

Creative Ministry **TEAMS**

553 N. Magnolia Ave, El Cajon, CA 92020 * (619) 562-7400 * (619) 440-4874 fax
www.CreativeMinistryTeams.org

Services and Products 2010

Services:

Creative Ministry Teams (CMT) services to ministry organizations are provided within three inter-related categories:

Conferences

Consultation

Coaching

These services are often combined. Whether engaged sequentially or aggregated these conferences, consultation, and coaching provide our clientele with training and practical application to achieve desired and sustainable results.

CMT customizes the service investments for your organization. We offer what your ministry departments need to assure that what you receive produces the results you desire.

Conferences:

Conferences are group events occurring from 1 to 2 days, lasting anywhere from 3 hours to 10 hours. A CMT presenter designs and adapts content to fit your organization's meeting goal.

Conferences are an excellent means to present vital leadership and ministry core team training information to groups large or small. Use our conference option for off-site meetings, retreats, and conventions.

Each one of the publications you see at www.CreativeMinistryTeams.org provides the content for a conference you desire. Please see [Products](#) below.

Consultation:

Consultation includes 4 areas of investment. The consultation process lasts from 4 to 16 months.

1. ***Relationship and Operational Structure Analysis (ROSA)***: ROSA is a needs assessment operation that helps you and CMT determine the health, dysfunction, or degrees of both of your ministry organization. ROSA consists of an Acquaintance Seminar, confidential one-on-one interviews, data collection, analysis, and the presentation of two reports: the Executive Report and the Participant Report. ROSA is a window on your ministry. The operation provides you and CMT with the information needed to help design a program of consultation and coaching that fits you and your teams.
2. ***Organizational Investment***: Ministry Leadership and Core Team training for small or large groups is a centerpiece of the investment strategy of CMT. Leaders and core team members are taught principles of team construction and operation and how to apply them in their daily practices. Major focus points include the development and implementation of a core team's Values, Vision, Mission, and Message. As the team improves its relationships and corresponding operations it improves its leadership, builds highly effective teams, and appropriately handles the 21 Core Issues for Core Teams. Please access the free download of Chapter 10 of *Core Teams Work* where these issues are described. See www.CreativeMinistryTeams.org Publications, *Core Teams Work*.

3. **Reinforcement:** Confidential one-on-one meetings are where learning becomes living. Changed behaviors comprise the goal in the lives and contributions of those who go through our programs of investment. Reinforcement sets CMT apart and gives you, our valued client, the opportunity to grow and measure results from your people. The practical application of principle provides the strength for participants in core team structures to succeed. Seminars are not enough. People must see life-principles in practice. This is the difference between procedures where people listen and may apply what they hear, and those where people who listen are taught how to apply what they hear through one-on-one mentoring.
4. **Reporting:** Accountability is high on our list of priorities. We consistently measure results and report our findings to pastoral staff, team leaders, and core team members as the process of investment unfolds. Our desire is to model the kinds of accountability behaviors we teach.

Coaching:

Coaching is a process of continuing care and relational and functional growth. CMT offers coaching throughout our engagement with you to assure ongoing progress as part of planning for current and future operational ministry success. Coaching programs have specific starting and ending points, mutually agreed by our client and CMT.

Coaching is designed for leaders and their core teams. It includes these focus points:

1. Communication techniques
2. One-on-one leadership investment
3. Problem identification and conflict resolution
4. Strategic planning
5. Operational efficiencies
6. Work culture changes
7. Asset management
8. Change adaptation
9. Performance review procedures
10. Personnel assessments
11. Staff acquisition and interview criteria
12. Leadership impact, influence, and investment
13. Action step implementation

14. Winning vs. whining
15. Initiative
16. Balance
17. Company and personnel resources: time, target, and treasure
18. Micromanagement, Intimidation, and Attention-grabbing
19. Confidence, clarity, and closure
20. Customer service initiatives
21. Building a legacy

Products:

Products consist of published instruction and resources tools, available for purchase at the corresponding websites below. The books provide curriculum as well as resource material. Each book is utilized in Conferences, Consultation, and Coaching, services.

1. *Leadership Is—How to Build Your Legacy*
www.LeadershipIs.com
Focus: Leadership training, investment, and duplication
2. *Industrial Strength Solutions Build Successful Work Teams!*
www.Industrial-Strength-Solutions.com
Focus: Building Core Teams
3. *Core Teams Work Their Principles and Practices*
www.CoreTeamsWork.com
Focus: The function of the core team, addressing the 21 Core Issues for Core Teams
4. *L.E.A.D.—Learning, Education, Action, Destiny* and its advanced study guide *Leadership Works*
www.Lead52.com
Focus: 52 leadership lessons for ministry core teams, one for each week of the year
5. *Lincoln, Leadership and Gettysburg*
www.Lincoln-Leadership-Gettysburg.com
Focus: An examination of the leadership of President Abraham Lincoln observed in the Gettysburg Address