

ROLLOUT GUIDE FOR WORKING GENIUS IN CHURCHES



The Six Types of Working Genius is fast and simple to apply. Churches that use Working Genius with staff and volunteers get more done in less time, have lower turnover, and increase morale.

Working Genius has helped churches with:

- Volunteer recruitment and retention
- Innovation and change management
- Hiring and staffing
- Stronger team vulnerability and trust

BEFORE YOU BEGIN: BUY-IN & GOAL SETTING

Like any organization, churches experience the most benefits from Working Genius when the pastor or leader is bought in and vocalizes support for Working Genius.

The Leadership team, a small group working collectively towards a common goal, should identify what they hope to achieve by using Working Genius. Which of the examples above do you hope to gain by adopting Working Genius?



Suggested Approach: Appoint ► Launch ► Implement

STEP ONE: APPOINT AN INTERNAL ADVOCATE

Identify one or more people who will advocate for Working Genius within the church. Your internal advocate(s) will help create awareness, momentum, and support. Your advocate can utilize the additional resources at the end of this document, become an expert in Working Genius by getting Certified, or work with one of our Master Facilitators.

STEP TWO: LAUNCH WITH THE LEADERSHIP TEAM

The adoption and ongoing use of Working Genius at the Leadership Team level is critical for rollout within the church. First, send the Working Genius assessment to every leadership team member and schedule a team session.

The session's goal is for the leadership team to understand the Working Genius model and its impact on the church. Plan to create time at the end of the session for the team to discuss how they can use Working Genius language and concepts in their meetings, hiring, managing direct reports, and planning processes.

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STEP THREE: IMPLEMENT WITH SECOND-LEVEL TEAMS (this may include volunteer leaders and teams)

Next, schedule team sessions with each team represented at the Leadership Team level. Like at the Leadership Team level, have your internal advocate or one of our Master Facilitator(s) send the assessment and encourage the participants to review their results.

OPTION 1:

Individual team sessions, led by your advocate or a Master Facilitator.

OPTION 2:

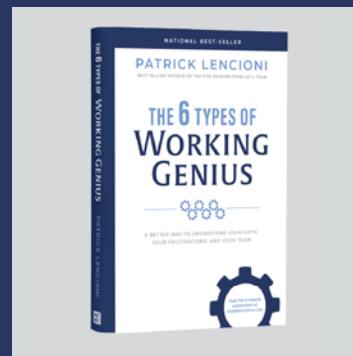
A *Teaminar*, where you invite multiple teams in the same room to hear about the model and then discuss their results and Team Map with their respective team.

You will see the impact of Working Genius when your advocate(s) continue to share resources and encourage the language within the organization.

ADDITIONAL RESOURCES



THE PODCAST



THE BOOK



FREE RESOURCES



TEAM APPLICATION GUIDE