



Baptist Churches
of NSW & ACT

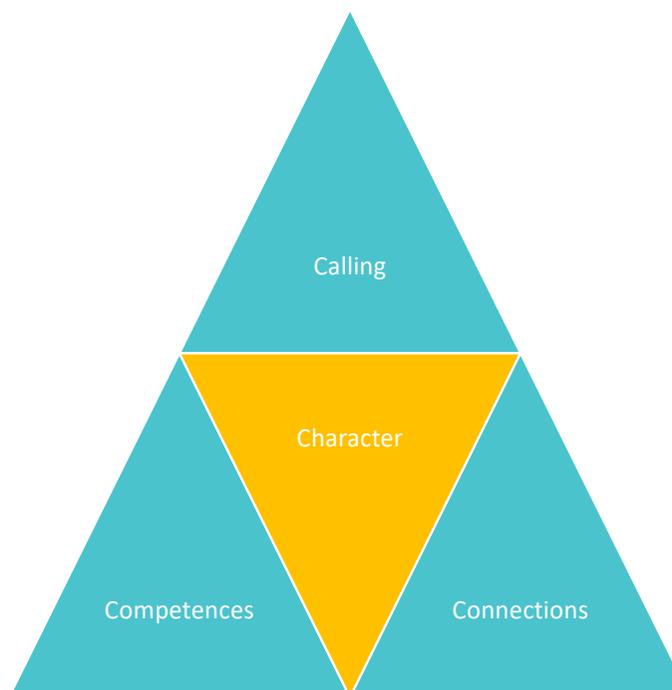
Leading Change

BYM State Conference, 2020

*How do you lead when the future is
unknown, or the problem is undefined?*



The personal qualities of those who lead change

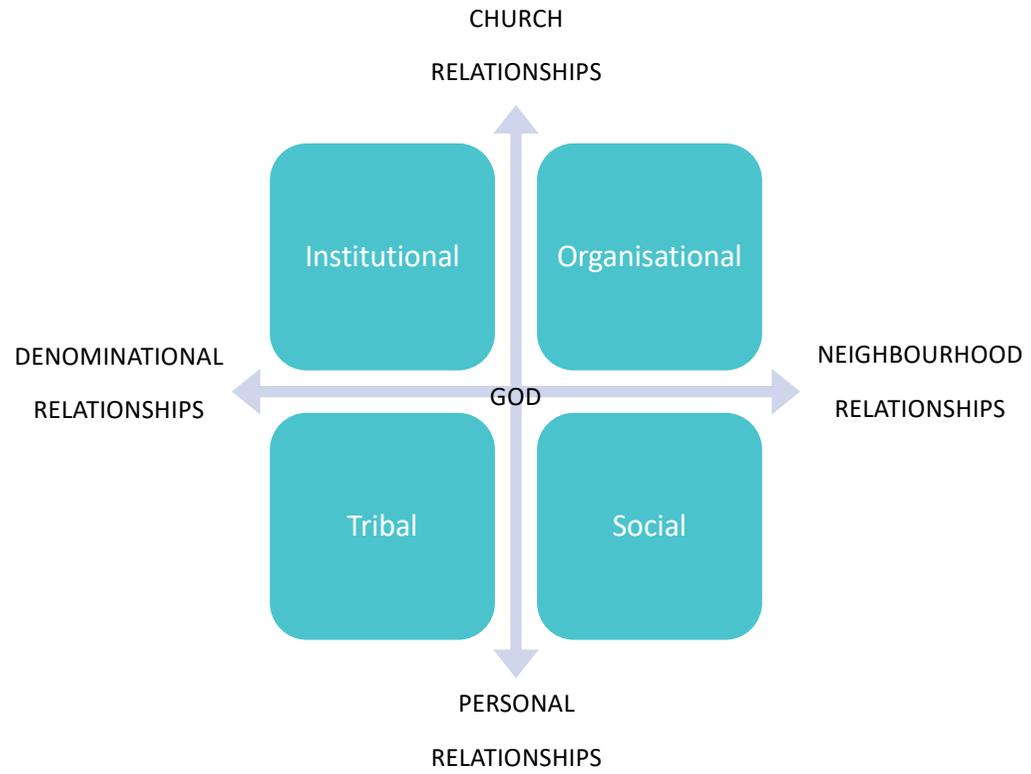


The personal qualities of those who lead change

1. Embodying a Christlike character
 - I. An engaged life of worship and faith in God
 - II. Healthy relationship with self and others
 - III. Responds positively to changes, challenges and corrections

