



## CONSULTING SOLUTION OVERVIEW

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### STRATEGIC PLANNING

When's the last time your team spent time thinking about the big picture, evaluating where you are, and dreaming about the future? We get so wrapped up in "Sunday is coming" that it is often hard to step back and really see where we need to go. If we don't plan for that destination, then we definitely won't get there. Strategic Planning is a process that gives you the opportunity to plan.

The purpose of participating in a Strategic Planning offsite is to prioritize time to facilitate a healthy and productive discussion about what is important for your church and build a solid strategic plan to help you get there. This process will simplify your focus, clarify your strategy, and unify your team.

### EXPECTATIONS

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The two-day offsite is designed to lead the key contributors, a maximum of 10 people, through a series of conversational tools that will help you identify the next steps you can take to best move your mission forward. The tools can be applied to your church's overall mission or a more specific focus, such as increasing generosity or planning for a new building.

The process works best when key contributors participate with a humble, curious, and teachable posture. With each person contributing to the process, it increases ownership and unity of the team.

### GOAL

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At the end of the intensive, we will have:

- Identified the top 2-3 objectives that would best move your mission forward in the next year (approved by you).
- Defined key metrics/results to measure success for each objective.
- Identified the goals for the first 3 months that will keep you on track with your objectives.
- Identified the key metrics/results that will measure success for the first 3 months and for the yearly objectives.
- Identified the person who will "own" each objective for the year.
- Begun identifying who will be on each "objective team" to drive progress for each objective.
- Potential suggestions for activities your church should stop doing.

## CONSULTING SOLUTION OUTLINE

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### PRE-WORK

- One to two months in advance of team offsite, process through the [Pre-Visit Questionnaire](#).
- If you want to do additional preparation for the StratOp, consider having the team read these three books:

- *The Advantage* by Patrick Lencioni
- *The 4 Disciplines of Execution* by Chris McChesney, Sean Covey, Jim Huling, Scott Thele, Beverly Walker
- *Traction* by Gino Wickman
- Two weeks before the team offsite:
  - Lead Pastor/Team Leader sends written responses to ICN Consultant with responses to the Pre-Visit Questionnaire, along with a short bio for each participant in the offsite.
  - Lead Pastor/Team Leader to have Zoom conversation with ICN Consultant about Pre-Visit Questionnaire.

## **TWO-DAY TEAM OFFSITE**

- Two-days, 9 am — 5 pm preferred timeframe.
- Prepare a conducive environment for this offsite with the selected team and ICN Consultant. (Note: These details will be shared a couple weeks in advance.)
- Review the above questions your team discussed.
- Participate in various conversations as led by an ICN consultant that will result in prioritizing outcomes and an accountability structure for you to fulfill the strategic plan.

## **FOLLOW-UP**

Leaders will be provided with a synopsis of their Strategic Plan for the designated time period including:

- 2-3 Key Objectives
- Short-term wins, generally 90 days
- Long-term wins, generally a year

This process will include a quarterly review by the church team to evaluate progress and then plan for the next quarter to ensure the key objectives are met over the designated time period.