

RECRUITING

GETTING THE RIGHT PEOPLE IN PLACE



DISCUSSION QUESTIONS

- What are some of the roles for which you will need to recruit people?
- Why is recruiting difficult?
- Why do we as Christians believe in recruitment?



1 CORINTHIANS 12:12-14

- 12 Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. 13 For we were all baptised by one Spirit so as to form one body – whether Jews or Gentiles, slave or free – and we were all given the one Spirit to drink. 14 And so the body is not made up of one part but of many.



1. GROW YOUR ENGINE

- Why recruit volunteers?

2. FIND GOOD PEOPLE

- Who do we recruit as volunteers?

1. Character: What are they like?
2. Convictions: What matters matter to them?
3. Chemistry: How good are they with others?
4. Competency: What can they do?
5. Capacity: How much can they do?

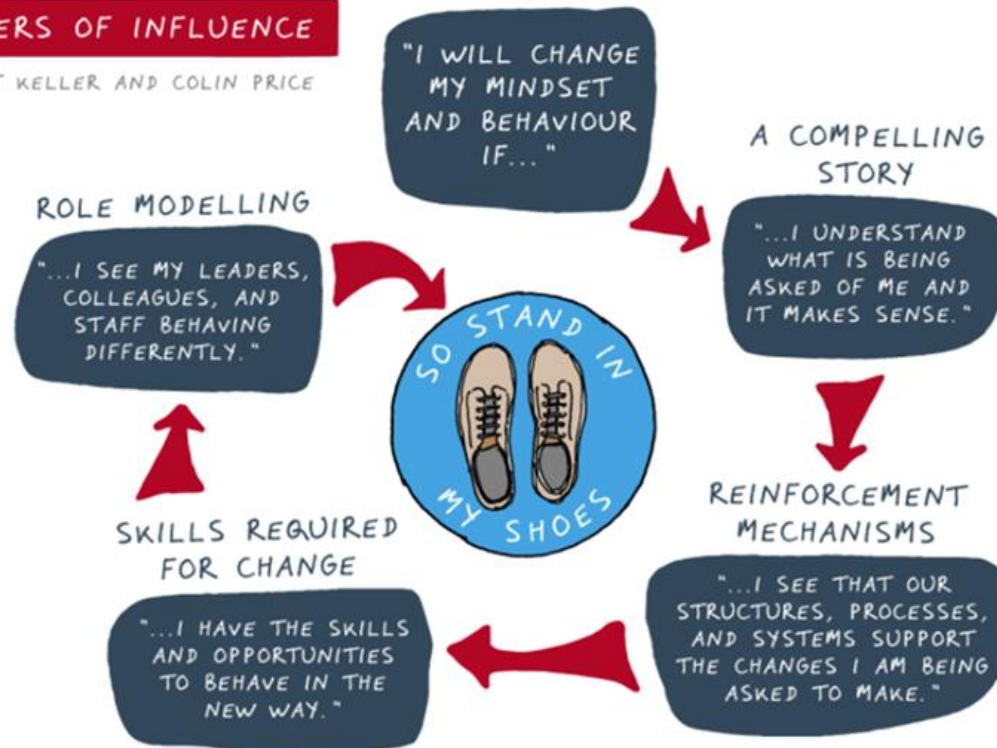
3. MAKE THE ASK

- How to recruit volunteers?