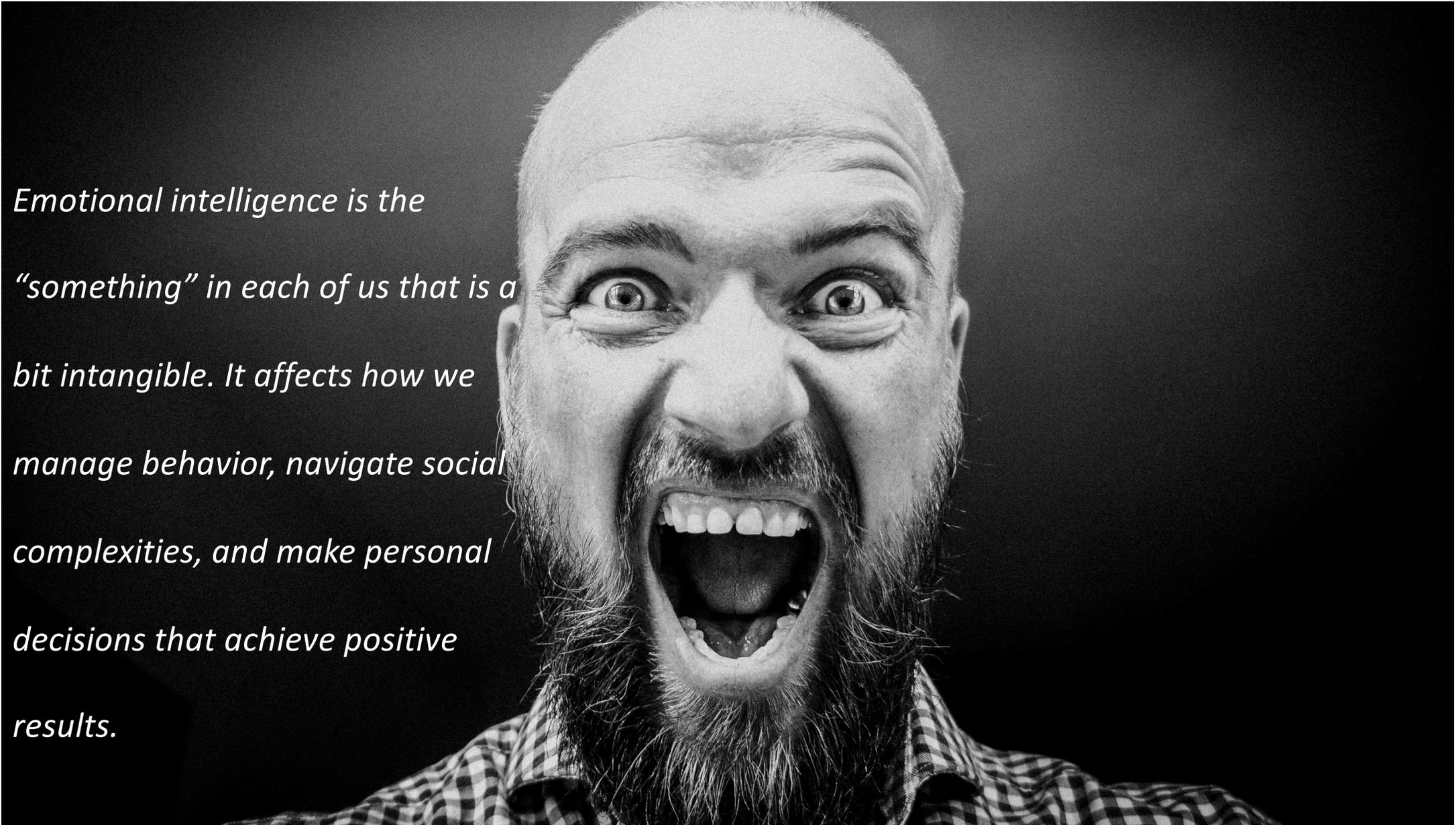
The personal qualities of those who lead change

