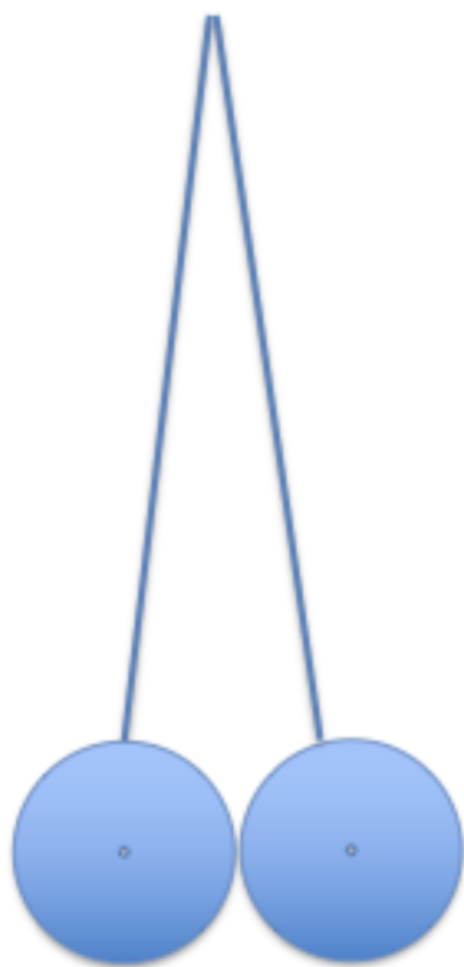
Paradigm shift



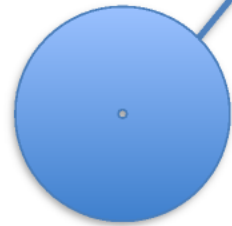
Relationships



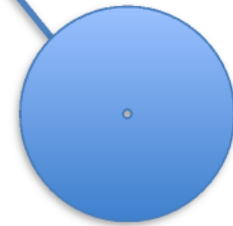
Results



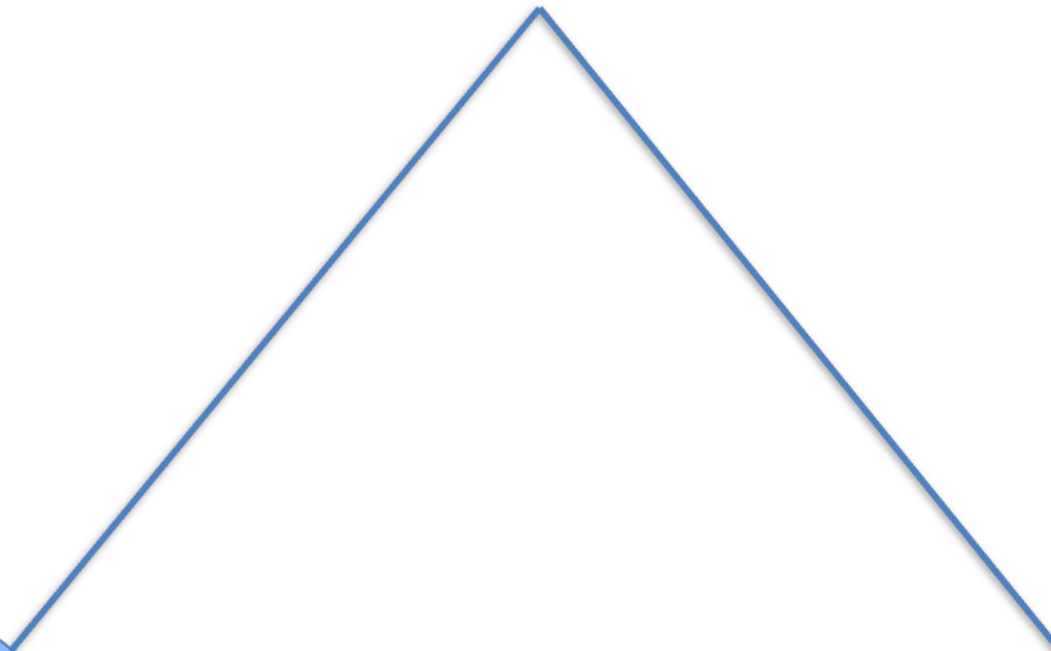
Results Relationships

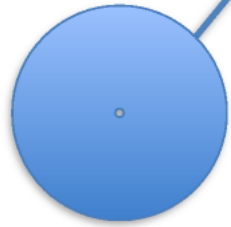


Results

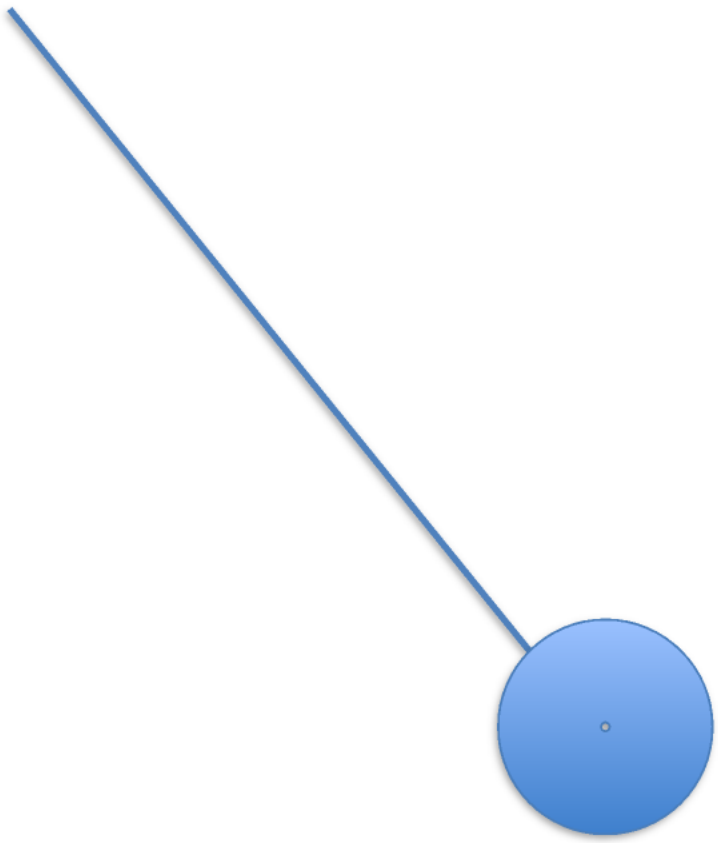


Relationships

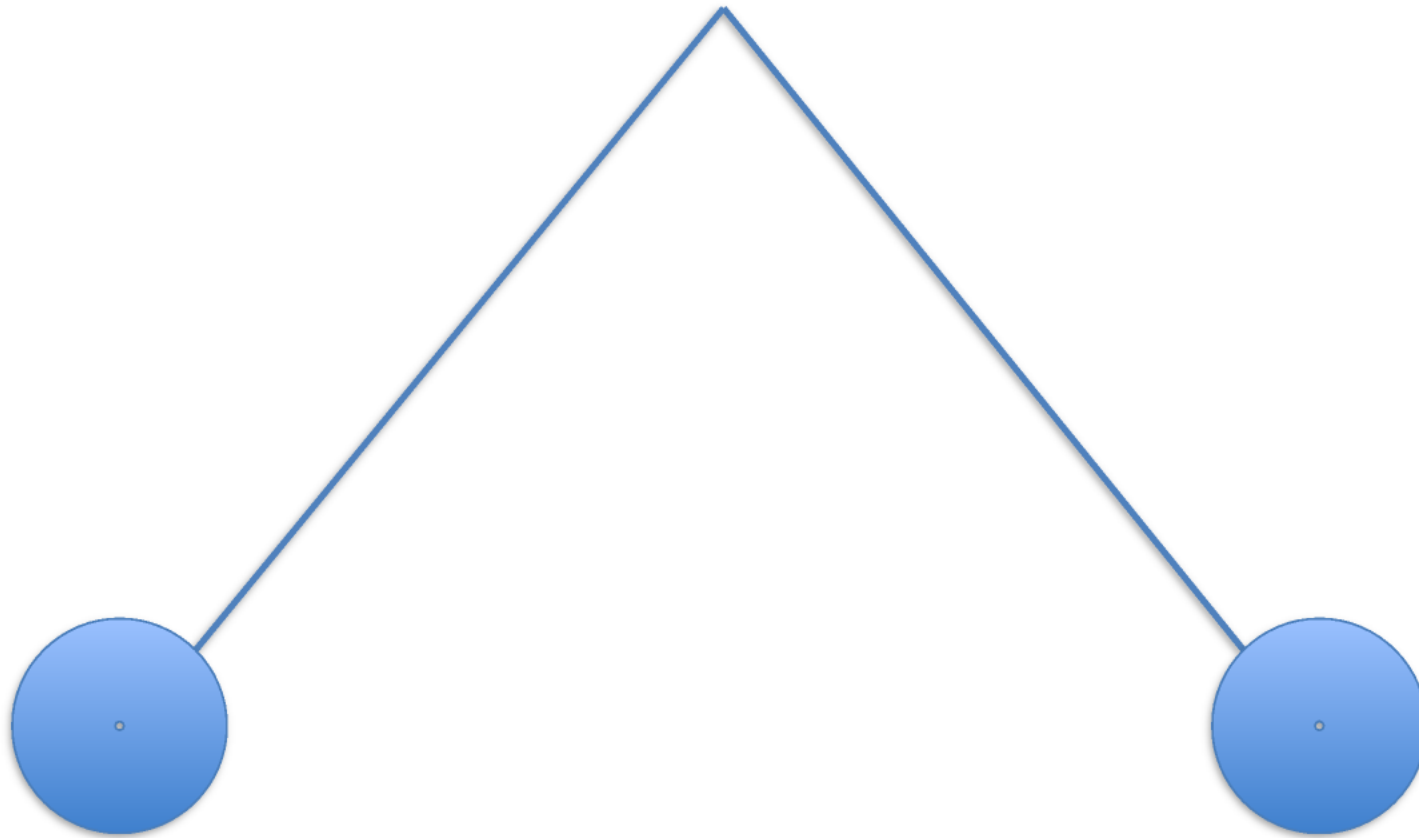




Organizational health

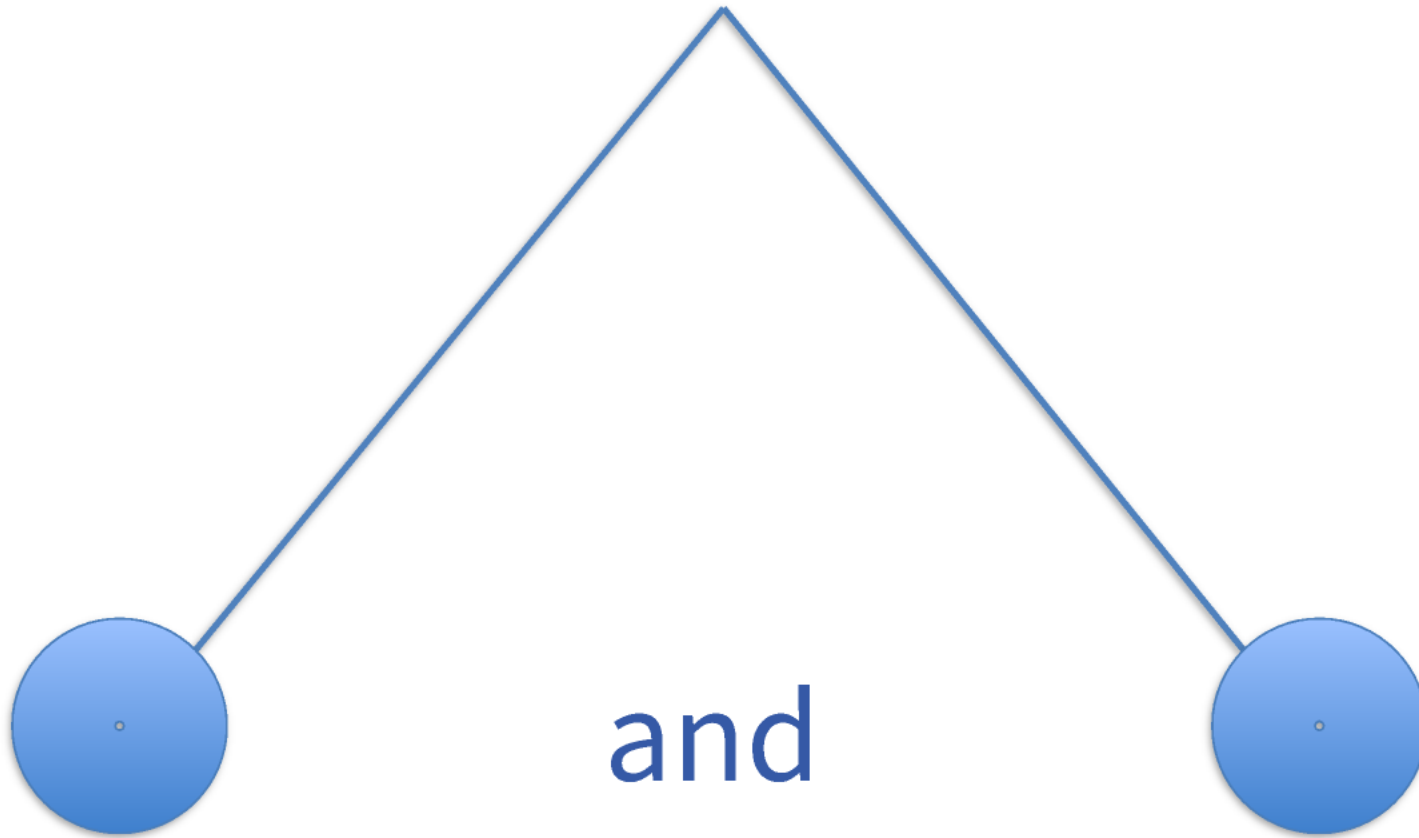


Relational health



Organizational health

Relational health



Organizational health

Relational health

Organizational Health

What is YOUR definition?

Organizational Health

Being unified around

- your core identity
- your plan for carrying out your mission
- everyone's roles in doing that

Eph 4:1-6

I therefore, a prisoner for the Lord, urge you to walk in a manner worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, eager to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit—just as you were called to the one hope that belongs to your call—one Lord, one faith, one baptism, one God and Father of all, who is over all and through all and in all.

