

lead
with

A stylized white arrow pointing to the left, positioned above the word "lead". The arrow has a thick shaft and a multi-pointed head.

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Values that Protect

SESSION TWELVE

Common Mistakes When Setting Values

Many organizations have a list of Values. The question is, are they widely known, understood, and more importantly, are they exemplified in the organization? This session focuses on some key mistakes many organizations make when writing and developing value statements. Take a moment to pray, and ask the Spirit to guide your thoughts.

1) NOT FOCUSING ON THE _____

Values both _____ THE MISSION, and _____
THE MISSION towards the vision.

2) HAVING THE WRONG _____ OF VALUES

3) FORGETTING TO _____ THE PEOPLE

*Give everyone an _____ to share with you what
they value.*

4) NOT HAVING _____ VALUES

5) POSTING IT AND _____ IT

DISCUSSION:

Do these mistakes sound familiar? What mistakes can you add to the list?

After reflecting on these mistakes, what lessons can we learn?

What do your current Value statements look/sound like? Take some time to write them out and reflect on them.

What changes, if any, can you foresee making after watching this session? Make some notes for reflection as you work through the remaining sessions in this module.

SESSION THIRTEEN

The Purpose of Having Core Values

Why do we even need 'Core Values?' This session will focus on identifying three key reasons why we need to articulate organizational values, and how they lead us into Vision.

1. VALUES BRING _____ AND UNDERSTANDING TO THE MISSION.

Ambiguity is nobody's friend.

You either let your values determine your decisions, or your decisions will ultimately determine your values.

2. VALUES PROVIDE AREAS OF _____.

It's easy to follow a rule, it's not as easy to navigate a value.

3. VALUES CREATE AREAS OF _____ FOCUS.

Values help guide non-verbal conversation and action.

DISCUSSION:

Do your values determine your decisions, or do your decisions determine your values?
What's the difference and why is it so important to start with values?

When was the last time you celebrated someone's value-driven behaviour? How did it play out? What did you notice from their reaction?

What actions and/or behaviours do you want to become part of the DNA of your organization? Take a moment and write down 2 or 3 actionable focuses that would help your organization succeed in its mission. (Specifically think about your context)

SESSION FOURTEEN

Values Are Like a RAMP

Take a moment, and start with prayer.

Values lead us forward by protecting, and bringing clarity to the mission, celebrating moments of growth and success, and helping us focus on the behaviours that will drive that success.

R - _____

A - _____

M - _____

P - _____

Ambiguity is nobody's friend.

BASIC TYPES OF VALUES

1) _____ Values

2) _____ Values

*A good set of values will BOTH _____ the organization,
and _____ the organization to improve.*

DISCUSSION:

How have you viewed values in the past? Do you view values as 'concepts', or 'behaviours'? What's the difference?

Does your organization have existing or aspiring values? Both? Take a moment and write down two (2) existing organizational values, and two (2) aspiring organizational values. How do both of these types of values help lead you forward?

SESSION FIFTEEN

Examples of Valuable Values

Take a moment, and start with prayer.

Jesus taught many values in his ministry years. He led the Disciples from the mission to the vision of building the church, by defining the repeatable, actionable, memorable, and purposeful actions and behaviours that we need to focus on. The Sermon on the Mount (Matthew 5-7), is a great starting point!

Just because we value something or someone, doesn't mean it belongs on the organization value list. Our values should work together to protect everything we consider to be important.

Our values need to be _____ enough to speak to all areas of our organization, and yet _____ enough to encourage the right behaviour.

EXPLORING A VALUE EXAMPLE USING R.A.M.P.

We need to ask a few questions to determine if the value is helpful in encouraging the right behaviour for success.

1. **IS IT REPEATABLE?** CAN I TANGIBLY REPEAT THIS VALUE? IS IT REPEATABLE?
2. **IS IT ACTIONABLE?** DOES THE VALUE STATEMENT INVOKE AN ACTION OR BEHAVIOUR?

3. **IS IT MEMORABLE?** IS IT CATCHY AND EASY TO REMEMBER?

4. **IS IT PURPOSEFUL?** DOES IT CLARIFY AND PROTECT THE MISSION?

DISCUSSION:

What are some 'broad value concepts' you see in your current value list? Take a moment and list them.

Go through the R.A.M.P. guidelines and questions and rewrite these values – turning them from ‘broad concepts’ to ‘valuable values’ that guide behaviours, clarify and protect the mission, and encourage success.

SESSION SIXTEEN

Drafting, Writing, and Confirming Values

Take a moment, and start with prayer.

Here's your chance to develop a set of values that can truly help protect and bring clarity to the Mission, while propelling you into your Vision. Making sure to focus on the correct valuable values, will go a long way in this process!

1. START THE PROCESS BY ENGAGING THE _____ OF THE ORGANIZATION

If you don't have strong values in place, everyone's _____ will derail the mission every single time.

2. DRAFTING INITIAL VALUES

***Values are just ideas,
until they become normal _____.***

3. FINALIZE YOUR VALUE STATEMENTS

There really aren't any rules with this – other than this: **start small and purposeful and build from there.**

- R.A.M.P. Guidelines:
 - Repeatable
 - Actionable
 - Memorable
 - Purposeful

4. REVIEW VALUES ANNUALLY, AND MODIFY AS NEEDED

- Are they still working?
- Do we need to remove something?
- Do we need to add something?

DISCUSSION:

How have your values changed since working through this module?

List several valuable values that your organization could use to succeed. Use the R.A.M.P. guidelines to develop them.

Select three (3) R.A.M.P. values that will help you succeed as an organization in the immediate future.

1	
2	
3	