
From Design to Implementation

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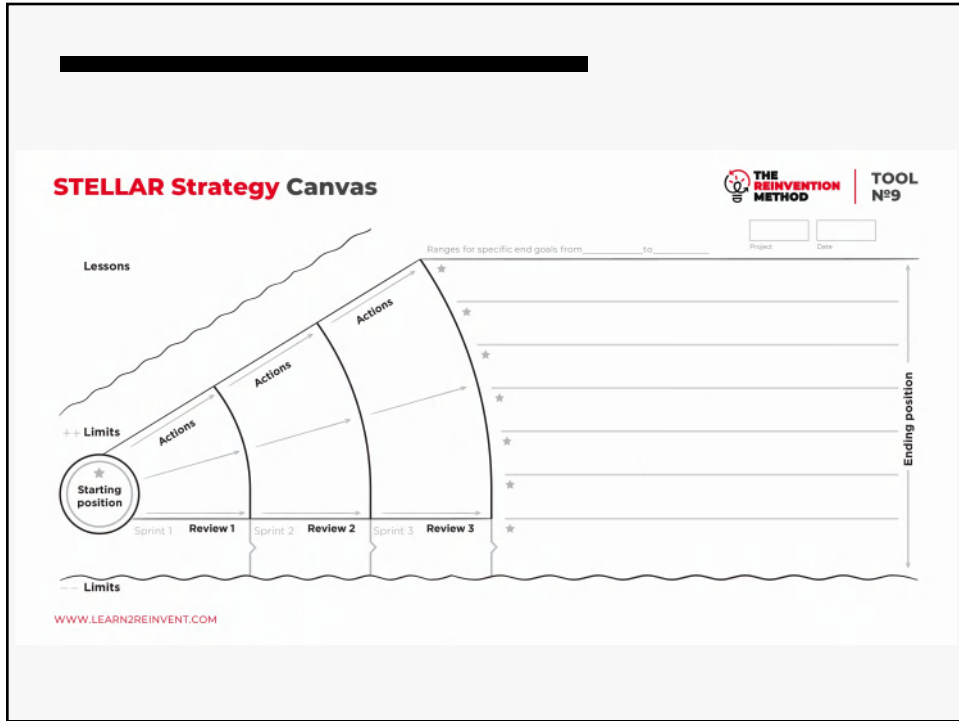
From Design to Implementation

PART 1
Starting Points
&
Ending Ranges

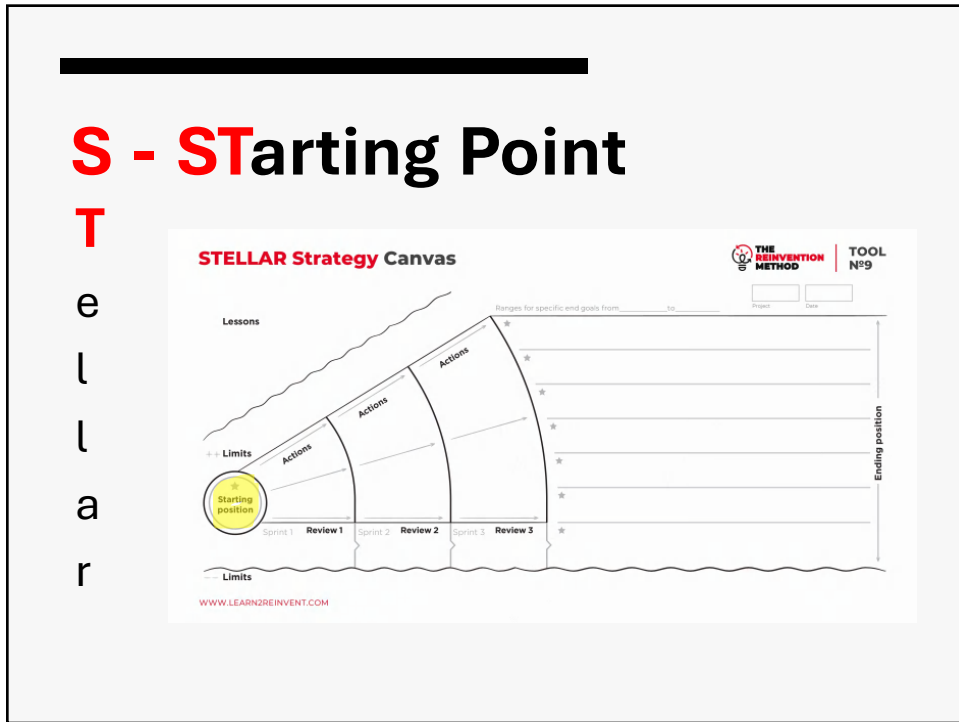
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Starting Point