Eph 4:11-16

And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love.

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- 1 Cor 12
 - The body and its members
 - Unity, empathy, humility

Examples

- One church's challenges
- Tim Keller's "Leadership and Church Size Dynamics"
 - Act your size (or the size you are becoming)

2 Key elements of organizational health

- Clarifying a strategic plan that aligns all leadership
 - Alignment for execution
 - Clarifying the org chart
 - Updating & clarifying job descriptions
 - Drafting policies & procedures
- Building cohesive leadership teams
 - Aligned around the plan
 - Effective meetings (with healthy conflict) -- especially Session & Staff

Relational health

What is YOUR definition?

Relational health

Interactions are characterized by

- a healthy and biblical core identity (individuals)
- emotional intelligence
- openness and vulnerability
- interdependence (humility)
- whole-heartedness

- Eph 4
 - The body, its members, ligaments
- 1 Cor 12
 - The body and its members
 - Unity, empathy, humility
- 1 Cor 13
 - The most excellent way of love
 - More important than anything else that seems important in the moment

1 Corinthians 13:4–7

Love is patient and kind; love does not envy or boast; it is not arrogant or rude. It does not insist on its own way; it is not irritable or resentful; it does not rejoice at wrongdoing, but rejoices with the truth. Love bears all things, believes all things, hopes all things, endures all things.

Examples

One church's experience

All too common

Loving each other well

- Having love in our hearts vs. others experiencing that love from us
- It starts with our own intimate relationship with God
- It goes to deep places in our hearts
 - Our "false self or pose" vs. clarity on our core identity
- Create a culture of openness and vulnerability

Imagine the impact!

- Of the culture of organizational health
AND
- The culture of relational health
- Actually, it must be one culture of BOTH!

Tools to get you there (all experiential)

Assessment

Whole-hearted
equipping
experiences

Strategic
Planning
Workshop

Team
Workshop

Assessment

