



Building Faith Communities of Significance *Growing Disciples and Building Spiritual Leaders* **Laity Talent Management System™**

The Laity Talent Management System™ is Designed Specifically for Church Organizations

The Laity Talent Management System™ (LTMS) has been built on the vision that the local church has been positioned and uniquely gifted by God *to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.* [Eph 4:12-13]

The LTMS is a strategic methodology and proprietary technology to assist organizational leadership to think, organize, plan, and execute a holistic talent management system that empowers people to:

- Shift their mind-set and skill-set toward managing the tension of integrating spiritual development into all aspects of their daily worklife both inside and outside the church;
- Increase their spiritual capacity to love God and neighbor; and,
- *Prepare God's people for works of service.*

Essentially it is an organizing and planning tool that can be used as a guiding resource for the church to meet people where they are and connect them to relevant resources for ongoing spiritual growth and volunteer skill improvements.

The LTMS uses a proprietary methodology driven by a “Both/And” logic process that quickly creates a fully integrated learning management system that can:

- Clarify thinking and initiate a directional dialogue on organizational processes, practices, and people development issues;
- Focus attention on functional and relational competencies that make a difference; and,
- Establish an executable plan of action to move people toward spiritual maturity and improved organizational practices and processes.
- Manage learning and development of all people involved with a faith community;
- Identify and define functional and relational competencies for volunteer roles and tasks;
- Identify and communicate theological beliefs, core values, mission, and vision;
- Provide focused faith coaching for spiritual formation and improvements in performance, recruiting, leadership development, and succession planning.

Challenge: Managing the Tensions of...

1. Meeting the needs and expectations of Members, Volunteers, and Visitors.
2. Discipleship: Teaching, guiding, directing, and leading spiritual formation.
3. Management and Leadership: Managing the learning and serving activities of staff and volunteer skills, talent, and gifts to deliver ministries that support functional and relational needs and programs of the church.

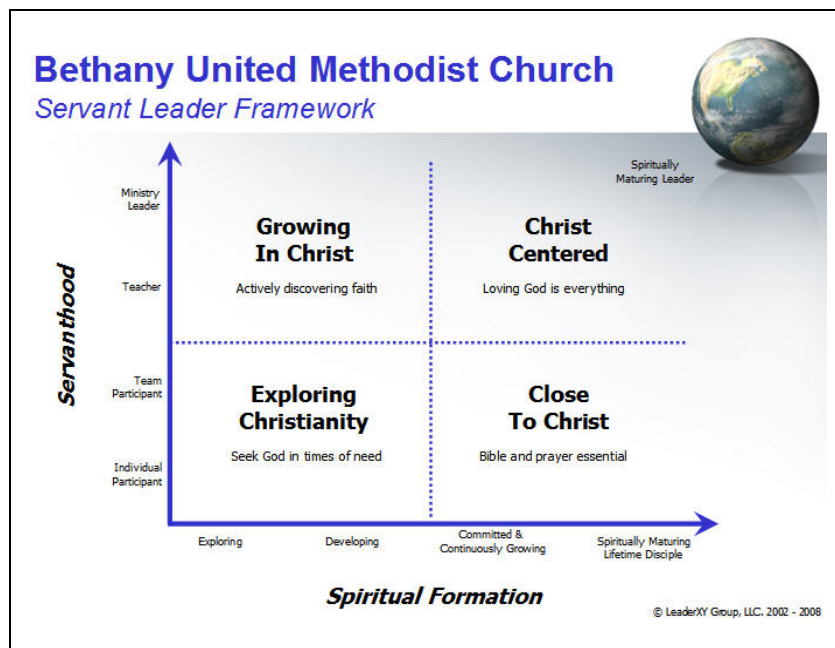
Solution: Organize, Plan, Execute, and Track Progress of...

