



Topic: Bringing Clarity & Traction to Your Department's
MPD Goals in a New Decade

Guest Speaker: Tammy Doçi

January 28, 2020 1:00 pm CT



Aaron J. Babyar

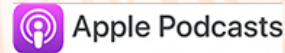
Moderator

SRS Training Director

MORE WAYS TO STREAM & SUBSCRIBE!



SRS Podcast



Coming soon: Pandora, YouTube, iHeartRadio
supportraisingsolutions.org/podcast

Spring Facilitator Training Dates Set!



April 28-30 | Fayetteville, AR
Registration is OPEN!

supportraisingsolutions.org/facilitatortraining/

SRS International Bootcamps

- Guatemala: March 19-20 --- completely in Spanish
- Puerto Rico: April 17-18 --- completely in Spanish
- Penang: March 16-18 --- registration opening soon

supportraisingsolutions.org/bootcamp

*please note that registration costs may be different for international Bootcamps.

Questions

During the presentation, please submit your questions for the upcoming Q&A time.



Prayer



**Tami
Doçi**

Guest Speaker

Director, Ministry Partner Development
Cru



Bringing Clarity & Traction to Your Department's MPD Goals in a New Decade

How do we decide on and set Goals for the New Year & Decade?

How do we decide on and set Goals for the New Year & Decade?

The Importance of Clarity

- *“Many people think they lack motivation, but what they really lack is clarity.”* --James Clear, author, Atomic Habits

How do we decide on and set Goals for the New Year & Decade?

The Importance of Clarity

- *“Many people think they lack motivation, but what they really lack is clarity.”* --James Clear, author, Atomic Habits
- “Management is doing things right; leadership is doing the right things.” --Peter Drucker
- “We can’t always predict the future but we do have a hand in creating it.” --Peter Drucker

How do we decide on and set Goals for the New Year & Decade?

The Importance of Clarity

- *“Many people think they lack motivation, but what they really lack is clarity.”* --James Clear, author, Atomic Habits
- “Management is doing things right; leadership is **doing the right things**.” --Peter Drucker
- “We can’t always predict the future but we do have a hand in creating it.” --Peter Drucker
- “In order to see where you are going, you need to gain a perspective on where you have been. There are times when we each need to go to the ‘mountaintop’ to be able to see the terrain below.” –Tom Paterson

How do we decide on and set Goals for the New Year & Decade?

The Importance of Clarity

- *“Many people think they lack motivation, but what they really lack is clarity.” --James Clear, author, Atomic Habits*
- *“Management is doing things right; leadership is doing the right things.” --Peter Drucker*
- *“We can’t always predict the future but we do have a hand in creating it.” --Peter Drucker*
- *“In order to see where you are going, you need to gain a perspective on where you have been. There are times when we each need to go to the ‘mountaintop’ to be able to see the terrain below.” –Tom Paterson*
- *“Suppose one of you wants to build a tower. Won’t you first sit down and estimate the cost to see if you have enough money to complete it?” --Jesus, in Luke 14:28*

A Helpful LifePlan & StratOp Tool for Strategic Planning

- A Brief History of Tom Paterson & The Paterson Process



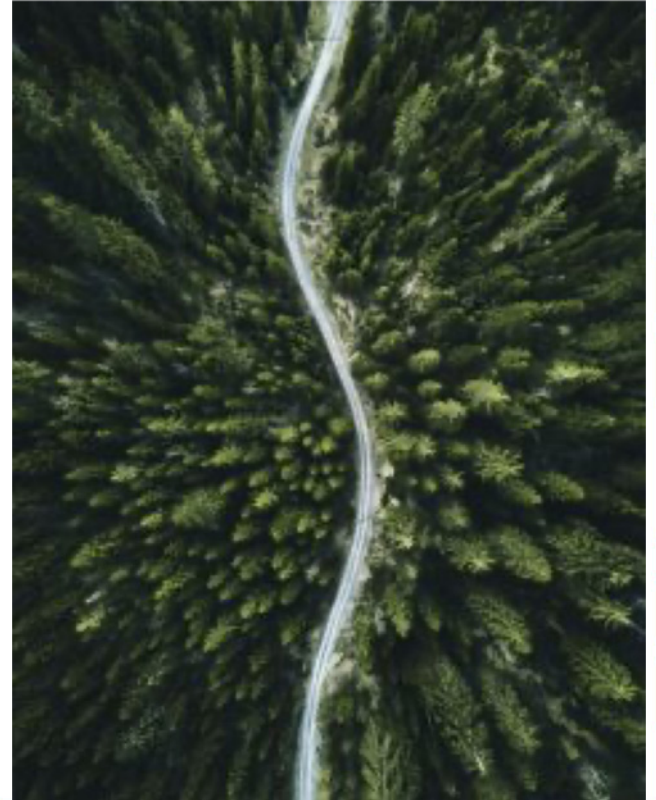
A Helpful LifePlan & StratOp Tool for Strategic Planning

