

# LOUISIANA 2021-2022

## BENCHMARKING PROGRAM EXPLANATION

Research by the Ken Blanchard Company reports that people promoted into new positions are **NOT READY TO LEAD**, saying that people *are usually promoted without the skills they need to be good at their new job*.

Job Benchmarking is a patented process used by more than 6,000 organizations to help determine the skills, knowledge, and key responsibilities needed for a specific position or job.

**“If the JOB or POSITION could talk,”** it would, clearly define the competencies, knowledge and people skills needed for superior performance. Research into these skills and behaviors over the last three decades has revealed a set of 25 specific competencies that contribute to being effective as a leader or manager.

83% of organizations say it’s important to develop leaders at all levels but only 5% have fully implemented plans to actually develop them. We want to change this for Church of God leaders.

**The primary goal** is to provide ministers with information that fundamentally helps them prepare mentally, emotionally, and spiritually for ministry.

**The secondary goal** is to provide ministers with a personal and confidential process that ascertains where they are, in terms of the basic requirements of ministry within the context of Louisiana, and where they need to be (a GAP Report). And the GAP, if there is one, in a particular area, is nothing more than an area for development. We simply want to better equip ministers and, as much as possible, **“take away the opportunity for us to fail.”**

All Administrative Bishops and State Women’s Ministry Directors are presently working through this same process.

This initiative is endorsed by the Executive Committee and promoted throughout the Church of God. It is proving to be extremely helpful to pastors, their staff, their key volunteers and lay people who own businesses or are leading or working with a non-profit organization.

### How you can get involved:

1. **[Provide us with a workable email address and cell phone number](#)** so we can send you the LINK to take a Coaching assessment that will serve as the foundation for this training program. *FREE For Louisiana Senior/Lead Pastors. Register Online by clicking on the “Pastor Benchmark Registration” link in an email sent to all ministers & minister’s spouses.*
2. **[Provide us with workable email addresses for any of your staff, volunteers, or laypeople](#)** who would like to take advantage of this unique training.
  - For Non-Pastors (Spouses, staff, ministers, lay leaders) the TriMetrix DNA Coaching assessment cost of **\$89-** payable to **Louisiana State Office**. A retail value of \$320.
  - *Register Online by clicking on the “Non-Pastor Benchmark Registration” link in an email sent to all ministers & minister’s spouses.* You can forward the email or link to your leaders.
3. **[Take the assessment, print your report\(s\), and attend the training LAB at via Zoom November 11, 2021 – 6-9 PM.](#)**