

How to Build a Kingdom-Focused Organization

by Angela Hough, Heritage Design Studio

There are many parallels between building a Kingdom-focused Organization and Architectural Planning. As a residential Architecture Firm, we plan every day. We support each engineer, city personnel, and every trade involved in the construction process.

Planning is needed for success in any organization, but not to simply reach measurable goals. Plan in a way to disciple the next generation on your team. It is incredibly rewarding to see team members become team leaders.

Vision: Clearly express the vision so the team understands the direction and ultimate goal.

Attitude/Heart Position: Provide a culture where collaboration and creativity are encouraged for a smooth path to success. There are no bad ideas, even if “we’ve tried this in the past”.

Parameters: Include physical limitations, budget, timing. Kingdom-focused organizations must be sustainable, and respecting these parameters will ensure sustainability.

Assets and Liabilities: A Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis is incredibly helpful. Know the strength of each leader and each team member. We use the enneagram test and StrengthsFinder (by Gallup poll) to know who is best suited for each task.

Delegate: Allow flexibility and creativity for team members to make decisions. Allow for failure to happen so the team members learn. Celebrate each success so the team members learn.

Dedication: Know that implementation will require continuous support along the way, and passion is *ultimately* what ensures quality.

I hope this is inspirational to you all, and prompts some growth strategies. In case you’re curious, here’s a link to [some of our work!](#)

