

WHERE'S THE NEXT BIG STEP FOR YOUR COMPANY >



 LIFE LESSONS
OVER LUNCH

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 LIFE LESSONS
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A MARKETPLACE INITIATIVE & CATALYST TO SPIRITUAL GROWTH

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1.1 What Is Life Lessons Over Lunch?

Life Lessons Over Lunch is a marketplace initiative with the purpose of facilitating the spiritual growth of those employees who choose to participate.

Life Lessons groups meet on a regular basis to view a message on DVD over lunch. Life Lesson groups are employee driven, non-denominational, and completely voluntary.

1.2 Why does Life Lessons Exist?

Life Lessons exists to promote life change in the marketplace.

1.3 Who Is It For?

In short, Life Lessons groups are for everyone.

Launching and leading a Life Lessons group is for those people who want to make a significant impact in the lives of those that they work with on a daily basis. Life Lessons Over Lunch provides a unique way to create an environment where life change is possible.

1.4 When and Where Do Groups Meet?

Life Lessons groups meet all over the country. Typically the groups will meet at the company.

Life Lessons group meetings are conducted during non-company time. Lunch has proven to be the most successful time slot.

1.5 What is North Point's role?

The Life Lessons staff at North Point exists to encourage Life Lessons Leaders to leverage their influence in the marketplace and equip them to create relevant and safe environments for participants to experience life change as they consider faith and explore biblical principles.

North Point provides training and resources for group leaders; including DVD media through our resource center. Additionally, North Point provides 90 days of direct staff support with ongoing volunteer coach support thereafter.

Whether it is training or resources, or even if you just have a question, North Point is ready when you're ready!

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INTRODUCTION



As a Life Lessons Leader, it is important for you to have an idea of what you desire to accomplish. By taking the steps to start your own group, you have said that you have a vision to allow God to use you to impact the lives of those your work with. There are six important steps to defining your vision for Life Lessons at your company.

2.1 Build a Team

Before you go public with your vision, you are going to want to build a team of like-minded individuals who can help you execute your plan. This steering team should consist of 3 to 5 individuals who have connected with your vision for Life Lessons at your company.

Your team will play a vital role in not only establishing Life Lessons, but also sustaining the group. One day someone else will be doing what you are doing. Whether you have an exit strategy or not, ultimately, you will exit. Having a team will insure that the vision will continue.

2.2 Clarify the Win

What would you like to accomplish through your Life Lesson group? When it is all said and done what do you want to look back on and celebrate? This is what clarifying the win will do.

Clarifying the win will also define your target audience and provide a metric to measure the success of your group. The target audience should be those who are seeking or starting a relationship with God.

2.3 Narrow the Focus

Focus is the key to achieving excellence and making an impact. Your group should be designed to do no more than one or two things well.



The temptation will be to allow the group to morph in to something that it was not designed for. Some will want a bible study; others will want a prayer meeting. If you narrow the focus to creating a non-threatening, non-pressuring environment, where participants are able to consider faith, you will be much more successful.

VISION

2.4 Teach Less for More

A Life Lessons group should be simple to execute. The less you say, the more you will communicate. You will be more effective at every level if you say only what you need to say to the people who need to hear it.

In short, your communication at the group meeting should consist of no more than a few announcements, possibly a prayer and then pressing play on your DVD player.

2.5 Think Steps, Not Programs

Your Life Lessons group should be developed to take people somewhere and not just simply to fill up their time.

Some questions you should be asking are, where do we want our people to be? What do we want them to become? Is our group designed to take them there?

2.6 Casting Your Vision

Now that you have this vision of what your marketplace could be like, it now time to consider going public with your idea.

As a Life Lessons leader, you will have to cast your vision at all levels of the organization. You will need to clearly communicate what you are trying to accomplish. You will need to fully understand your operating environment.

There are two basic dynamics that you will want to address in developing your Life Lessons groups.

3.1 Marketplace Dynamic

This is the practical starting point for you as the leader. Before you can start a Life Lessons group, you will need to obtain approval from your human resources department.

Before you make your proposal to HR, you will need to investigate and navigate the policies and procedures that your company has in place regarding employee initiated organizations. Life Lessons typically will fall under the umbrella of corporate diversity.

There are typically two different types of employee-initiated groups:

Employee Affinity Groups, which are not-for-profit Employee-Initiated Organizations that support dimensions of diversity and with purposes and activities that are not in conflict with Company policies or local, state, and federal laws.

Special Interest Organizations, which are not-for-profit Employee-Initiated Organizations that primarily provide social, educational, recreational or hobby opportunities for employees and with purposes and activities that are not in conflict with Company policies or local, state, and federal laws.

As you and your team develop a strategy, you will need to consider the politics that accompany any organization. It is always a good idea to have a team member with exceptional corporate capital. Having a senior officer on your steering team will go a long way in navigating political streams.

