



Pre-Assessment



Test Your MBA-Q

Before you embark on the curriculum in this book, consider taking this brief pretest to assess your ministry's strategic readiness. Each item on the MBA-Q corresponds to a course in *The Minister's MBA*, so the MBA-Q will point you to those chapters that may be especially germane for your ministry.

Completing this instrument is simple. For each of the twelve areas of the MBA-Q, check all the boxes that represent true statements about your ministry (only check the boxes that are indisputably true). Then review your responses to identify areas of relative strength and weakness, using the table that you will find at the end of the text.



MISSION (MMBA 501)

- We have a mission statement.
- We have a succinct mission statement that has clearly translated God's call into a few actionable ministry goals.
- Everyone working in our ministry can recite our mission statement verbatim.

ORGANIZATIONAL DESIGN (MMBA 502)

- Our staff and volunteers feel that the ministry's leaders provide needed resources, knowledge, and freedom to maximize their contributions.
- We have consciously considered how to harmonize our strategy, structure, and systems to create a mission-oriented and performance-oriented culture.





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- We have accurate, up-to-date measures of our culture that we use to diagnose our ministry's internal health.

HUMAN RESOURCES (MMBA 503)

- We have recognition and reward systems that motivate our people to top performance.
- Our recruitment system for employees and volunteers yields an abundance of talented, long-term ministry partners.
- Our ministry has identified its most strategic jobs and has invested significantly in the people who occupy those jobs.

EXECUTIVE DECISION MAKING (MMBA 504)

- We understand that it's easy to make bad decisions, and we use advisors and internal debates before making major decisions.
- We regularly use checklists, frameworks, decision trees, and/or other decision aids to ensure we don't miss things.
- We have clear objectives for our programs, products, and services, and we have an accountability system that ensures we reconcile actual results with the assumptions and forecasts that drove the decision-making process.



MARKETING (MMBA 505)

- We have identified clear people segments that we want to target (e.g., families, singles, youth, seekers, divorce, recovery, etc.), and we understand their habits and practices well.
- For each target-people segment, we have a decision-making model that describes the steps that precede involvement with our ministry.
- We have measures that pinpoint what we do well and what we can do better with respect to moving our target segments from uninvolved to highly involved.

INNOVATION (MMBA 506)

- We are always testing new ideas to improve how we do things.
- To remain highly relevant, we stay in touch with trends and we pay close attention to the lifecycle of our products, programs, and services.





Over the past two years, we have successfully introduced new products, programs, and/or services that have significantly increased our ministry's impact.

OPERATIONS (MMBA 507)

- Continuous improvement is a way of life in our ministry.
- We routinely look outside of our ministry to benchmark how we're doing and to learn from those organizations that are exceedingly fruitful.
- We've identified the specific activities that are key to producing mission-consistent outcomes for each of the target segments we serve.

ACCOUNTING AND FINANCE (MMBA 508)

- Our leaders can read financial statements and pinpoint troubling trends.
- In budgeting, we don't just tweak last year's numbers, but instead, we base our forecasts on detailed scenarios, thereby avoiding budgeting gamesmanship and sloppy projections.
- Before investing resources into new products, programs, or services, we formally examine how well the mission fits our ministry, the cost versus benefits, and the risks involved in those activities. We then rank the opportunities in order of attractiveness.

THE STRATEGY MAP (MMBA 509)

- We have a clear strategy that is well understood by everyone in the ministry.
- We have developed a detailed cause-and-effect model of the key success factors that drive mission-consistent outcomes.
- Everyone in the ministry can articulate our cause-and-effect model, as well as their role in the process of delivering maximum ministry success.

THE BALANCED SCORECARD (MMBA 510)

- We have clear outcome measures linked to clear plans to achieve them.
- Everyone in the organization is aligned to clear measurable goals that directly or indirectly link to our most strategic outcomes.





- We understand and track leading indicators; we always have a clear sense of our progress towards goals and can adjust things up or down as needed.

IMPLEMENTATION (MMBA 511)

- For ministry initiatives, we create action plans that specify time-tables, budgets, and who is responsible for the initiative.
- We have a system that collects information to track progress toward our goals, that detects bottlenecks, and that provides employees the information they need when they need it.
- Our ministry is a learning organization, an organization that actively seeks to monitor its progress, learn from its results, adapt, and improve.

TRANSFORMATION (MMBA 512)

- Our ministry has developed a successful process for introducing and adopting useful new technology, training, and management programs.
- Over the past three years, we've gone through major change that has significantly increased our mission-consistent outcomes.
- We have a performance measurement system in place to help link desirable new organizational practices to individual employee goals.



Scoring Your MBA-Q

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| 0 checks | A blind spot |
| 1 check | A major opportunity area |
| 2 checks | A minor opportunity area |
| 3 checks | An area of excellence |