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Starting Point – Not always clear

Describe the current situation in our church regarding the topic of calling & vocation.

1. The church has a crisis of ordained leadership.
2. Young people need assistance clarifying their life's calling.
3. People in our congregation do not have clarity about the manner in which God calls them.

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Starting Point – Not always clear

Describe the current situation in our church regarding the topic of calling & vocation.

1. ~~The church has a crisis of ordained leadership.~~
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Starting Point – Getting Clarity

How do you get the content that helps you describe the starting point?

- The pastor may have read and shared a compelling article on the topic of calling and vocation.
- The team may have done a survey of church members on the topic.
- The team may have done interviews or focus groups on the topic.
- Feedback from prior years evaluations consistently indicated a need for more work on the topic.

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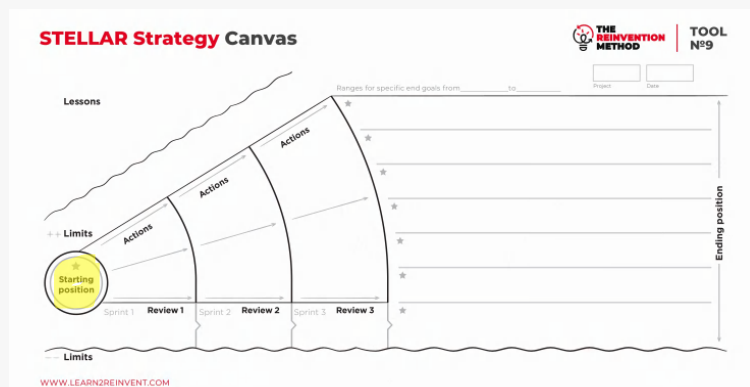
THE Starting Point

- People in our church generally do not believe they have callings
- In a recent survey, only 20% of members indicated that they feel called to their current careers
- In a recent survey, only 10% of members indicated that they know how to discern God's calling
- Research on calling indicates that developing a spirituality of calling adds a sense of meaning and purpose to people's lives and increases engagement in church life. We currently have about 20% of our membership actively engaged as ministry volunteers.

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S - Starting Point

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s - Ending ranges

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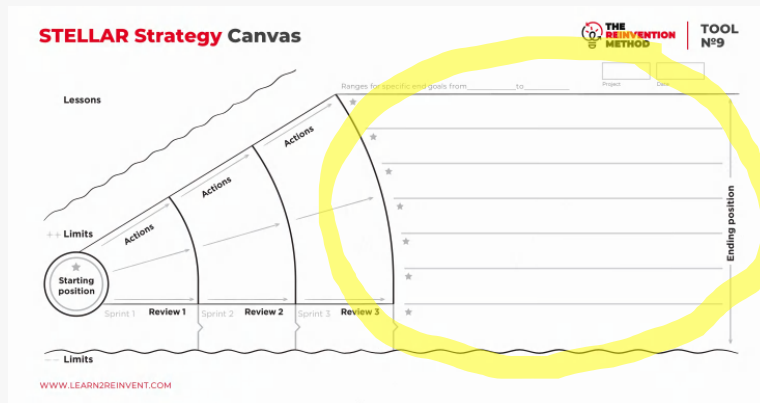
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Ending Ranges

- Instead of 5 new people this year...
- 3-7 new people this year!