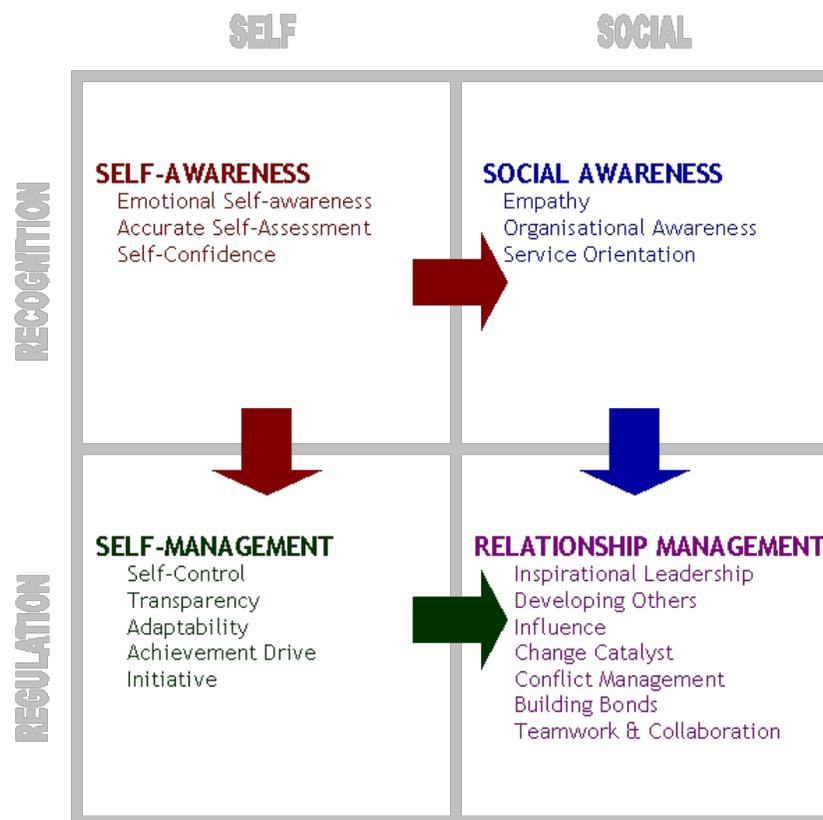
1. Embodying a Christlike character
2. Exercises a sense of call
3. Exhibits church planting competencies
4. Enacts meaningful connections

