DEVELOPMENT PLANNER

ARROW LEADERSHIP PROGRAMME

1. GOAL What new personal or leadership goal do you sense God nudging you to work towards? Or is there an existing goal he is nudging you to revisit? (Be specific, personal, and positive.)	**2. ACTIONS** What **action steps** do you need to take to achieve the goal? These need not be in sequence but simply as they occur to you.	**3. NEXT ACTION – PUT IN DIARY** What **next action** must you do to progress this goal? What might stop you taking this action? What are you going to do about it?	**4. MENTOR CONVERSATION** What **issue**, **question**, **obstacle**, or **idea** would you like to process with your mentor or supervisor/ line-manager?	**5. PRAYER REQUEST** What **prayer request** related to this goal might you share with supporters (intercessor, mentor, peer cell, church, etc.)?
Write (or rewrite) a first draft of your Personal Vision Statement using the guide provided, and bring enough copies to share with your leadership partner and peer cell to the second residential.				
Date for completion: **10 June 2022**				
Date for completion:				
Date for completion:				
Date for completion:				

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YOUR DEVELOPMENT THROUGH ARROW

OVERVIEW

PURPOSE

The purpose of the development goals is to help participants to integrate what they are learning into their everyday life and leadership. When attending a conference, it's all too easy to enjoy what is being learnt, be stimulated by able speakers, resolve what to do – and when returning home, do nothing about it. Arrow aims to be different.

Arrow takes an learning approach which recognises the following:

- Learning is only complete when it makes a difference in our life and leadership.
- We don't just learn for ourselves, everyone learns through our learning.
- We don't identify and work towards goals for Arrow, we do them for our growth and development.

PROCESS

We invite you to work with four developmental goals following each residential. On residential 1 there is one goal we are asking all participants to complete. Please identify three additional goals that you will work on, creating a summary on the planner overleaf. We have offered some suggestions related to each of the modules, but feel free to ignore these and come up with your own.

Here is our suggested way to approach identifying these developmental goals:

- Whilst it is tempting to identify more, stick to just four. Better to do fewer things well, than to do a greater number of things poorly.
- Start the process of thinking about possible goals at the end of each module as part of the evaluation and development time.
- Set aside one hour in the week following the residential to prayerfully plan your goals.
- Try to have a balance between personal growth and ministry growth.
- Send a copy of your planner to Matt by 31 May.
- Once you have identified 'next actions' be sure to put them in your dairy so that they happen.
- When you have completed your 'next action' related to a goal, use the planner to identify a new 'next action' and put that in your diary.

Preparation Tasks for residential 2 will be sent out at the end of August.

WHEN SETTING GOALS

1. Writing goals down makes it more likely that they are specific, helps you to remember them, enables monitoring of progress and it seems to have power at the level of the subconscious. Once written, you can also integrate the identified goals in your prayer life.

2. It can be powerful to write goals down as *affirmations* – stated in specific, personal and positive terms (i.e. what you do want, rather than what you don't want) and in the present tense, as though they have already happened e.g. 'I am feeling full of energy and can run upstairs' rather than 'I don't want to feel tired all the time.' 'We have a thriving midweek youth group' rather than 'We want to do something to stop youngsters drifting away from church.'

3. Use your imagination:
   - Imagine your desired outcome as a video.
   - Write goals down as a series of affirmations.
   - Write an article for an imaginary magazine, describing your desired outcome in detail, as if it has already happened, with lots of sensory detail (sights, sounds, smells, feelings).
   - Draw it, photograph it, make a collage from old magazines, visit it, act it out etc. Use every means you can to imagine it.

4. List the steps that you took to reach your goal, from a standpoint that you have already achieved it and are looking back to how you did that. It can also help to list the potential blocks between you and your goals and to formulate a plan to overcome them.

5. Take responsibility for the outcome – project into the future the consequences of achieving your goals. How will they benefit you and other people?

SUGGESTED DEVELOPMENT GOALS

Identify three developmental goals. Some of the suggestions below may be a starting point, or create your own. Write them up on the Development Planner.

Goal: I regularly pray for 2/3/4/5 people I know who don't know Christ.
Actions:

- Put 15 minutes in my diary to identify possible people to pray for.
- Write their names on the 'Pray for Five' card and tie the relevant number of knots on the leather band given out on the residential.
- Put 30 minutes in my diary to reflect on how to pray for them using Colossians 4:2-6.
- Determine when to pray for them as part of my weekly rhythm of prayer.

Goal: Knowing my strengths I intentionally build on them to maximise my contribution to serving God.
Actions:

- Buy the Strengthsfinder 2.0 or Strengths Based Leadership book.
- Put 45 minutes in my diary to complete the inventory using the access code.
- Put 15 minutes in my diary to create a poster of my strengths and place it somewhere I will see it regularly.
- Choose one strength to work with, identifying one way to develop that strength over four weeks.

Goal: I am clearer about my own understanding of Christian leadership and how I exercise that leadership.
Actions:

- Read one of the leadership books recommended in the Leadership Matters module.
- Put one hour in my dairy to write a letter/email to an emerging leader outlining my understanding of Christian leadership drawing on other things I've read and my experience.
- Take it to my mentor to discuss.
- Send it to an emerging leader, and arrange a one hour meeting with them to discuss leadership.

Goal: I exercise my leadership as part of a leadership team.
Actions:

- Take one hour to prayerfully identify those I might share leadership with in my context.
- Share these thoughts with one or two trusted people.
- Work out a plan for inviting them to share leadership with me.
- Action the plan.

Goal: I am investing time in developing an emerging leader.
Actions:
Put 20 minutes in my diary to prayerfully identify someone I can develop as a leader.
Put one hour in my diary thinking about how I will do this, and identify at least three actions steps I am going to take.
Plan the actions steps into my diary over the next three months.

Goal: I am aware of a character issue I need to work on and am intentionally addressing it.
Actions:

- Read and reflect on Revolution of Character, Dallas Willard and Don Simpson.
- Identify one character development goal to prayerfully engage with through disciplined action.
- Share it with someone to help me be accountable (mentor, intercessor, supporter, friend).
- Write a prayer that captures the heart of the change I long to see and pray it daily.

Goal: Reflecting on my 'crucible' experiences I have learned some lessons that shape how I approach tough times today.
Actions:

- Take one hour to complete the 'Suffograph' tool.
- Talk through the insights with my mentor at our next meeting.
- Write out a reminder page to put in my Bible of what to do when tough times come.

LED MORE BY,
LEAD MORE LIKE,
LEAD MORE TO
JESUS