1. Individuals as they move along their faith journey to integrate their spiritual growth with activities inside and outside the church.
2. Clergy and Staff as they manage and lead laity talent in both their learning and their serving.
3. Ministry Leaders as they manage ministry activities, projects, programs, and volunteers.
4. Disciple Leaders, Mentors, and Faith Coaches as they guide and direct both volunteer skill development and spiritual growth.
5. Organizational Leadership with their strategic planning by knowing where people are in their faith journey and who they are relative to their skills, talents, and gifts.

Powered by the Servant Leader Framework™

The LTMS is powered by the Servant Leader Framework (SLF), which builds a collaborative mindset for people working together to develop and deliver comprehensive ministry programs that achieve desired goals and objectives.

Using a simple xy graph as a visual modeling a facilitated session with the SLF methodology can quickly get people on the same page, clearly focused on what matters, and be in an engaging dialogue that makes a difference and produces significant results.



A Simple XY Graph Reveals the Power of the Third Alternative

"Take this most seriously: A yes on earth is yes in heaven; a no on earth is no in heaven. What you say to one another is eternal. I mean this. When two of you get together on anything at all on earth and make a prayer of it, my Father in heaven goes into action. And when two or three of you are together because of me, you can be sure that I'll be there." [Matthew 18:18-20, The Message]

"The test of a first rate mind is the ability to hold two opposing thoughts at the same time while retaining the ability to function." [F. Scott Fitzgerald, All Cracked Up]

This powerful tool includes the capability to establish one view on the x axis (in this case Spiritual Formation) and another view is placed on the y axis (Servanthood) a framework is created that promotes focused thinking, dialoguing, organizing, planning, and action. This *Both/And* strategic framework can be easily customized to fit any situation to create a field of possibilities that will reveal a Third Alternative as opposed to an individual getting fixated on only one way (such as an idea is *either* right *or* wrong). This xy framework methodology has proven that Third Alternative thinking will open a dynamic dialogue of a new and different concept that brings forth synergistically aligned capabilities of both views. At the same time increased capacity is realized for how to maximize and leverage available resources that were previously unseen because of the *Either/Or* thinking and positioning.

- The LTMS uses a simple xy graphing framework to build a collaborative mindset for people working together to develop and deliver comprehensive talent management practices and processes.
- The LTMS focuses on both functional and relational competencies that reveal and release untapped human and spiritual potential.
- The LTMS builds a competency management mindset of deep understanding as to how to integrate an organization's beliefs, core values, mission, and vision into day-to-day application to achieve organizational objectives. LMS is a fully integrated strategy that is easily customized to any size or shape organization to:
- *Both/And* Logic: The LTMS is a framework methodology to develop deep understanding of both spiritual formation and volunteer work life situations for being fully alive with Christ in all manners and matters of life. *Either/Or* logic creates conflict and/or compromise. People desire to be part of making something happen for others and live a life of meaning, purpose, and significance without compromise. It is the responsibility of church leaders to create the environment for empowering people to explore, discover, and live a life of significance with Christ.
- The LTMS continually asks the questions, "Where are you?" and "Who are you?" in order to challenge people to consider *both* "Where are you in your faith journey?" *and* "Who are you in the midst of your day-to-day, ordinary life?"
- The LTMS reveals *both* the unique faith journey of each individual *and* how their unique gifts, attitudes, actions, and behaviors when aligned with God's Will can release untapped human and spiritual potential.

- The LTMS becomes a talent management application specifically designed around a discipleship, mentoring or faith coaching methodology to assess, match, and connect people to relevant and meaningful resources for personal and spiritual growth.
- This talent management application encourages and supports an individual for continuous learning and development for personal and professional skills improvement and spiritual formation.

Learning and Serving Become an Integrated System

Building lifetime disciples and servant leaders within a faith community often gets managed around stand alone, singular focused, and short-term training classes. Few people truly understand growing disciples and building leaders. Even fewer understand how to integrate spiritual formation into this process. Results are often disappointing and miss the mark. It is only when discipleship and leadership learning and development become a fully integrated process into an organization's learning and talent management strategy that untapped human and spiritual potential gets revealed and released.