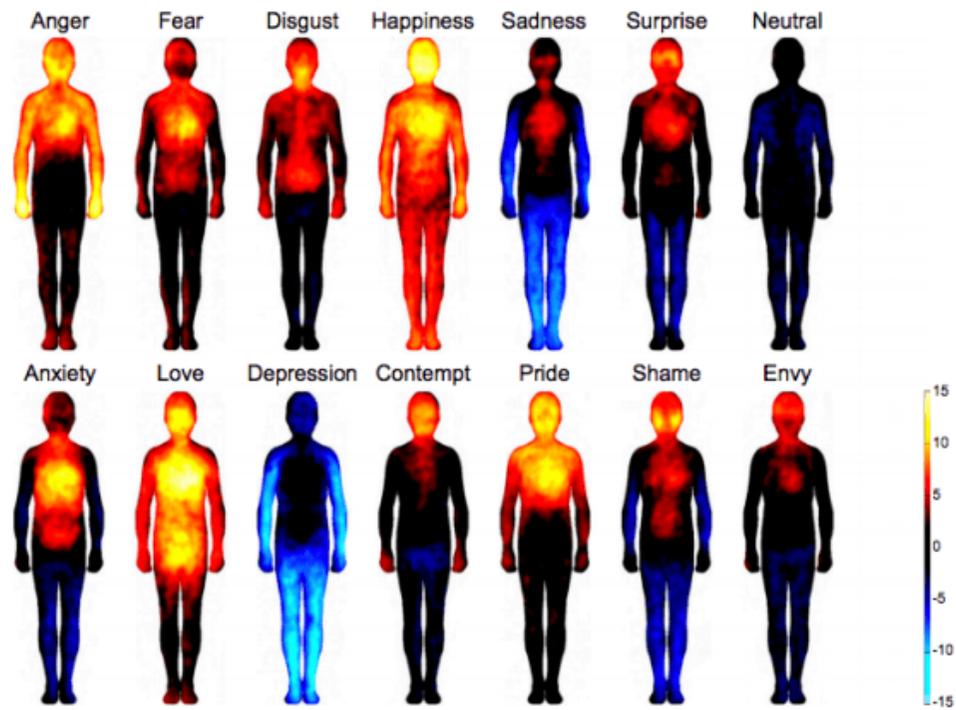


Emotional and cultural intelligence

Emotional intelligence is the “something” in each of us that is a bit intangible. It affects how we manage behavior, navigate social complexities, and make personal decisions that achieve positive results.









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Activity

Imagine that you have a performance meeting with you line manager. List your emotional response(s) and the reason(s) for these.

I feel...	because...

Emotional and cultural intelligence

Consider the following steps for becoming an emotionally intelligent leader:

- 1. Engage your heart (I feel...):** Bring your emotions into the light by identifying/naming/labelling your feelings.
- 2. Engage your head (I believe...):** Speak the gospel to your identified emotions by listing the different ways that Jesus' kingship challenges, critiques or champions these feelings.
- 3. Engage your hands (I will...):** Decide on your next step by making a gospel conscious plan for action.



The task of adaptive leadership

1. **Identify the adaptive challenge:** Recognise the nature of the work in front of you.

Adaptive Leadership

Kind of Work	Problem Definition	Solutions & Implementation	Primary Focus of Responsibility for the Work
Technical	Clear	Clear	AUTHORITY
Technical & Adaptive	Clear	Requires Learning	AUTHORITY & STAKEHOLDERDS
Adaptive	Requires Learning	Requires Learning	STAKEHOLDER > AUTHORITY SYSTEM

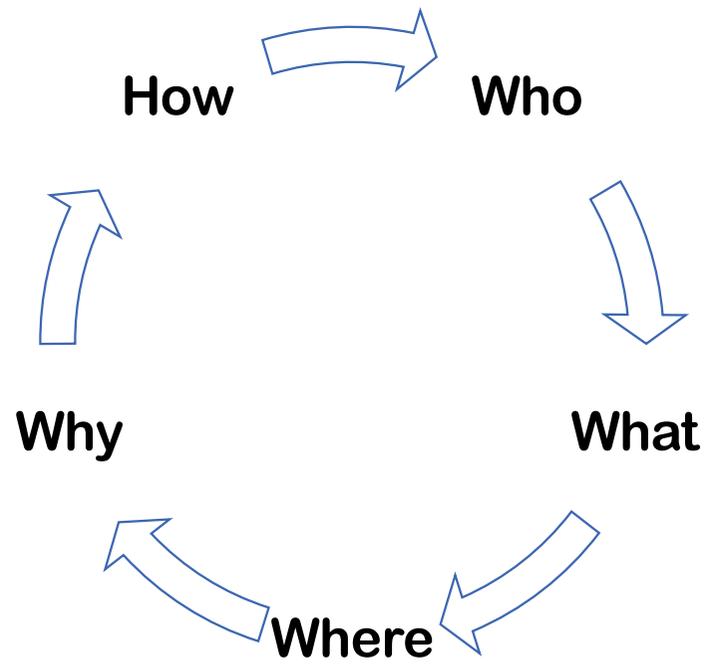
1. Identify 1-2 challenges faced by you and/or your organization/church
2. Determine whether these are technical, adaptive, or both
3. Discuss the relative degree of difficulty associated with “managing” each

