



## Building Faith Communities of Significance

### *Growing Disciples and Building Spiritual Leaders*

## Laity Talent Management System™

### What is a Laity Talent Management System?

The Laity Talent Management System™ (LTMS) is a strategic methodology for thinking, dialoguing, planning, and organizing the development and management of people to empower life long learning in both spiritual formation and volunteer talent management. Essentially it is a mapping tool that can be used as a guiding resource for the church to meet people where they are and connect them to relevant resources for ongoing spiritual growth and involvement. Powered by the Servant Leader Framework (SLF), organizational leaders can build a customized LTMS for assessing, matching, and connecting laity to relevant resources to enhance laity's learning, relating, serving, and leading.

### Local Church Uniquely Gifted and Positioned by God

LTMS has been built on the vision that the local church has been uniquely gifted and positioned by God to *prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.* [Eph 4:12-13]

### People Want to Be Part of Making Something Happen for Others

God is calling His people to be part of making something happen for others and live a life of meaning, purpose, and significance without compromise. People are answering His Call. Is your organization prepared to instruct, guide, lead, and mentor His people?

The SLF continually asks the questions, "Where are you?" and "Who are you?" in order to challenge people to consider *both* "Where are you in your faith journey?" and "Who are you in the midst of your day-to-day, ordinary life?"

- The LTMS reveals *both* the unique faith journey of each individual *and* how their unique gifts, attitudes, actions, and behaviors when aligned with God's Will can release untapped human and spiritual potential for serving others and building God's Kingdom.

- The LTMS becomes a talent management application specifically designed around a discipleship methodology to assess, match, and connect people to relevant and meaningful resources for personal and spiritual growth.
- The LTMS encourages, equips, and supports an individual for continuous learning and development for personal and professional skills improvement and spiritual formation.

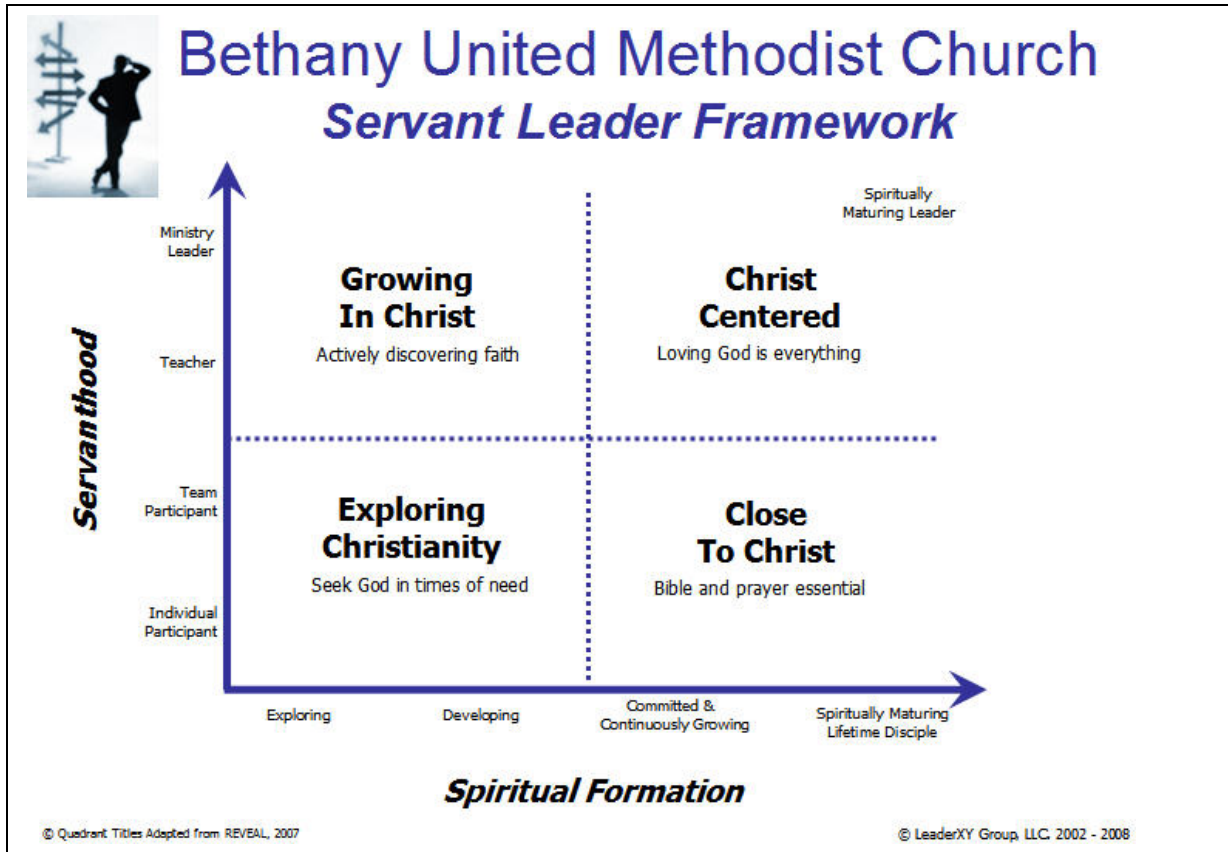
### Leadership Development: A Primary Component of the Laity Talent Management System

A primary component of an integrated LTMS is leadership development. Building leaders within a faith community often gets managed around stand alone, singular focused, and short-term training classes. The results are often disappointing and miss the mark. It is only when leadership learning and development becomes a fully integrated process into an organization's learning management strategy that untapped human and spiritual potential gets revealed and released.

Many clergy, staff, and church leaders are overworked, lack the time, right expertise, and disciplined resources to clarify and focus efforts toward laity spiritual formation, volunteer talent improvement, and leadership development. Developing and preparing servant leaders for serving in the church, workplace, and community gets lost in all the noise of day-to-day demands and the rapid pace of change and complexities of functional and relational issues of today's faith communities.

### Together the SLF and Leadership Development creates a Laity Talent Management System to:

- Empower the learning and development process for making disciples and building servant-minded leaders into lifetime disciples of Jesus Christ.
- Reveal and release untapped human and spiritual potential.



A Framework can:	The Servant Leader Framework can:
Focus attention toward a specific concept or situation.	Present the Purpose: Lifetime Discipleship.
Present a cognitive shortcut to help people make sense of complex situations.	Two Views: Manage the Tensions between Work Life Challenges and Spiritual Development
Evoke fresh alternatives for someone who is stuck or stalled by providing new distinctions and meaning to a situation.	Third Alternative: Creates a Field of Possibilities
Initiate a directional dialogue and influence the choices people make.	Meet people where they are and connect them to relevant resources.
Help people clarify thoughts about a situation, focus on what really matters to them, and establish a plan of action.	Faith Coaching: Easily customized to match the perspectives (needs and values) of the individual. Each person is treated as the unique gift of God that they are.
Organization: Organize the basics of a strategic plan.	Think, Organize, Dialogue, and Plan the strategies for making disciples and building leaders.
Communicate mutually agreed beliefs, values, and attitudes for building common understanding.	Define the structure of the organization that supports the functions, which in turn creates the environment for building lasting relationships.
Create a culture for learning and development.	A vibrant learning community for making lifetime disciples of Jesus Christ and building leaders of significance.

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