

## What is a strategic debrief?

de•brief /dē- 'brēf/ verb

## To carefully review upon completion.

A strategic debrief is a dedicated meeting for a ministry team to <u>actively and productively</u> reflect on the ministry's current and past activities.

#### Active

- · Formal meetings vs. sharing informal thoughts with one another in passing
- Structured meeting and use of debrief tools to generate focused reflection. Consider what reflections are relevant to the team.

#### **Productive**

- Strategic debrief has a clear agenda and objective. For example:
  - What key questions need to be answered?
  - What data needs to be reviewed?
  - What goals and areas of alignment need to be measured?
- Strategic debrief generates practical reflections that can be used to inform future team decisions, goals, strategies, etc.

## What is the benefit of a strategic debrief?

Strategic debriefs are a practice that nurture Healthy Church rhythms. Consider the following benefits strategic debriefs provide.

- Intentional time for discernment and celebration for what God has done.
- Opportunity to bring together multiple perspectives/voices and foster team-based ministry.
- Dedicated space to gather information that can be informative for future ministry decisions/actions.
- Intentional time to measure what matters for the ministry.
- Assessment of alignment with vision, mission, values, and goals.





## Facilitating a Strategic Debrief

There are various ways to facilitate a strategic debrief. Consider the following best practices.

- Schedule a dedicated time for a team debrief that is soon after the ministry activities/event to be debriefed.
- Prepare the team for the debrief. Set expectations and agenda items, and share questions to consider in advance.
- Collect any necessary or helpful data in advance of the meeting. For example: participant surveys, ministry participation statistics, feedback comments, etc.
- Cultivate a space for learning and growth. Effective strategic debriefs allow for different perspectives, high challenge, and difficult questions.
- Record the key takeaways of the strategic debrief.
- Assess if key takeaways require further discussion or integration into future ministry decisions/activities.
- Identify next steps, as applicable.

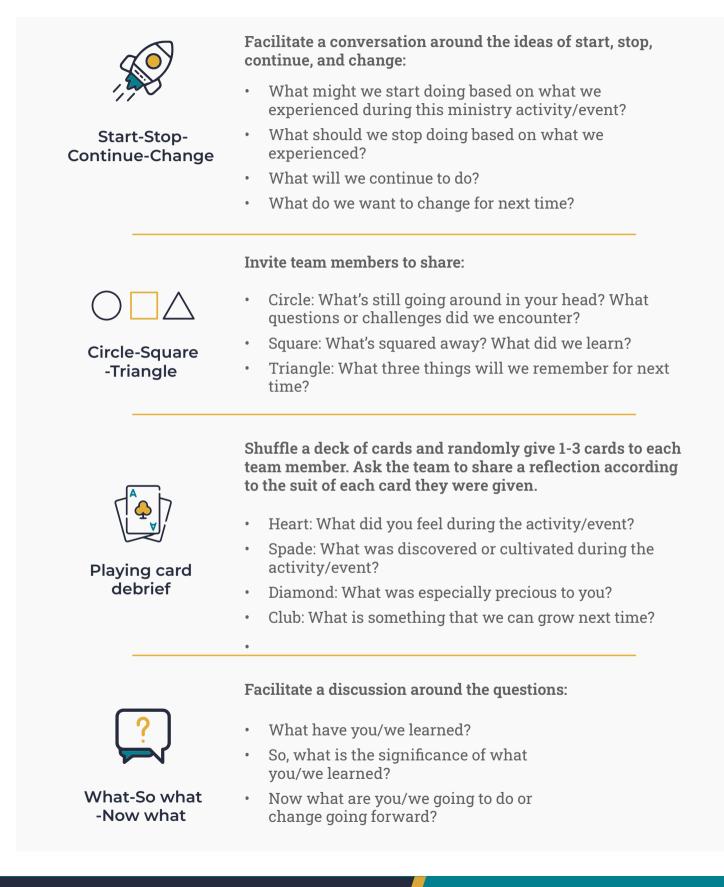






# **Debrief Tools**

Here are some example tools that can be used to generate reflection during a strategic debrief meeting.



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## Make sure to record key ideas! For example:

- Have a note taker for the meeting.
- Tape a poster on the wall for each questions/category, and record ideas on the appropriate poster throughout the conversation.
- Tape a poster on the wall for each question/category. Give team members 5-10 minutes for personal reflection, then invite them to record their ideas directly on the poster or on Post-it notes that they will attach to the appropriate poster. Follow this time of personal reflection and recording of ideas with a time of team discussion.

# THE ESSENTIALS:

# **Strategic debriefs**

Are an effective practice for ministry teams that seek to grow in intentional and focused ministry participation. They provide a dedicated time for active and productive reflection that can provide valuable insight for future ministry discernment, decisions, and actions.