FOUR LEVERS OF INFLUENCE

FOUR LEVERS OF INFLUENCE

SOURCE: SCOTT KELLER AND COLIN PRICE

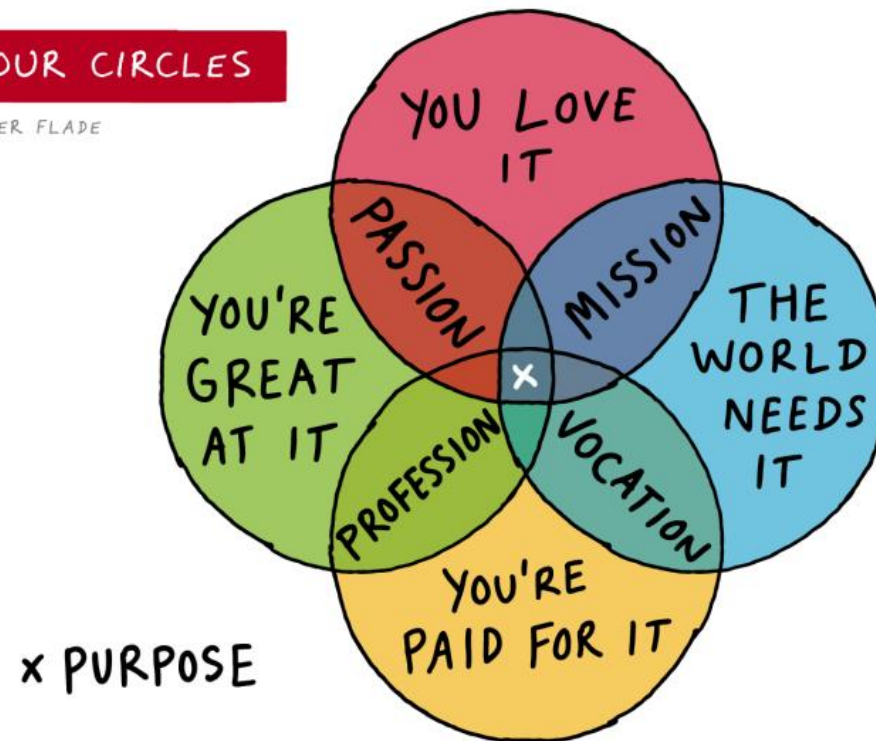


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THE FOUR CIRCLES

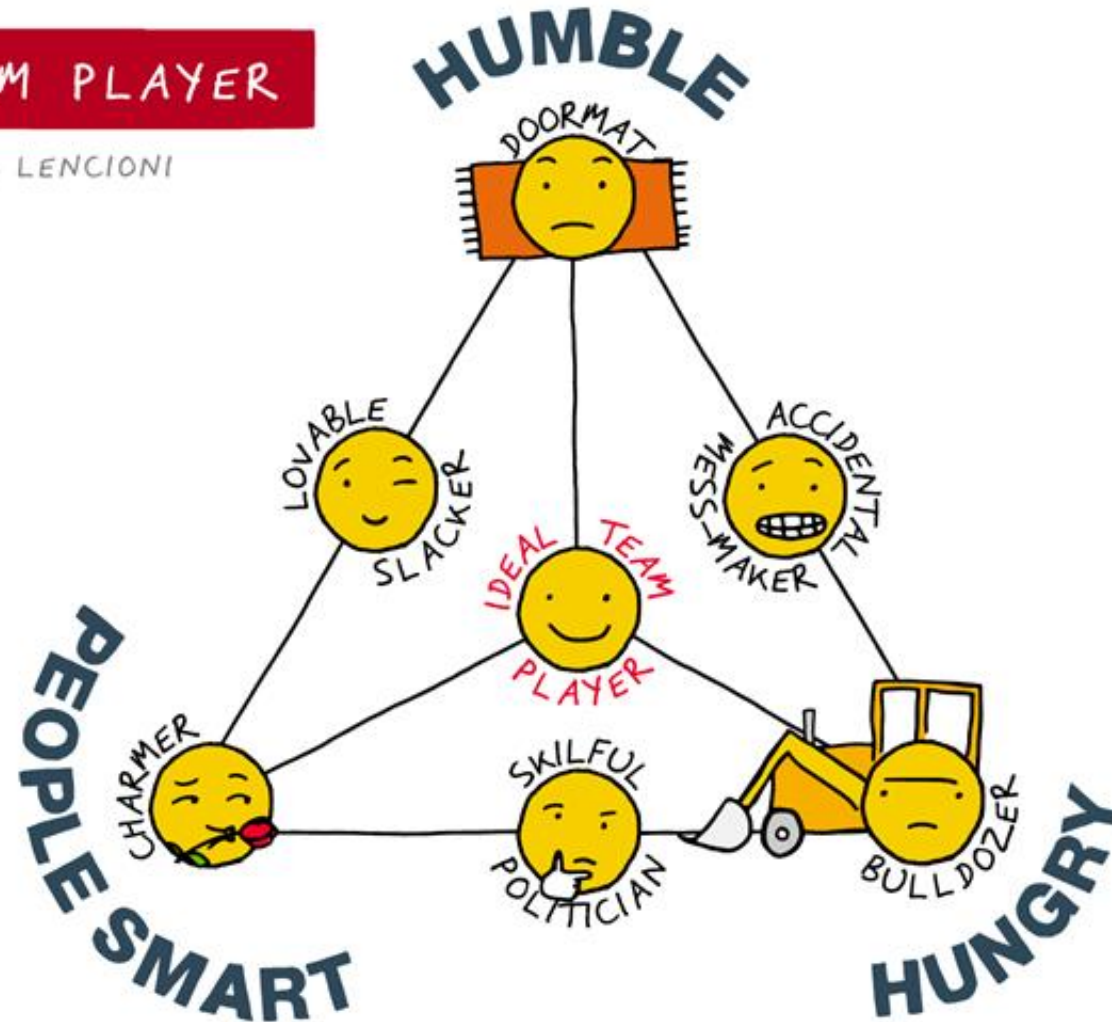
THE FOUR CIRCLES

SOURCE: PETER FLADE



IDEAL TEAM PLAYER

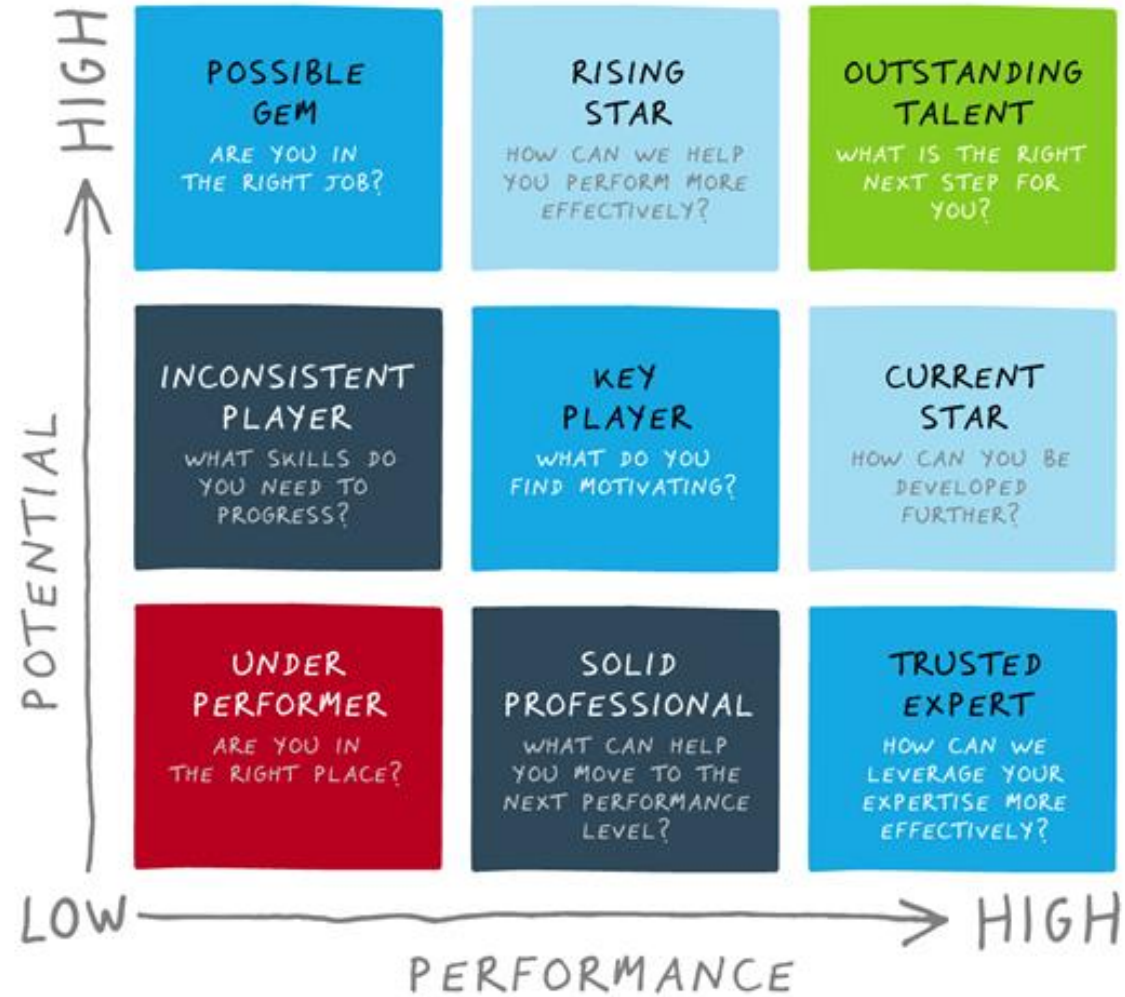
SOURCE: PATRICK LENCIONI



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THE NINE BOX TALENT GRID

SOURCE: GE AND MCKINSEY



TEAM ROLE	CONTRIBUTION	ALLOWABLE WEAKNESSES
 PLANT	CREATIVE, IMAGINATIVE, FREE-THINKING. GENERATES IDEAS AND SOLVES DIFFICULT PROBLEMS	MIGHT IGNORE INCIDENTALS, AND MAY BE TOO PRE-OCCUPIED TO COMMUNICATE EFFECTIVELY