Most companies allow for initiatives that support and foster diversity. Wading through HR can be challenging, but don't get discouraged! North Point can assist you in developing your strategy. North Point also has a network of senior officers in major Fortune 500 companies that have written materials to support you in your effort. You are not alone!

3.2 Production Dynamic

Clearing the way in the organization will be vital when your team considers the production of the group meeting.



Understanding your company will drive your group strategy.

OPERATING Z E M N R O V N E

While the agenda of the group meeting should be simple, there are some critical details that all groups should address.

3.2.1 Food

The provision of food has proven to be critical. Most groups provide lunch at no cost to the participants. Free lunches are a draw for new people and are recommended whenever possible.

There are many strategies on providing lunch and paying for lunch. Some groups have had their lunches donated, the steering team funds some lunches, and some groups ask for donations (although this is not a recommended practice). The key is to remember that this is your group and you set the tone. North Point does not subsidize lunches, but we will assist you in developing a plan of action.

3.2.2 Facilities

Corporate buy-in should include the use of facilities to host the group meeting. You will want to secure not only the room, but also any equipment that will be needed in the production of the event. This might include a laptop, a projector, etc.

3.2.3 Promotion

It is important to promote your Life Lessons event. The best method of marketing your Life Lessons group will be viral marketing. It will be the seeds that you plant in the heart of the individuals that you work with most closely. The more seeds you plant, the richer the harvest. You will begin to see people attend that you never would have imagined.

Promotion also will entail certain print and media initiatives. North Point will provide you with templates and graphics to enable you to make your groups engaging and appealing.

North Point also provides a tool, which will enable you to email invitations for your event. Each email has been designed to reflect the message series and sermon that your group has chosen. This tool and many others are available online at www.lifelessonsoverlunch.com.

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3.2.4 Volunteers

Life Lessons groups are completely volunteer driven. They are attended voluntarily, directed voluntarily and executed voluntarily.

While the execution of a Life Lessons group is simple, building a team of volunteers will go along way in establishing a healthy group. Active volunteers will ensure that you and your team won't burn out.

North Point's desire is that Life Lessons would be a wonderful experience for the leader as well as the participant. Having a team of volunteers is critical for this to happen. Furthermore, having a great team of volunteers will create a shared sense of ownership.



There are many roles to play, but below are some key areas to solicit volunteers:

- Facilities – have a team of people to handle booking the room, laying out any needed hand-outs, and setting up the equipment.
- Food – have a team that identifies a source for lunch and secures food for the meeting, as well as setting the food up.
- Promotion – its fun to share the responsibility for promotion, as your team can collaborate on new initiatives. Tasks associated with promotion would include coordinating the email invitation list, sending out email invites, hanging signs for the meeting, and handling announcements.
- Resources – as your group grows, the demand for additional resources will also grow. You will want a team to handle resource requests such as burning CD's, books, etc.
- Greeters – while not a necessity, greeters are a nice way of welcoming new attendees with a friendly smile! Again, using on making the environment non-threatening.
- Cleaning Up – have a couple of people who are in charge of returning the meeting room to manner in which it was found.
- Coordinator – lastly, you will want to have someone who will be in charge of coordinating all of your volunteers.



OPERATING
ENVIRONMENT

North Point is the equipping arm of your Life Lessons group. North Point will provide your group with the necessary resources to successfully launch and maintain your group.

4.1 Training

There will be multiple opportunities for continuing education. North Point will be offering a number of live events with the purpose of adding value to your Life Lessons leadership experience. Included in these events is a new group orientation.

This will be the event that launches your group and gives you the opportunity to talk to people who have answered many of the questions that you have.

After your group is launched, you will be supported directly by a North Point staff member for 90 days. Following that you will have ongoing support provided to you by a seasoned Life Lessons coach. The thing to keep in mind is that you are not alone.

Additionally, North Point will be offering routine continuing education live events.

4.2 Online

North Point provides an internet based resource for you to find tools, tips and tricks to making your group excellent. The website is the place to go first when you have a need.

4.3 Coaching

In addition to our live training events and the website, you will also be assigned a seasoned coach who will be able to assist you as your group begins to thrive.

[4.0]

EQUIPPING

LET'S GO!

We have never seen God put the desire of launching a Life Lessons group on someone's heart where He had not already prepared the way. North Point is prepared to assist you in launching your vision for your office. This is your vision and we want to help you make it a reality.

We want to enable you to be a good steward of the opportunity that God has given you to impact this world. We want your experience to be excellent and we want your group to experience the excellence that comes from doing it right.

Thank you for considering making a difference. Thank you for stepping outside of the box and offering an alternative to leftovers. Thank you for taking your company to lunch!