Many clergy, staff, ministry leaders are overworked, lack the time, right expertise, and disciplined resources to clarify and focus efforts toward doing both day-to-day laity management and spiritual formation at the same time. More often than not, daily activity turns into "getting the job done" and spiritual development becomes an afterthought or a quick "let's pray for it" and "get on with it."

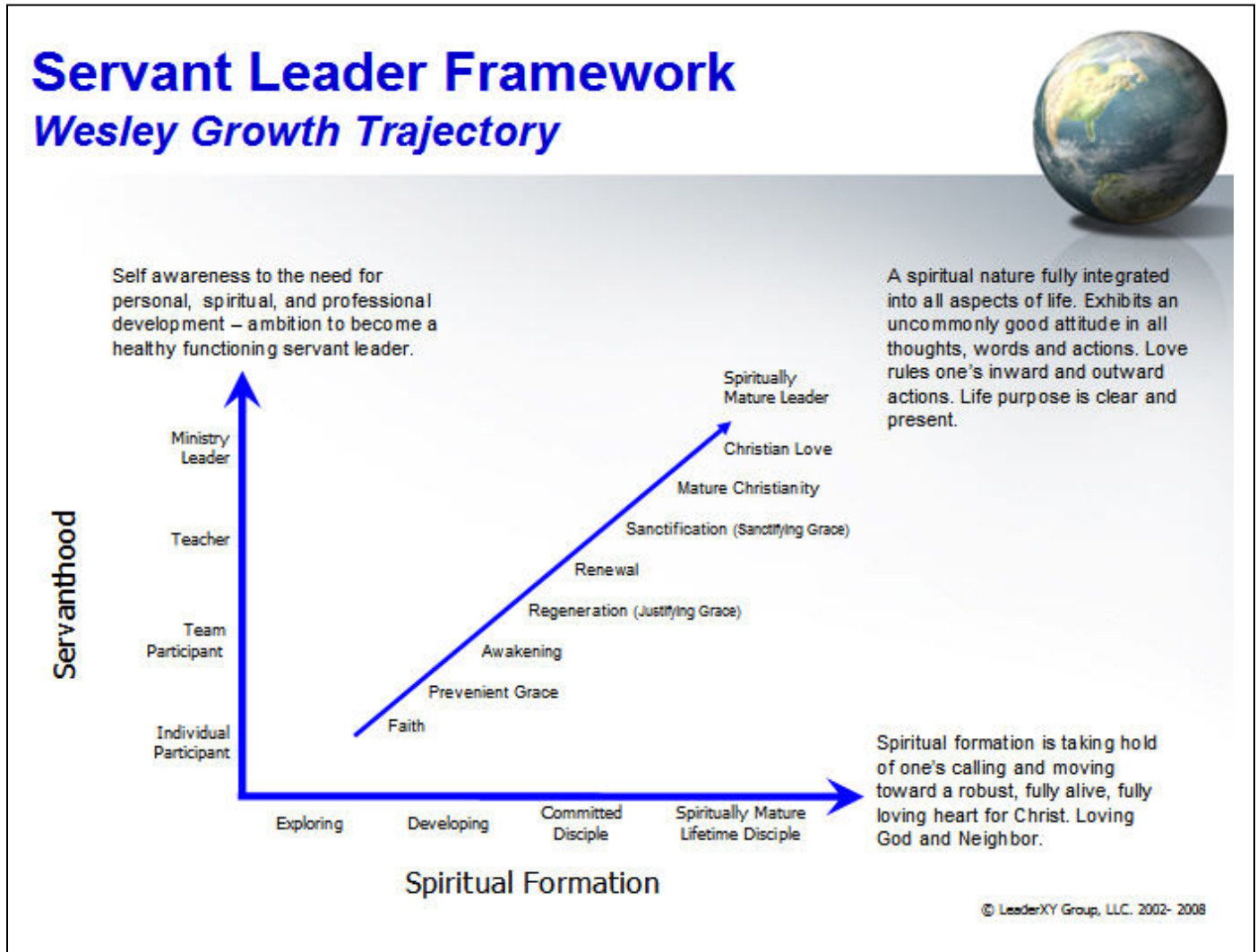
As organizations have fully embraced teamwork and distribution of authority organizational models, this has revealed an immaturity in basic human relational management (How to Win Friends and Influence People). Many people continue to think and act with an *Either/Or* logic as opposed to a *Both/And* thinking strategy.

