



Name

Date

CONTENT MODULE SUMMARY SHEET

Building a Culture – The Plan, Tools, and Equipping

INTRODUCTION

Randy Pope is a Pastor, and President of “Life on Life Ministries.” This non-profit focuses on Leadership Development — a subject Randy is well acquainted with after leading Perimeter Church, one of the most consistently growing churches in Atlanta. Randy has great wisdom to share with Iron Forums members through multiple subjects we can all learn from. In this series of interviews with Gary Smith and Randy Pope, we’ll cover various subjects ranging from Kingdom-to-Culture and Faith-to-Focus that you can apply to your business and your life.

SCRIPTURE

Proverbs 16:3,9, “Commit your works to the Lord and your plans will be established. . .The mind of man plans his way, but the Lord directs his steps.”

Luke 6:40, “A pupil is not above his teacher; but everyone, after he has been fully trained, will be like his teacher.”

2 Timothy 2:2, “The things which you have heard from me in the presence of many witnesses, entrust these to faithful men who will be able to teach others also.”

CONTENT

Building a Culture - The Plan

Everything we do whether it is family, work, or church, they all function much better with a plan. We must ask ourselves – do you have a business plan? Life Plan? Family plan? How many of you have a written for these areas? Most people don’t have a life or family plan. Then the question becomes - How do we do this?

Why are plans important? Plans detail the purpose, the process, the people, and the intended outcome. Plans begin with a purpose, then spell out what will you be doing. The clarity of the plan will determine the amount of investment. Every worker or investor needs to see the plan in order to be committed. When people are not invested is generally is a product of an unclear plan. The better the plan the better the investment. Plans need to be at all levels of a company.

To build a plan you need to answer five questions.

1. Why do we exist? Life? Family? Business? PURPOSE
2. What are we trying to accomplish? VISION
3. How will you accomplish our vision? MISSION (What do we have to do?)
4. What is most important to us? VALUES (what are the non-negotiables?)
5. How do we know if we are accomplishing our vision and mission? GOALS

Tools

Tools are those things that make the mission possible. What are the things that you use to make the product you are



producing or selling? Identify the tools you need and use to make this happen. Then we need to train to help them there will be time when you need to develop new tools or innovate your tools.

Equipping

We need to equip people to use the tools by the use of training. Only by making the training life to life will it be more effective. This is illustrated by Ken Blanchard - Situational Leadership. Directives lead to coaching (watch you model the way), then you go to support (a go-to person), and finally to delegating. Never try to give direction and then move to delegate, tis skips the middle steps. Training needs to be personal and life-on-life. An organization is only as good as its training. This personal attention helps the culture become a family.

DISCUSSION QUESTIONS

1. Why is planning for important for an effective life, family, or business?
2. Do you have a written purpose in these areas of your life?
3. What will to take to do this? When could this be done?
4. What are the tools of your business?
5. How are you doing at life on life training.

CHALLENGE

Plans - Keep it simple – get the basics down.

Repeat it over and over. (keep orienting every year)

Model the way. Persevere.

Have a written purpose for your life.