- A Brief History of Tom Paterson & The Paterson Process



A Helpful LifePlan & StratOp Tool for Strategic Planning

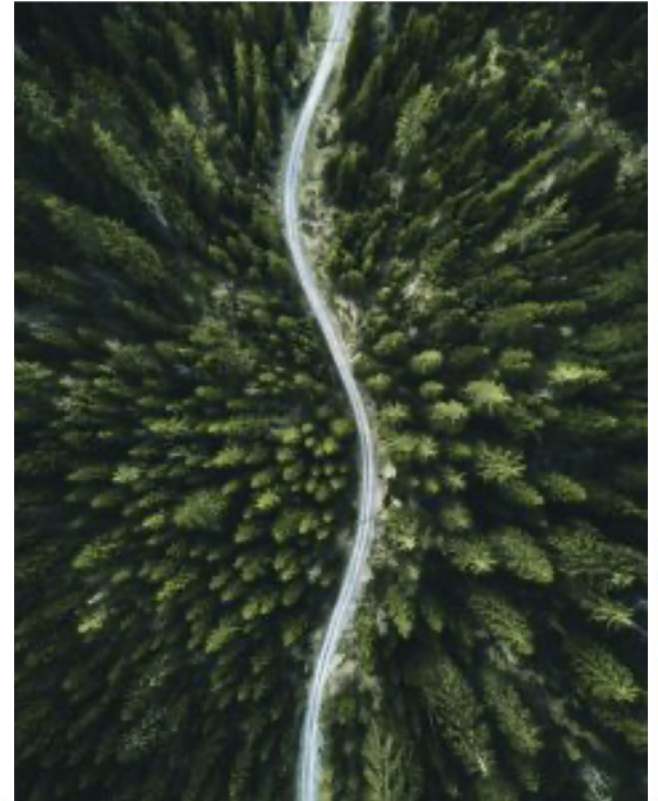
- The Importance of Perspective *before* Planning



A Helpful LifePlan & StratOp Tool for Strategic Planning

3 Key Questions for Strategic Planning:

- **Perspective:** Where are we now?
- **Planning:** Where are we headed?
- **Action:** What is important now?
- ((4: **Structure:** What form is right for us? 5: **Management:** How are we doing? 6: **Renewal:** What must change?))



Bringing Clarity: Where are We Now?

Perspective: Where are we now?

Bringing Clarity: Where are We Now?

Tool: The 4 Helpful Lists

- What is Right? (Optimize)
- What is Wrong? (Change)
- What is Confused? (Clarify)
- What is Missing? (Add)

Bringing Clarity: The 4 Helpful Lists: SRS

Area	What is Right? (OPTIMIZE)	What is Wrong? (CHANGE)	What is Confused? (CLARIFY)	What is Missing? (ADD)	Core Issues
Infrastructure					
Culture					
Coaching					
Leadership					
Training					

Bringing Clarity: The 4 Helpful Lists, SRS Culture

Area	What is Right? (OPTIMIZE)	What is Wrong? (CHANGE)	What is Confused? (CLARIFY)	What is Missing? (ADD)	Core Issues
Culture	<ul style="list-style-type: none">*We have clearly articulated & defined our organizational culture and values*We have alignment around our values*We have dedicated staff who work hard and embrace our MPD culture				