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Ending Ranges Research

GROUP 1

- Fixed end point goal of 4 pounds lost per week
- 50% took advantage of the 2nd 10-week program

GROUP 2

- Ending range of 2-6 pounds lost per week
- 80% took advantage of the 2nd 10-week program

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THE Ending Ranges

By the end of the one-year project on calling and vocation:

- 30%-60% of our members will indicate that they can identify all or a part of their career as a response to a calling
- 20%-50% of our members will indicate that they are proficient in discerning God's calling
- 25%-40% of our members will be volunteering for some church ministry

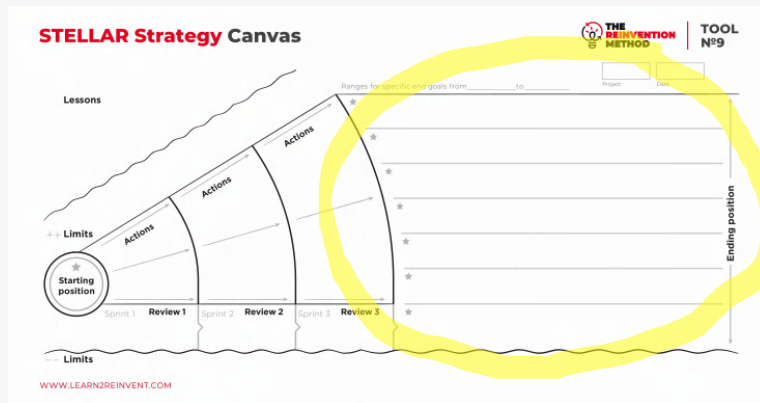
Staff Goals set as ranges:

- Staff will have a common language for calling spirituality within 2 to 4 months
- Staff members will each be able to share a personal calling story within 2 to 4 months

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s - Ending ranges

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Direct Relationship between Starting Point & Ending Ranges

Starting Point

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Ending Ranges

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From Design to Implementation

PART 2
Lessons
&
Limits

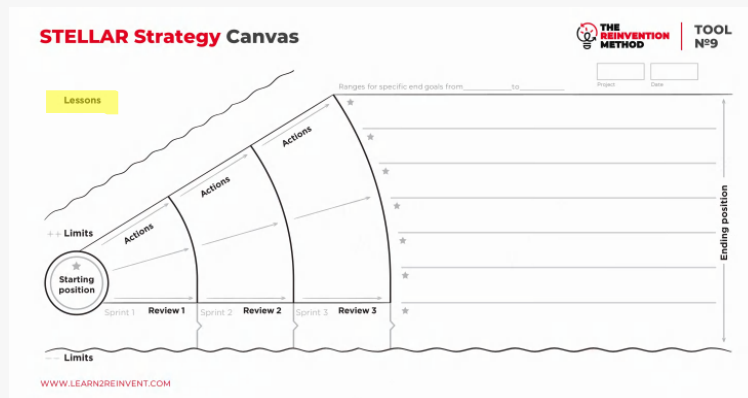
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S - Lessons

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3 Kinds of Lessons

1. Lessons learned during research
2. Lessons from past implementations
3. Lessons we learn along the way during this implementation project

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Lessons that Answer the Big "Why?"

- Framing life in callings helps people live with deeper meaning and purpose.
- Commitment levels increase when people live with a deeper sense of meaning and purpose

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Lessons from Past Implementations

- We need to improve with hospitality.
- We're good with set-up, but not so good with tear-down.
- We need to be more attentive to evaluation processes.
- We haven't been persistent with marketing efforts.