The task of adaptive leadership

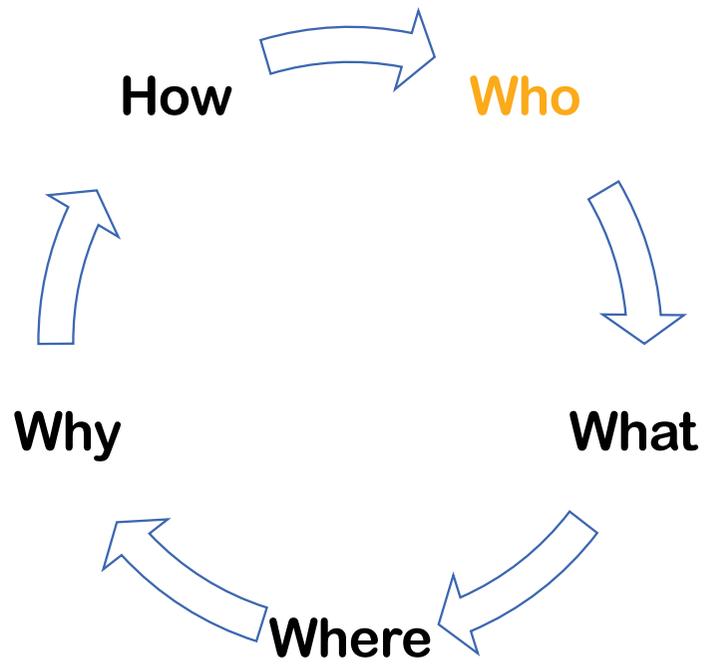
1. **Identify the adaptive challenge:** Recognise the nature of the work in front of you.
2. **Think politically:** Identify and engage stakeholders.

The task of adaptive leadership

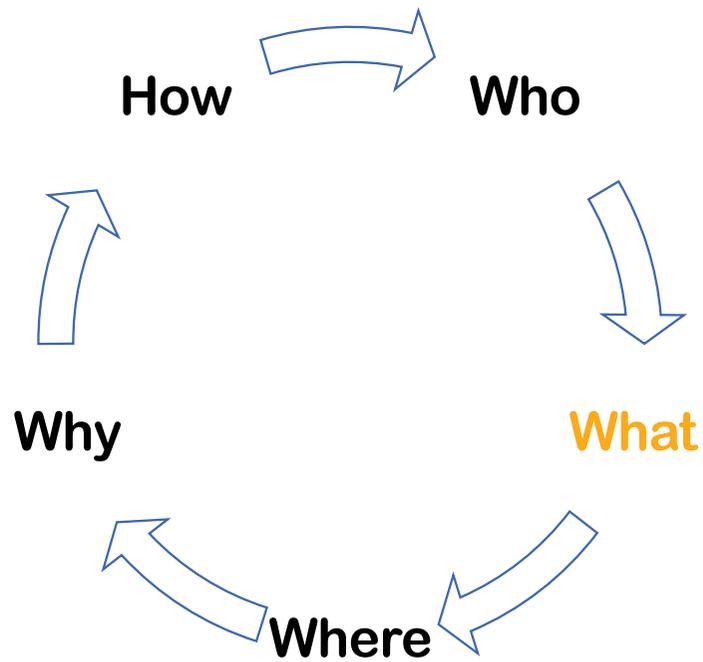
1. **Identify the adaptive challenge:** Recognise the nature of the work in front of you.
2. **Think politically:** Identify and engage stakeholders.
3. **Build an adaptive culture:**
 - Elephants in the room are named
 - Responsibility for the organisation is shared
 - Independent judgment is expected
 - Leadership capacity is developed
 - Reflection and continuous learning are institutionalised



Environmental factors



Question:
Who are the different stakeholders?

