

From Talk to Traction

Adjustments to move ministry forward



Grace in Action



From Talk to Traction

Purpose of the Presentation

- To help teams:
 - Turn **regular meetings** into engines of execution, not just discussion
 - Move **long-term plans** from good intentions into measurable, sustained progress



React

“Vision without execution creates frustration, not impact.”

- **Meetings are frequent** — but decisions, owners, and next steps are unclear
- **Plans are inspiring** — but timelines, accountability, and follow-through are missing
- **Energy is high** — but actions are not consistently aligned to mission and vision



React

- “When everything matters, nothing moves.”
- “Most teams don’t lack passion. They lack the discipline to turn it into traction.”

- **Key Question:**

How do we move from *talking about what matters* to *doing what moves us forward / makes an impact*?



Why do we stall?



Why do we stall

- **Common Meeting Traps**

- Updates/Reports vs. progress
- Consensus vs. clarity
- Discussion vs. decisions
- Activity vs. accountability

Insight: Traction is not about working harder—it's about working with structure.



Meeting Norms

- Before a Meeting Starts is there:
 - Uniform understanding of Purpose
 - Clear understanding of expectations
 - A common set of behaviors
- **Tool:** Ministry Meeting Norms



Shift #1: Move from Sharing to Deciding

- Every meeting must answer:
 - *What decisions are we making today?*
 - *What will be different long term because we met?*
- **Tool:** Decision Agenda / L10 Meeting Agenda
 - Information before the meeting is vital
 - Issues requiring input
 - Topic owner identified in advance



Shift #2: From Reporting to Resolving

- Replace “round-the-room updates” with:
 - What’s stuck?
 - What needs a decision?
 - What’s off track?
 - Let pre shared reports tell the story
 - Identify the issues and tackle one at a time
- **Tool:** Issues List - See Level 10 Template



Shift #3: From Discussion to Ownership

- End every meeting with:
 - Clear documented action
 - One owner (Maybe a helper)
 - Specific deadline
- **Rule:** If no owner is named, the action doesn't exist.



Simple Traction Meeting Rhythm

1. Review priorities & scorecard
2. Review tasks assigned
3. Identify ongoing or new issues
4. Make decisions
5. Assign next actions

Tool: Level 10 Template



Long Term Planning Challenges



Making Long-Term Planning Move

- **Shift #4: From Big Vision to Narrow Focus**
- Vision sets direction
- Focus creates movement
- **Principle:** You can't execute everything—Prioritize



From Strategic Plans to Execution

- Break long-term goals into:
 - Annual priorities
 - Quarterly or trimester “rocks”
 - Assign “rocks”
 - Committee or individual work completed
- **Question:**
What must be true *this quarter or trimester* for the annual priorities / long-term plan to succeed?



From Hope to Measurement

- Key components to impact
 - What gets measured gets managed
 - What gets reviewed gets done
- **Tool:** Simple Scorecard – See L10 Template
 - 5–10 key indicators
 - Reviewed consistently
 - Tied to strategic priorities



Creating a Culture of Traction

Three Anchors

1. **Clarity** – Everyone knows the priorities
2. **Rhythm** – Execution is reviewed consistently
3. **Accountability** – Progress is owned, not assumed

Traction is a discipline, not an event.



From Talk to Traction

- **From Talk to Traction happens when:**
 - Meetings produce decisions
 - Plans produce action
 - Vision produces movement
- **Final Question to Leave with for your Ministry Team:**
What one meeting or planning habit, if changed, would create immediate traction?



Partnering with Congregational Services

- WELS Congregational Services
- How we can assist
 - The Synod
 - The Congregation
- Take the created report and facilitate moving it to a plan with action.

