

# LEADERSHIP FRAMEWORK



## TEAM MEMBER

### LEADS

Self

### KEY COMPETENCIES WHAT 'GREAT' LOOKS LIKE

- ▶ Committed to the vision and values of Hope City.
- ▶ Models self-awareness.
- ▶ Models a bias for action.



## LEADER

### LEADS

Others

### KEY COMPETENCIES WHAT 'GREAT' LOOKS LIKE

- ▶ Willing to invest in someone else's leadership potential.
- ▶ Manages self well (time, resources, work/life, disciplines).



## TEAM LEAD

Other terms used:  
Co-ordinator

### LEADS

Leaders

### KEY COMPETENCIES WHAT 'GREAT' LOOKS LIKE

- ▶ Able to manage conflict effectively.
- ▶ Can influence, motivate and care for others.



## MINISTRY LEAD

Other terms used:  
Pastor, manager

### LEADS

Ministries

### KEY COMPETENCIES WHAT 'GREAT' LOOKS LIKE

- ▶ Able to recruit, develop and empower people and teams.
- ▶ Able to communicate effectively to staff, volunteers, and congregants.
- ▶ Can deal with team dysfunction.



## DEPARTMENT LEAD

### LEADS

Departments

### KEY COMPETENCIES WHAT 'GREAT' LOOKS LIKE

- ▶ Able to anticipate and strategize for the future (budget, programming, staffing...etc.)
- ▶ Able to effectively cast vision and ensure alignment with the organization priorities.



## EXECUTIVE TEAM LEAD

### LEADS

Church

### KEY COMPETENCIES WHAT 'GREAT' LOOKS LIKE

- ▶ Able to shape the culture of the church.
- ▶ Able to lead and pastor a congregation through change.