Consequently, growing disciples, developing and preparing servant leaders for serving in the church, workplace, and community gets lost in all the noise of day-to-day demands and the rapid pace of change and complexities of functional and relational issues of today's faith communities.

In a time when working people are the most educated and highly capable ever in the history of the world, their capacity for working with and getting along with others often results in low productivity and performance. A simple difference of opinions or a mentality of *my way or the highway* can slow or stall progress. Yet, when two people create the environment for a collaborative mindset the result is to reveal and release untapped potential as they think through a balanced strategy that includes both *my way* and *your way*.

An example of *Both/And* thinking is John Wesley, Founder of the Methodist movement. Reverend Wesley would not argue over the scriptural references of faith *OR* works, Wesley would speak and write to the possibilities of how faith *AND* works guided by the Holy Spirit can reveal God's Will and offer a Third Alternative for individuals to grow closer to Christ, small groups will create vibrant, thriving Christ-centered communities, doing good for others, and, in turn, build God's Kingdom. The Servant Leader Framework has been greatly influenced by the writings and sermons of John Wesley's writings on spiritual formation and the phases of one's faith journey.

This is a graphic view of a Faith Journey based upon John Wesley's writings on spiritual formation, which have been inserted into the Servant Leader Framework to consider "where you are" on your faith journey and your level of participation in the church.



People Want to Be Part of Making Something Happen for Others

God is calling His people to be part of making something happen for others and live a life of meaning, purpose, and significance without compromise. People are answering His Call. Is your organization prepared to instruct, guide, and mentor His people?

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The Development of the Servant Leader Framework

“The Servant Leader Framework incorporates understandings from the best minds in leadership development, principles and spiritual formation with a wealth of personal experience in spiritual leadership in the Wesleyan tradition. As a church which has recognized that its greatest need is mature spiritual leadership, the United Methodist Church can benefit greatly from this tool. I believe the Servant Leader Framework has the potential to be an immensely useful tool for many congregations and ministries.”

~ Senior Pastor, Tom Deviney, Bethany UMC, Austin, TX

The Servant Leader Framework (SLF) offers a new strategy to address the tensions of managing the integration of spiritual formation into an individual's day-to-day activities. Daily life situations challenge one's capabilities and capacity to maintain consistent spiritual practices in the home, church, community, school, and workplace. The Servant Leader Framework offers a different perspective to help people clarify who they are with Christ, focus on where they are in their faith journey, and execute a clear plan of action to get to where they want to be.

The development of the SLF has been in process since 2002 and this work led to the development of the Laity Talent Management System. Dozens of clergy, church staff, laity leaders, volunteers, teachers, executives, coaches, trainers, and consultants have been involved in the development of the Servant Leader Framework methodology and the Laity Talent Management technology. Both the SLF and LTMS are based upon a proprietary formulation and algorithm, which began to be formulated in 1995.

The door was opened to this massive development process when a simple XY graph was used to show the integration of Leadership Abilities and Spiritual Formation. That graph was originally presented by Rev. Betsey Heavner, General Board of Discipleship for the Methodist governing body.

How to Get Started

1. Review the online tool at www.slfdemo.websitelinktest.com
2. Request a webinar demonstration of the Talent Management and Administrative Tools of the Servant Leader Framework and the Laity Talent Management System.
3. Contact Alan Goldsberry
 - a. (512) 258-8352
 - b. agoldsberry@leaderxy.com
4. Engage in a strategic facilitated session to understand the SLF methodology and the LTMS technology and how they can be easily customized for your church's needs.

5. After this facilitated session an initial customized system can be launched within two weeks.
6. Only brief training is required for Staff and Ministry Leaders to begin accessing and using the LTMS.
7. Ongoing training and coaching provided, as needed.