 RESOURCE INVESTIGATOR	OUTGOING, ENTHUSIASTIC, COMMUNICATIVE. EXPLORES OPPORTUNITIES AND DEVELOPS CONTACTS	MIGHT BE OVER-OPTIMISTIC, AND CAN LOSE INTEREST ONCE THE INITIAL ENTHUSIASM HAS PASSED
 CO-ORDINATOR	MATURE, CONFIDENT, IDENTIFIES TALENT. CLARIFIES GOALS. DELEGATES EFFECTIVELY	CAN BE SEEN AS MANIPULATIVE AND MIGHT OFFLOAD THEIR OWN SHARE OF THE WORK
 SHAPER	CHALLENGING, DYNAMIC, THRIVES ON PRESSURE. HAS THE DRIVE AND COURAGE TO OVERCOME OBSTACLES	CAN BE PRONE TO PROVOCATION AND MAY SOMETIMES OFFEND PEOPLE'S FEELINGS
 MONITOR EVALUATOR	SOBER, STRATEGIC, DISCERNING. SEES ALL OPPORTUNITIES AND JUDGES ACCURATELY	SOMETIMES LACKS THE DRIVE AND ABILITY TO INSPIRE OTHERS AND CAN BE OVERLY CRITICAL
 TEAM WORKER	CO-OPERATIVE, PERCEPTIVE AND DIPLOMATIC. LISTENS AND AVERTS FRICTION	CAN BE INDECISIVE IN CRUNCH SITUATIONS AND TENDS TO AVOID CONFRONTATION
 IMPLEMENTER	PRACTICAL, RELIABLE, EFFICIENT. TURNS IDEAS INTO ACTION AND ORGANISES WORK THAT NEEDS TO BE DONE	CAN BE A BIT INFLEXIBLE AND SLOW TO RESPOND TO NEW POSSIBILITIES
 COMPLETER FINISHER	PAINSTAKING, CONSCIENTIOUS, ANXIOUS. SEARCHES OUT ERRORS. POLISHES AND PERFECTS	CAN BE INCLINED TO WORRY UNDULY AND RELUCTANT TO DELEGATE
 SPECIALIST	SINGLE-MINDED, SELF-STARTING, DEDICATED. PROVIDES KNOWLEDGE AND SKILLS IN RARE SUPPLY	CAN ONLY CONTRIBUTE ON A NARROW FRONT AND TENDS TO DWELL ON TECHNICALITIES



EXECUTIVE MODEL

SOURCE: MERCURI URVAL

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