Bringing Clarity: The 4 Helpful Lists, SRS Culture

Area	What is Right? (OPTIMIZE)	What is Wrong? (CHANGE)	What is Confused? (CLARIFY)	What is Missing? (ADD)	Core Issues
Culture	<p>*We have clearly articulated & defined our organizational culture and values</p> <p>*We have alignment around our values</p> <p>*We have dedicated staff who work hard and embrace our MPD culture</p>	<p>*Though we say we have an evaluation process for those who are not meeting benchmarks in MPD, none of our coaches are implementing it</p> <p>*Some policies have not been written down, and so that leads to inconsistency or different interpretations in how they are implemented</p>			

Bringing Clarity: The 4 Helpful Lists, SRS Culture

Area	What is Right? (OPTIMIZE)	What is Wrong? (CHANGE)	What is Confused? (CLARIFY)	What is Missing? (ADD)	Core Issues
Culture	<p>*We have clearly articulated & defined our organizational culture and values</p> <p>*We have alignment around our values</p> <p>*We have dedicated staff who work hard and embrace our MPD culture</p>	<p>*Though we say we have an evaluation process for those who are not meeting benchmarks in MPD, none of our coaches are implementing it</p> <p>*Some policies have not been written down, and so that leads to inconsistency or different interpretations in how they are implemented</p>	<p>*Do our coaches feel confident or equipped to implement our policies?</p>		

Bringing Clarity: The 4 Helpful Lists, SRS Culture

Area	What is Right? (OPTIMIZE)	What is Wrong? (CHANGE)	What is Confused? (CLARIFY)	What is Missing? (ADD)	Core Issues
Culture	<ul style="list-style-type: none"> *We have clearly articulated & defined our organizational culture and values *We have alignment around our values *We have dedicated staff who work hard and embrace our MPD culture 	<ul style="list-style-type: none"> *Though we say we have an evaluation process for those who are not meeting benchmarks in MPD, none of our coaches are implementing it *Some policies have not been written down, and so that leads to inconsistency or different interpretations in how they are implemented 	<ul style="list-style-type: none"> *Do our coaches feel confident or equipped to implement our policies? 	<ul style="list-style-type: none"> *Infrequent communication around our values and MPD philosophy *A lack of accountability for those who are not hitting our benchmarks 	

Bringing Clarity: The 4 Helpful Lists, SRS Culture

Area	What is Right? (OPTIMIZE)	What is Wrong? (CHANGE)	What is Confused? (CLARIFY)	What is Missing? (ADD)	Core Issues
Culture	<ul style="list-style-type: none"> *We have clearly articulated & defined our organizational culture and values *We have alignment around our values *We have dedicated staff who work hard and embrace our MPD culture 	<ul style="list-style-type: none"> *Though we say we have an evaluation process for those who are not meeting benchmarks in MPD, none of our coaches are implementing it *Some policies have not been written down, and so that leads to inconsistency or different interpretations in how they are implemented 	<ul style="list-style-type: none"> *Do our coaches feel confident or equipped to implement our policies? 	<ul style="list-style-type: none"> *Infrequent communication around our values and MPD philosophy *A lack of accountability for those who are not hitting our benchmarks 	<ul style="list-style-type: none"> *Too much bureaucracy *Finding the right communication platform—email, slack?

Bringing Clarity: 4 Helpful Lists, MPD Example

Area	What is Right? (OPTIMIZE)	What is Wrong? (CHANGE)	What is Confused? (CLARIFY)	What is Missing? (ADD)	Core Issues
Our MPD					
Walk with the Lord					

Bringing Clarity: 4 Helpful Lists, MPD Example

Area	What is Right? (OPTIMIZE)	What is Wrong? (CHANGE)	What is Confused? (CLARIFY)	What is Missing? (ADD)	Core Issues
<p>Our MPD</p>	<p>*People are joining our team, we're at 81% of our goal!</p> <p>*Partners are excited to join with us, and the Lord is clearly at work.</p> <p>*We're praying for our partners, & tangibly caring well for them</p> <p>*Raising support in Boston has been fruitful, we have better structure/habits/focus.</p> <p>*We're dependent on the Lord, recognizing He has to come through; but are also taking more initiative & bold steps of faith, trusting Him to provide in those things.</p> <p>*Experiencing God's peace in the process. He has partners for us.</p>				