An objective evaluation of your organization and relationships

Conversations



Vision

 WHERE ARE WE GOING?

Core Values

 HOW WILL WE BEHAVE?

Mission


 WHY DO WE EXIST?

Communications Plan

 HOW WILL WE TELL IT?

Operational Plan

 HOW WILL WE DO THINGS?

Org. Plan

 WHO WILL DO WHAT?

PRESERVE THE CORE

ALIGN FOR EXECUTION

REFINE THE STRATEGY



Picture

 WHAT WILL IT LOOK LIKE?

Current Reality

 WHERE ARE WE NOW?

Anchors

 HOW WILL WE SUCCEED?

Focus Areas

 WHAT IS MOST IMPORTANT?

SMART Goals

 WHAT WILL WE DO?

For assistance, contact John Purcell
john@transform-coach.com

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CREATING A CULTURE OF ONGOING STRATEGIC PLANNING AND EXECUTION

8 Characteristics of a Healthy Team



8 Characteristics of a Healthy Team



Whole-hearted equipping experiences

- From Wellspring Group (Booth 414)
 - Wholehearted Leading - 8 week on-line experience
 - Building Authentic Community - 6 week on-line
 - Battle for the Heart - 9 month discipleship
- From Ken Sande
 - Relational Wisdom
- Leadership Coaching



Organizational & Relational Health

