

AREA TEAM IN A BOX

Building Ongoing Fluency in the Campus Continuum

Total time required: 60 minutes

(Recommended no sooner than 1 month after the first session, to give AD enough time to have done one coaching session with each staff)

Objectives:

- Staff will strengthen their understanding of the vision and rationale for the Continuum.
- Staff will grow confidence using the Continuum, having done peer coaching in the context of the Continuum.
- Staff will be primed for more coaching by their supervisor using the Continuum.

Time	Activity	Materials Needed
15 mins	Personal reflection: (5 min) <ul style="list-style-type: none"> • What worked? What was challenging? What wins did you experience? • What places of intercession came up? • What questions came up? • Any feedback? Debriefing the Continuum <ul style="list-style-type: none"> • How has the Continuum helped you prioritize or focus your leadership? • How has the Continuum impacted your discipleship? 	
Total: 15 mins	Debriefing coaching <ul style="list-style-type: none"> • What was helpful or unhelpful in using it in supervision? 	
5 mins	Vision Focus on "good match" <ul style="list-style-type: none"> • IF there is one, share a story where the staging + coaching really helped momentum: CSM/AD feel like they were on the same page and tackling the "right" problem and seeing transformation Vision let's keep "just trying this on" <ul style="list-style-type: none"> • Surfacing potential mismatches... staffing like it's one place in the Continuum, when staging says it's a another. • Has a chapter moved right or left in recent years and staff-work needs to "catch up" with the reality of the chapter? • Acknowledge and encouraged that changes in perspective and way of staffing takes time and perseverance. • Express commitment as supervisor to coach staff in stage-appropriate ways. 	
Total: 20 mins		
5 mins Total: 30 mins	Q&A	

25 mins	<p>Peer Coaching</p> <p>GROW refresher (5 min)</p> <p>Guided peer GROW coaching in pairs (10 min x 2)</p> <ul style="list-style-type: none"> • Set-up <ul style="list-style-type: none"> ◦ What stage are you? ◦ For now, cover the other columns with post-its to allow devoted attention on where the chapter is right now. (analogy of a surgical drape that provides focus) • Goal <ul style="list-style-type: none"> ◦ What's a goal within the "signs of life" section for your stage that feels most attainable? ◦ What would it look like and feel to be there? • Reality <ul style="list-style-type: none"> ◦ Where are you in relation to the "sign of life" you picked? ◦ What actions are you currently doing to pursue that "sign of life"? • Options <ul style="list-style-type: none"> ◦ What options for action steps do you have? ◦ Brainstorm ideas? (Protip: Check out the 4E's "Key Leadership Moves" section) ◦ Discern/sort to best one to do. • Way Forward <ul style="list-style-type: none"> ◦ What barriers might you anticipate and how can you navigate them? ◦ Put key action items into your calendar. 	Printouts of the full Continuum + Post-it notes
Total: 55 mins		
8 mins	<p>Prayer for the area</p> <p>If a large printout was used previously, this is the time to take it out again. If not, you can use one now. Other options:</p> <ul style="list-style-type: none"> • Project the Continuum on a wall/screen. • Create a shared online doc that everyone can view on their device (perhaps on Miro or even just using a spreadsheet with columns for the stages) <p>Place post-its on where each campus/chapter is on the continuum (or type into the spreadsheet)</p> <ul style="list-style-type: none"> • Celebrating wins and any moves to the right • Intercession for moves to the left 	Optional: Post-it + Printouts of the full Continuum or projected
Total: 63 mins		
2 mins Total: 65 mins	<p>Expectations for follow-up during supervision appointments.</p> <p>Set expectation for continued GROW coaching in supervision</p>	