Bringing Clarity: 4 Helpful Lists, MPD Example

Area	What is Right? (OPTIMIZE)	What is Wrong? (CHANGE)	What is Confused? (CLARIFY)	What is Missing? (ADD)	Core Issues
<p>Our MPD</p>	<ul style="list-style-type: none"> *People are joining our team, we're at 81% of our goal! *Partners are excited to join with us, and the Lord is clearly at work. *We're praying for our partners, & tangibly caring well for them *Raising support in Boston has been fruitful, we have better structure/habits/focus. *We're dependent on the Lord, recognizing He has to come through; but are also taking more initiative & bold steps of faith, trusting Him to provide in those things. *Experiencing God's peace in the process. He has partners for us. 	<ul style="list-style-type: none"> *At times experiencing a despair mindset & great anxiety. *Fearing what our partners think—why is it taking us so long? *Unhealthy rest habits... haven't been intentional with rest or weekly sabbath. 			

Bringing Clarity: 4 Helpful Lists, MPD Example

Area	What is Right? (OPTIMIZE)	What is Wrong? (CHANGE)	What is Confused? (CLARIFY)	What is Missing? (ADD)	Core Issues
<p>Our MPD</p>	<ul style="list-style-type: none"> *People are joining our team, we're at 81% of our goal! *Partners are excited to join with us, and the Lord is clearly at work. *We're praying for our partners, & tangibly caring well for them *Raising support in Boston has been fruitful, we have better structure/habits/focus. *We're dependent on the Lord, recognizing He has to come through; but are also taking more initiative & bold steps of faith, trusting Him to provide in those things. *Experiencing God's peace in the process. He has partners for us. 	<ul style="list-style-type: none"> *At times experiencing a despair mindset & great anxiety. *Fearing what our partners think—why is it taking us so long? *Unhealthy rest habits... haven't been intentional with rest or weekly sabbath. 	<ul style="list-style-type: none"> *At what point should we let our partners know in a newsletter update about our being close to finishing? *As we get closer to that 100% mark, when do we begin looking for an apartment to rent/the transition/moving out there... do we wait till we're at 100% or begin earlier? 		

Bringing Clarity: 4 Helpful Lists, MPD Example

Area	What is Right? (OPTIMIZE)	What is Wrong? (CHANGE)	What is Confused? (CLARIFY)	What is Missing? (ADD)	Core Issues
Our MPD	<p>*People are joining our team, we're at 81% of our goal!</p> <p>*Partners are excited to join with us, and the Lord is clearly at work.</p> <p>*We're praying for our partners, & tangibly caring well for them</p> <p>*Raising support in Boston has been fruitful, we have better structure/habits/focus.</p> <p>*We're dependent on the Lord, recognizing He has to come through; but are also taking more initiative & bold steps of faith, trusting Him to provide in those things.</p> <p>*Experiencing God's peace in the process. He has partners for us.</p>	<p>*At times experiencing a despair mindset & great anxiety.</p> <p>*Fearing what our partners think—why is it taking us so long?</p> <p>*Unhealthy rest habits... haven't been intentional with rest or weekly sabbath.</p>	<p>*At what point should we let our partners know in a newsletter update about our being close to finishing?</p> <p>*As we get closer to that 100% mark, when do we begin looking for an apartment to rent/the transition/moving out there... do we wait till we're at 100% or begin earlier?</p>	<p>*Prayer (starting our days with prayer), seeking the Holy Spirit each day</p> <p>*Community with others</p> <p>*Investing in each other (our marriage), doing fun things together</p>	