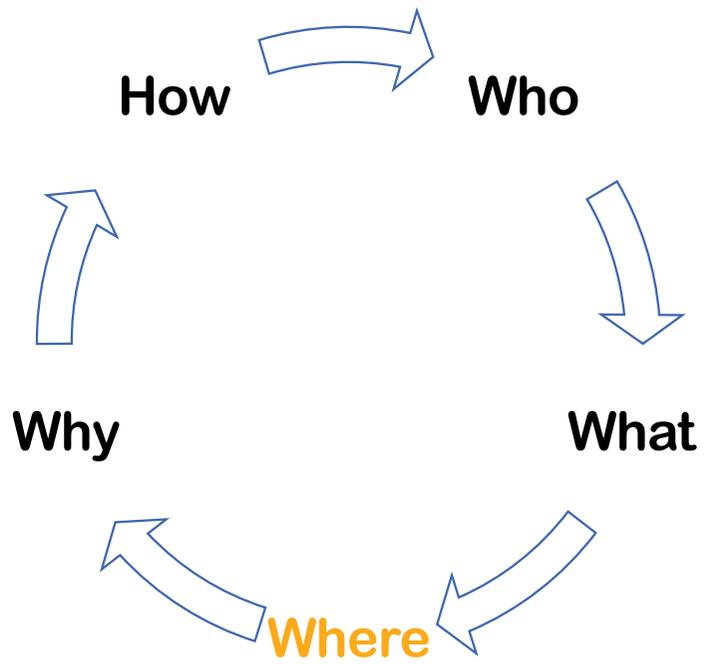


Question:

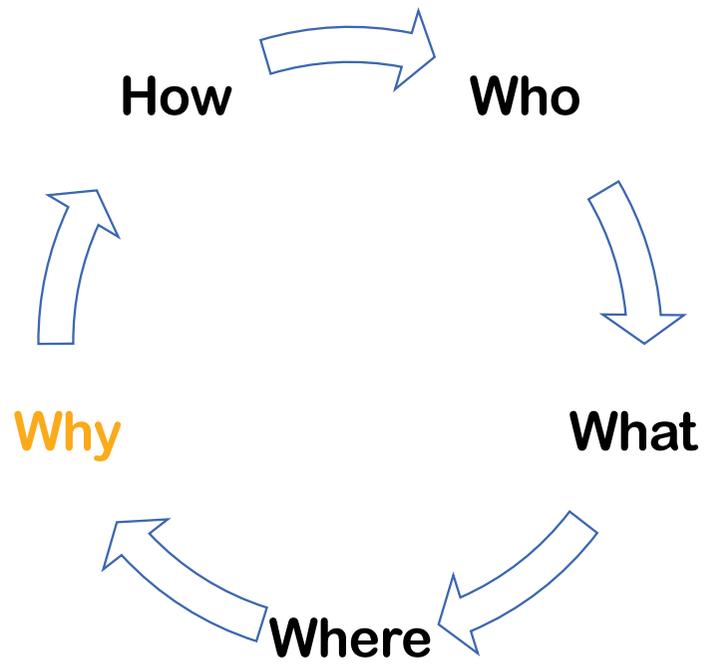
What are their dreams and aspirations?

What are their stories, symbols and rituals?

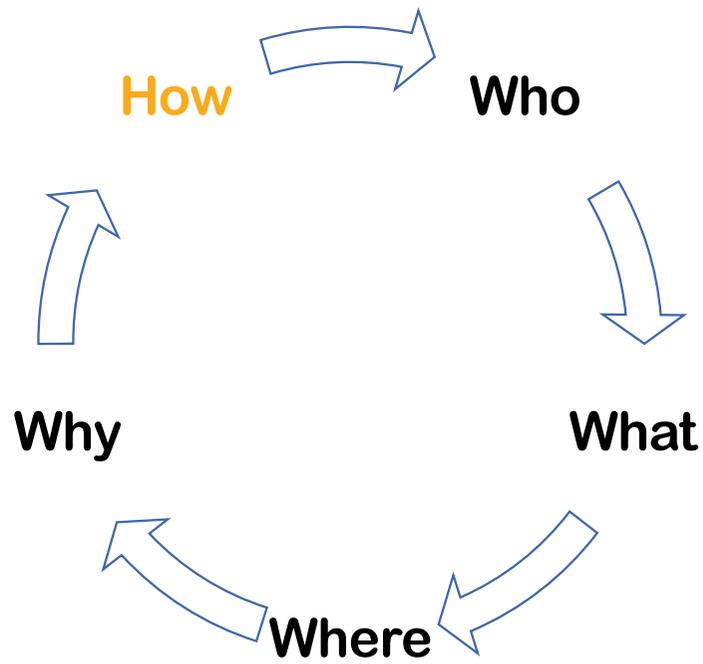
What are their needs (emotional, physical, spiritual)?



Question:
Where will they experience loss?



Question:
Why is it important to them?



Question:

How can we involve them in the process and decision?

How will we respond to their concerns?

How do we communicate in a way that they will hear?