



# Matching Leadership Approach to Organizational Phase

	MORE OFFENSE	MORE DEFENSE
MORE LEARNING	<b>REALIGNMENT</b>	<b>SUSTAINING SUCCESS</b>
MORE DOING	<b>START-UP</b>	<b>TURNAROUND</b>

Ministry leaders are servants, and as servants we are willing to adjust our leadership approach to best serve the overall ministry based on the phase the ministry is within. This is a helpful framework to evaluate what phase the ministry you are stewarding is in so you can adjust your approach.

**Start-up:** When a ministry is being launched, a team is being gathered, and programs are being launched, action-oriented leadership is required. Instead of learning before doing, learn by doing.

**Realignment:** When a ministry has been established but needs some tweaking to structure, plans, goals, processes, or programs, action-oriented leadership is still important, but a wise leader also learns before doing, because the ministry is already stable and serving people.

**Sustaining Success:** When a ministry is healthy (not perfect) and is serving people well, a wise leader wants to protect the mission, values, and strategy of this ministry while leading with vision that is aligned to the sacred core of the ministry.

**Turnaround:** If a ministry does not continue a healthy trajectory, turnaround leadership is required which means decisive and action-oriented leadership to protect the core of the ministry so a new future can be envisioned.