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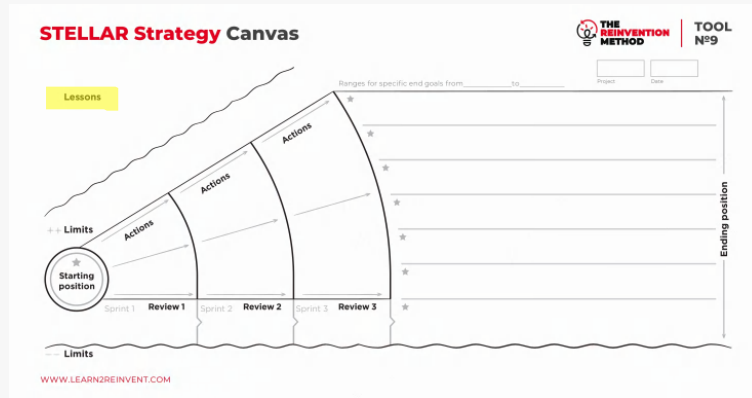
Lessons During Implementation

As you review and evaluate during implementation, learning will continue.

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S - Lessons

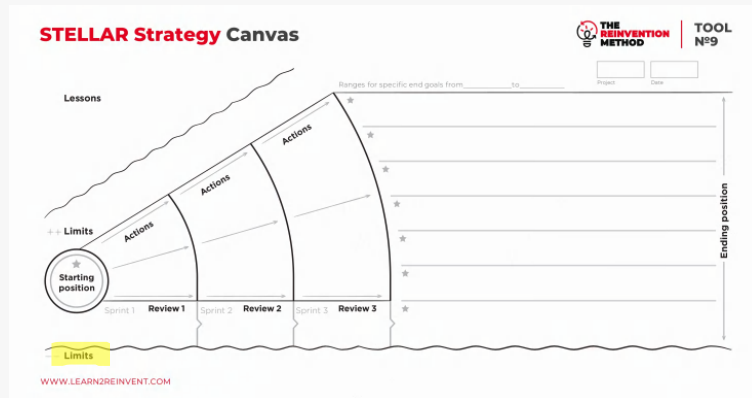
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Limits and Creativity



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Questions to Establish Limits

- What is our budget for the project?
- How much staff time will we devote to this project?
- What areas of organizational life will this project touch, and what areas will not be involved in the project?
- Who will lead the overall project, and who will be responsible for each segment of the project?
- How much time will it take to complete the project?
- How much geography will this project cover?
- What is the target audience for the project?
- What will we have to eliminate to make sufficient space, time, and money for this project?

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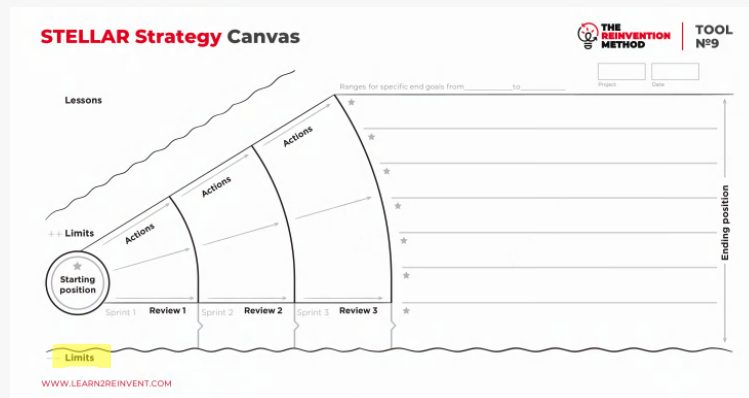
THE Limits

- Our focused is on church members.
- We have \$3,000 to spend on programs for this project.
- One staff member can devote 3 hours per week for one year. Other staff will integrate the project into current work.
- The lead staff member will wind down project X before beginning this project.

