



Slow Down

Coach 'Em Up Principle:

There is power in the process.

Training Value:

Ministry Teams (Teamwork)

Game Plan:

In FCA, we don't even know how to spell SLOW, because we have a culture in FCA that is about accomplishing and finishing, not slowing and waiting. In all areas of ministry, we need to slow down and do it right, especially when it comes to hiring staff. Getting the right people in the right positions takes time, and we can't take shortcuts. One of our key responsibilities as an FCA staff member is to build a strong team. Making a bad hire will drain you and prevent you from accomplishing your vision.

We are an action-oriented, "get-it-done" culture. We live by the motto, "the faster the better." Slowing things down can be painful. We operate with a sense of urgency because we have a passion to share the Gospel and grow the ministry. There are so many opportunities. We want to be urgent, but not rushing. We can be urgent and still be slow—by hiring with patience.

Just because someone is available doesn't mean they are a fit for the FCA Team and will be around long term. We need to follow a process and make sure we create some space to recruit the right teammates. If we would take our time and have the ministry discipline to follow a process, we will discover the value and power of hiring correctly.

Let's unpack this principle of "there is power in the process." Let's use **S.L.O.W.** as an acronym to explain this principle. In Psalm 27:14, David writes, "*Wait for the LORD; be courageous and let your heart be strong. Wait for the LORD.*" We need to wait for the Lord, even when it comes to hiring staff.

Seek spiritual leadership

Two of the most important things in the process are calling and character. Calling is hard to define, but we need to know that calling is revealed to the candidate and confirmed by the organization. Spend the time to listen and know the person's calling. Oswald Sanders says, "*Should it not be the office that seeks the man, rather than the man the office?*" Slow down and determine if God is calling this person to FCA. In 1 Timothy 1:12, Paul writes: "*I thank Christ Jesus our Lord, who has given me strength, that he considered me trustworthy, appointing me to his service.*" What is God saying about this individual when it comes to the opportunity within our ministry? Is this person the right hire for the right job for the right time? Look all the experiences that have brought this

person to this point to see how God is working in his or her life. You want to find someone that walks closely with Jesus. Seek spiritual leadership first.

Lead a process

Within FCA, we have some clearly defined steps to the hiring process, but you need to build it out. As a supervisor, your responsibility is to create and lead a process. You need to have the key components: a clear job description, a budget and a defined territory. Additionally, you need to know the person's experience and gifting. We have two powerful tools, the Gifts of Grace (now online) and StrengthsFinder. Make sure you interview the candidate many times and involves other people, like your board, other staff and mentors in your life. Don't just do one interview. The additional interviews will either reveal red flags or create excitement about the person joining the team. The slower you go on the front-end of the hiring process, the further you will go as a team once the person joins staff.

Open the position up to multiple candidates

You want the best of the best, so you need multiple candidates. You need to announce the position and recruit people to apply. Just don't pick a person and have a process to validate the person that you have already selected. The hiring process should have more than one person in the mix. If you have multiple people in the process, you can compare and contrast. When you open the position up to multiple people, you will see God work and reveal His plan to you. When we slow down, we will see those "God-moments" develop.

Watch, wait and pray

It is important to move from the sole decision maker to the hiring to being the facilitator who builds consensus with the right person. The best hires are worth the wait. Sometimes it means to pass on people to see the right person come on staff at a later time. If you are not confident, then you need to wait. Don't force the hire. Delaying is not failure. We need to wait on the Lord.

There is power in the process. Make sure when it comes to hiring that we slow down and do it right.

Make a Play:

It's time to make a play. Circle up with staff and ask each other these questions.

1. Why is it hard for you to slow down? What makes you hurry up?
 2. When it comes to hiring, what are the benefits of slowing down?
 3. Are you utilizing the Gifts of Grace and StrengthsFinder?
 4. What are your steps to hiring? What do you need to change to make it more effective?
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