



## SYSTEMS FOR HEALTH: THE LEADERSHIP DEVELOPMENT SYSTEM

by Glenn Smith

The **three critical systems** needed for a new church to be healthy and sustainable are:

1. An Assimilation System
2. A Spiritual Formation System
3. A Leadership Development System

In this paper we want to give thought to creating a **Leadership Development System**.

Almost every church I know of complains that “We don’t have enough leaders.” The truth is that your church can become a leadership development machine! I mean that in the most alive, organic way. If you create a plan (or system) your church can be spitting out leaders on a regular and consistent basis.

The best example of leadership development that I’ve seen in the business/corporate world is G.E. They have been given the nickname of “The great producer of CEO’s.” The reason? More CEO’s are developed at G.E. than any place else in the country. One example is Jack Welch.

Jack joined G.E. right out of college. He worked his way through their “leadership pipeline” and eventually became that CEO of G.E. However, while Jack was developing through their pipeline, so were numerous others. Now not everyone can be the CEO, so what happened to the others? Several of them became the CEO’s of other major corporations such as Boeing and Home Depot. Where did Jack’s successor come from? You guessed it, inside.

Why doesn’t the typical church have a system for developing spiritual CEO’s? Why doesn’t the church have a system for developing senior pastors and church planters internally? Much can be learned about leadership development systems from G.E.

As I coach church planting pastors (post-launch), I guide them to create leadership pipelines systems. The only reason your church doesn’t have an abundance of leadership (like G.E.) is because you haven’t developed them! I guide pastors to create pipelines that develop people. They begin as committed followers of Jesus and move through a process (several steps) until they are leading at the highest level, e.g. senior pastors or church planters or campus pastors.

Do you have an effective pipeline? A good coach can help.