



2021 Adjourned Session Leadership Academy Video Leader Guide

Scriptural Reflection

Read John 14: 1-17. How do you understand Jesus’ statement in verse 12 that the disciples will “do greater works”? What role does the Holy Spirit have in these “works”?

Where have you witnessed “greater works” in your life, church, or community in the past?

What can you do to better listen for the Holy Spirit’s leading?

Describe the Change & Leadership Goal

Change can be described as, *We/I want to move from (blank) to (blank) because of (blank).*
 How would you complete the above statement?

Each change presents us with a leadership opportunity, a leadership goal. Write your leadership goal, and make sure it is specific.

To reach your leadership goal, identify and describe the type of change you will be engaging.

Change Type	Problem Defined	Solution	Locus of Work
Technical	“We have seen this before”	Clear	Current Systems and Stakeholders
Adaptive	“Hmm... This is new”	Not clear & requires new learning	Development of new systems with stakeholders and a diverse team
Technical & Adaptive	“We have seen this before, but the old systems are not working”	Not clear & requires new learning	Development of some new systems with stakeholders and a diverse team

- Current systems may include processes, procedures, existing committees, etc.
- Stakeholders may include established church or community leadership as well as those invested in the areas the change is addressing.
- A diverse team may represent a cross sector of representation from the congregation and community.



6 Practices to Consider When Leading Adaptive Change

1. *Get on the Balcony.* Meaning, step back and assess the situation. From a balcony in a church, you can see all that is happening in the congregation. Describe the big picture. State in one or two sentences why the leadership goal is essential. What other areas in the church would be impacted?
2. *Consider the Timing.* It's been said, "Timing is everything." Consider the leadership goal and all that is going on in the life of the church and community. Is it the time right to act? Why now?
3. *Ask, "Who Am I in This?"* What's your role in the leadership goal? Are you a committee chairperson, member, volunteer, or staff? Understanding who you are will help you bring your best self to the table.
4. *Build on the Past.* How has your church navigated change well in the past? Share and reflect on those stories. List the past successes can you build upon to move the mission forward.
5. *Create Diverse Teams.* Navigating change requires multiple perspectives. What gifts and talents are needed to engage this leadership goal? List who from the church or community should be part of the team.
6. *Celebrate.* Set incremental goals and celebrate the wins along the way. It will keep the ministry at the center of people's attention and help advance the goal when challenges arise. Big changes take time, and frequent celebrations keep the ministry momentum moving. So, name your first two goals and how you plan to celebrate.

These 6 practices are not necessarily in sequential order, and some may speak to your leadership goal and congregational context better than others. Name the one that is the launching point for you to consider how to enact change and move closer towards your leadership goal.

"Becoming an Adaptive Leader" LifeLong Faith, Spring 2011

Resources on Leading Change

Unstuck Church: Equipping Churches to Experience Sustained Health, Tony Morgan
Who Moved My Pulpit? Leading Change in the Church, Thom S. Rainer
Tempered Resilience: How Leaders Are Formed in the Crucible of Change, Tod E. Bolsinger
How to Lead When you Don't Know Where You Are Going: Leading in a Liminal Season, Susan Beaumont
"Life After COVID-19: The Crucial Need for Discernment When We Return," John Thornburg
Quietly Courageous: Leading the Church in a Changing World, Gil R. Rendle
Leadership on the Line: Staying Alive Through the Dangers of Change, Ronald Heifetz & Marty Linsk
Change: How Organizations Achieve Hard to Image Results, John P. Kotter, Vanessa Akhtar, Gaurav Gupta