Bringing Clarity: 4 Helpful Lists, MPD Example

Area	What is Right? (OPTIMIZE)	What is Wrong? (CHANGE)	What is Confused? (CLARIFY)	What is Missing? (ADD)	Core Issues
Our MPD	<p>*People are joining our team, we're at 81% of our goal!</p> <p>*Partners are excited to join with us, and the Lord is clearly at work.</p> <p>*We're praying for our partners, & tangibly caring well for them</p> <p>*Raising support in Boston has been fruitful, we have better structure/habits/focus.</p> <p>*We're dependent on the Lord, recognizing He has to come through; but are also taking more initiative & bold steps of faith, trusting Him to provide in those things.</p> <p>*Experiencing God's peace in the process. He has partners for us.</p>	<p>*At times experiencing a despair mindset & great anxiety.</p> <p>*Fearing what our partners think—why is it taking us so long?</p> <p>*Unhealthy rest habits... haven't been intentional with rest or weekly sabbath.</p>	<p>*At what point should we let our partners know in a newsletter update about our being close to finishing?</p> <p>*As we get closer to that 100% mark, when do we begin looking for an apartment to rent/the transition/moving out there... do we wait till we're at 100% or begin earlier?</p>	<p>*Prayer (starting our days with prayer), seeking the Holy Spirit each day</p> <p>*Community with others</p> <p>*Investing in each other (our marriage), doing fun things together</p>	<p>*For sabbath rest issue: core issue could be one of anxiety—that it 'rests on us' or 'we haven't worked hard enough this take a day'...</p> <p>*travel is taking a toll; hard to deal with different expectations when living with others (family) during MPD</p>

Gaining Traction: WIN's & SMART-ER Goals

- Identify WIN's – ‘What’s Iimportant Now?’”

Gaining Traction: WIN's & SMART-ER Goals

- Identify WIN's – ‘What’s Iimportant Now?’”

- **SMART-ER Goals**

S - Specific – define the goal—who, what, where, when. Can’t be too broad

M - Measurable –track progress, defined success (Meaningful)

A – Actionable – clear activity (attainable: make it realistic)

R - Reachable – stretching but not defeating

T – Time Bound/Timely – have a clear end date; urgency

Gaining Traction: WIN's & SMART-ER Goals

- Identify WIN's – ‘What’s Iimportant Now?’”

- **SMART-ER Goals**

S - Specific – define the goal—who, what, where, when. Can’t be too broad

M - Measurable – track progress, defined success (Meaningful)

A - Actionable – clear activity (attainable: make it realistic)

R - Reachable – stretching but not defeating

T - Time Bound/Timely – have a clear end date; urgency

E – Evaluate – is this still the right goal? (or E: Expect Resistance)

R – Reward – how will you celebrate? (or R: Results are God’s)

Example: SMART(ER) GOALS

MPD Online Resource Center

Goal: Create an online MPD resource center for staff that functions as a hub for all things MPD.

****By March 15, 2020, we will have a dynamic, aesthetically pleasing website to resource our Cru staff with articles and blog posts that are helpful in developing and maintaining their MPD.**

--Soft launch, get feedback from Coaches forum, February 27, 2020

--We will write 1 new blog post on Monday every week, starting March 1.

--Have 25 articles with pictures and formatted, already on the site before soft launch, Feb. 27.

Let's Talk Accountability

Let's Talk Accountability

Tammy Doçi, Headline News, Jan. 20, 2020

MPD Mission Statement: To Equip and Inspire Laborers to be Christ Centered, Fully Funded, Financially Faithful.

Our Rally Cry: All Staff, Fully Funded, Fully Engaged in the Mission!

Our Vision (Our Why): To make the Gospel Inescapable on every High School and College Campus!

What we Do: Provide world-class MPD training, coaching and resources.

Monday

Three Key Questions:

How am I feeling heading into the week?

==>Pretty good-- was able to relax a bit today and take a day off :), I've been to a couple UCCS disciple-makers meetings in light of their outreach/surveys on Tuesday, and that's been energizing. Bani is out of town from Tues-Fri and my Dad comes for a 3 day visit this Friday - Tuesday, excited for that.

What are one or two things I will do this week that are life-giving?

- read good books, hoping to work at Broadmoor on Wednesday morning for a bit

As I think about my work priorities for the week, which three are most critical, significant, that if accomplished will make for a successful week?

Let's Talk Accountability

FRIDAY RECAP

What are you celebrating from the week? Where did you see success?

Where was the low-light of the week?

Conclusion

- Bring Clarity through gaining PERSPECTIVE
- Bring Traction through establishing SMART(ER) Goals and Accountability



Q & A



SRS Network™