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S - Limits

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From Design to Implementation

PART 3 Actions & Reviews

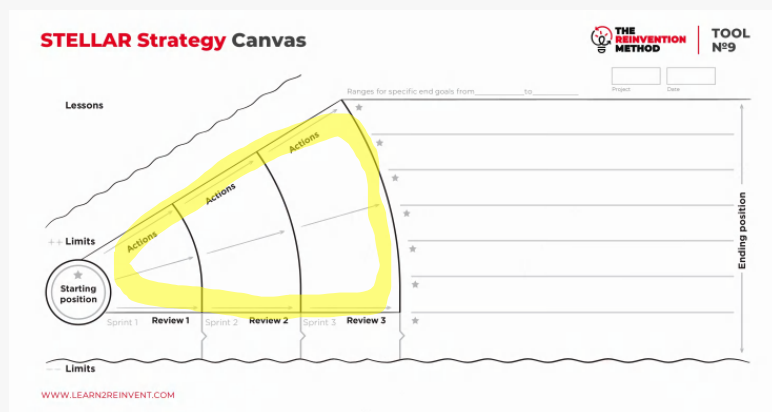
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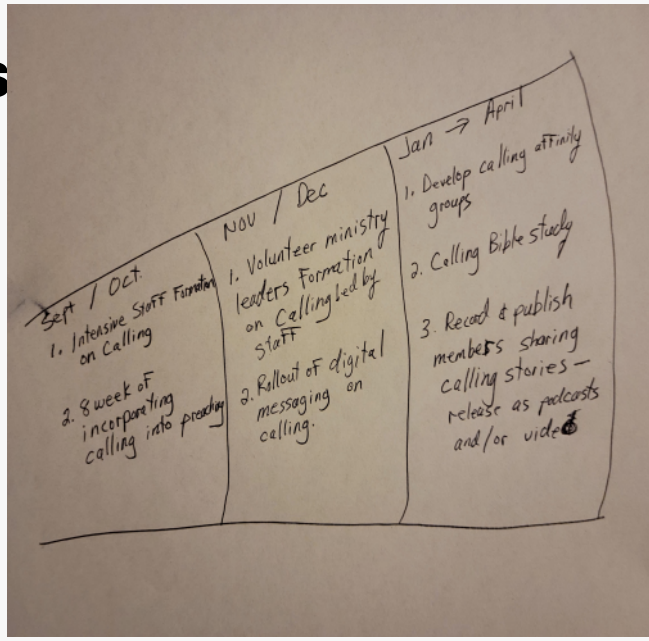
S - **A**ctions The things we do to move us from the starting point to anywhere within the ending ranges

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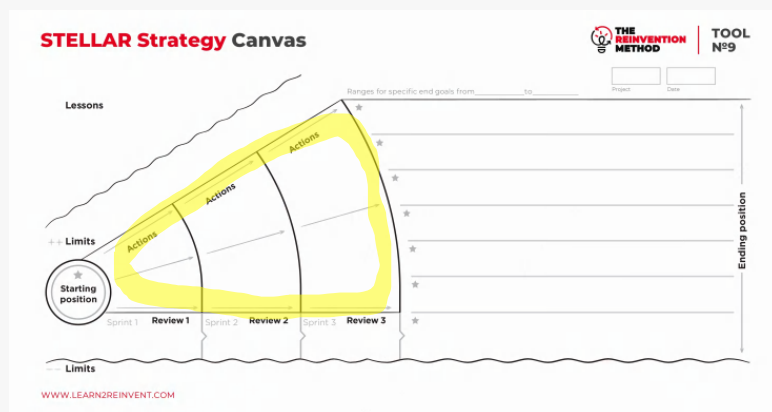
Actions



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S - Actions

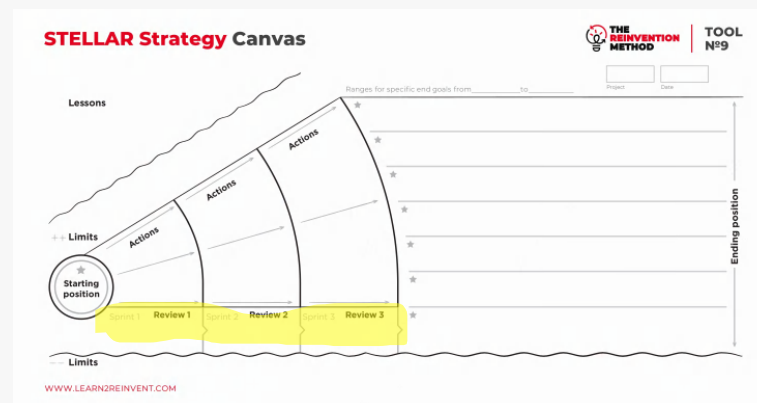
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S - Review

