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.)?
Date for completion:		Date for completion:		
Date for completion:		Date for completion:		
Date for completion:		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 a 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

Please identify four goals that you will work on following residential 4, 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 (arrow@cpas.org.uk) by **16 July.**
- 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.

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 four 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 continue to pray regularly for 2/3/4/5 people who don't yet know Christ.
Actions:
- Identify what to pray for each of them over the next few months.
- Invite them to something appropriate (coffee, BBQ, walk, Holiday Club service, Alpha).

Goal: I am walking towards, rather than away, from conflict situations.
Actions:
- Identify a conflict situation where I need to take action in bringing reconciliation.
- Set aside 45 minutes to work out how best to approach that situation and pray for it.
- Arrange a meeting with those involved to talk through the scenario.

Goal: I am leading or joining in with an overseas mission trip.
Actions:
- Research options, including SOMA, Tear Fund, Open Doors and CMS.
- Identify people to invite to join in with the trip.
- Book trip, and plan towards it.
- Reflect with others on the experience and how it might shape our approach to mission in our context.

Goal: I am equipping people to share their faith in their daily lives.
Actions:
- Set aside two hours to research various ways of equipping people to share their faith.
- Share thoughts on the way forward with leadership team and refine.
- Establish timeline for project.

Goal: I have put in place some things to help me lead for the long haul.
Actions:
- Read How to Survive and Thrive as a Church Leader.
- Create a one-side aide-memoire summarising the key insights that will help me go the distance.
- Write a prayer around these key insights and pray as part of my weekly rhythm.
- Review the aide-memoire as part of my regular quiet days.

Goal: I've enjoyed a fun activity I haven't done for a while/before.
Actions:
- Identify what the fun thing is and put it in the diary.
- Bless someone I love by helping them do a fun activity they haven't done for a while/before.

Goal: Who am I going to develop as a leader?
Actions:
- Identify who you would like to develop in their leadership.
- Think of a couple of ways in which you can manage them well.

Goal: How am I going to manage my emails?
Actions:
- Identify how many emails you get per day and how quickly you would like to be able to respond to people.
- Put in enough time in your diary to attend to them.

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