

# Leadership Rhythm

Many leaders and organizations they do an adequate job of discerning a sense of identity and vision but do not think through what it will take to actually achieve them. The vision and values end up on a nice plaque hanging in a hallway or sanctuary but never become embodied by the community. If we want to truly live into the identity, calling, and vision we feel God has given us then we need a team around us to help us animate that vision and if a team is going to function in harmony they will to develop a commitment to one another, a commitment to the vision, and a commitment to connecting on a regular basis to make sure that the work everyone is doing ties into the overall vision of the whole. The team needs a regular rhythm that allows for communication, leadership development, and accountability. On the following page is an example of what a leadership teams annual rhythm might look like. On the third page is a blank diagram for you to begin developing your own leadership rhythm.

Some questions you will want to think through as you begin to develop this:

1. What are the life rhythms of the people in your context?
2. Who needs to be at which meetings?
3. What are the modes for meeting or tools you could use? (For example in the sample rhythm the daily check-in was done only among the main staff and we would do it via conference call)
4. How do you make sure the parts are connected to the whole? How does what each team members activity connect to the overall vision?
5. How can you collaborate?
6. Is there a place for emerging leaders to enter the process/conversation?

Administrative/Accountability

- What are you working on?
- Do you need help?

Daily  
Check-in  
5 -10 Min.

Tactical

- Communicate overall vision
- Leadership development around values
- Give out strategic assignments

Weekly Staff  
45 - 90 Min.

Strategic

- Broaden the base: these meeting are for all leaders and apprentices
- Leadership development around values

Monthly Development  
2 Hours

Accountability and Focus

- Review vision/ goals for the year and assess the effectiveness

Quarterly Vision Review  
2 - 4 Hours

Annual Offsite to Assess 5 Year Vision/Organizational Culture and develop goals and vision for the next year

1 - 2 Days