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Informal & Formal Reviews

- **Informal Reviews** – Evaluation processes that happen on the fly in real time
 - Reading the faces, body language, and verbal feedback from participants
 - Talking with participants during a program break
 - Huddling spontaneously with all or part of the team as a check-in or in response to an issue that surfaces
- **Formal Reviews** – Evaluation processes that are planned prior to implementation
 - Post-program team huddle for first impressions
 - Written evaluations by participants at the end of a program
 - Digital check-in with participants days/weeks/months after a program to assess lasting outcomes

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Two Review Purposes

1. To deepen learning
2. To guide next action steps

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Sample Review Questions for Learning

- What worked?
- What didn't work?
- What caused this?
- What was easy?
- What was difficult?
- What do you want more of?
- What do you want less of?
- What was most valuable to you?
- What will you never want to forget?
- What surprised you?
- What did you learn?
- What did we miss or overlook?
- If we were to do it again, what should we do differently?
- What questions do you have?

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Sample Review Questions to Guide Next Action Steps

- How shall we respond?
- What do we need to let go of or stop doing?
- What do we need to add that we are not currently doing?
- What is our next most important step?
- What will we do?
- What do we need (resources/time/people) to get it done?
- By when will we accomplish our next steps?
- Who will take the lead? Who will assist?

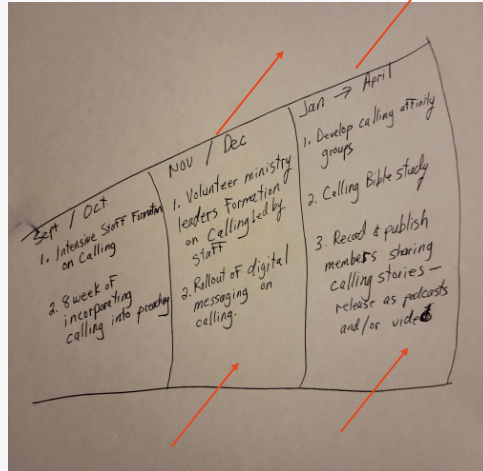
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How to Review

1. Name what you are reviewing and clarify why you are reviewing it
2. Ask open questions about what you are reviewing
3. Encourage honest responses
4. Identify themes in responses
5. Prioritize themes in responses
6. Select theme(s) that promise impactful results
7. Design actions in response to themes

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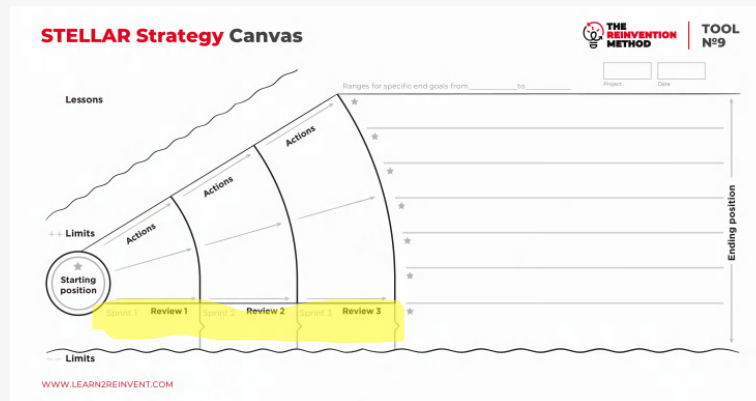
Reviewing and Emergent Strategy



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S - Review

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