



STEP 2020-2021

Session 8 – Leaders take people with them

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Introduction

We're going to look at 3 vital aspects of leadership strategy: vision (where you're going), strategy (how you're going to get there) and change management (how you take people with you). These can be applied to any aspect of your life. Wherever God has placed you, He wants to use you to build His Kingdom!

Biblical context: Partnering with God

- God is the master builder and he is always building
 - Hebrews 3:4 'For every house is built by someone, but God is the builder of everything.'
 - Matthew 16:18 'I will build my church'
- God builds with wisdom, and in Jesus we have access to all wisdom
 - Proverbs 24: 3-4 'By wisdom a house is built, and through understanding it is established; through knowledge its rooms are filled with rare and beautiful treasures.'
 - 1 Corinthians 1:30 '...you are in Christ Jesus, who has become for us wisdom from God'
- God wants to build with us: The kingdom advances through the power of the Holy Spirit in us
 - 2 Timothy 1:6-7, "For this reason I remind you to fan into flame the gift of God, which is in you through the laying on of my hands, for God gave us a spirit not of fear but of power and love and self-control."

Key point: When it comes to leading something or capturing vision, nothing should be more important to us than our constant and direct access to the God who builds, who liberally bestows wisdom, and who has given us his Spirit of power to advance the Kingdom wherever we go. We can partner with the living God!

Pause: Questions

- Do you believe you have permission and authority as a leader to fully 'partner' with God?
- What are the things that might hold you back from believing this is true?
- What would it actually look like for you to fully partner with Him?

Vision

What is vision?

- Vision is about sight: seeing something in the future that does not yet exist.
- A vision focuses on tomorrow and what a person, team or organization wants to ultimately become and see happen.
- Every single action of every single employee, team member or church member who comes under the umbrella of that vision, will then contribute to the fulfillment of that vision.

Example vision statements:

- **Microsoft (at its founding):** A computer on every desk and in every home.

- **Alzheimer's Association:** A world without Alzheimer's

Attributes of a good vision

Imagine you want to build a sandcastle, and a vision will help your mates decide whether or not to help you...

- Not just a Bible verse.
- Got to be **specific and clear**: 'A sandcastle that's 4x4 on the base, half a metre tall, has a moat all the way round, and 4 turrets on top in each corner.'
- ...But not too specific. Has to be **broad and inclusive**: 'A large sandcastle, creatively designed with turrets and tunnels and moats.'
- Needs to also be **big enough to be God, and motivational**: 'The most magnificent sandcastle on the beach, sky high with tunnels and turrets, where children of all ages can explore the limits of their imaginations.'



Why does vision matter?

- Without vision, things don't change, or certainly not in the way that we want.
- Vision is what makes a leader passionate, bold and brave.
- Strong and clear vision helps through the hard times.

How do you get vision?

A three-step approach: What is? What could be? What will be?

What is?

- Ask the Holy Spirit to help you have an honest look at the current situation. What's already going on? What's going well? What's not going so well?
- Give God the opportunity to show you what He's already doing.
- Any existing prophetic? Are there any words that still hold true?
- Bring it all before God, and listen to Him together. What does He think? What's important to Him? What's he proud of? Where have things become dry?
- Keep a simple log of important principles that arise and key themes.

What could be?

This is about dreaming with God without restriction. It can take some effort to get past the limitations we've placed on ourselves or our circumstances.

One dreaming activation to try:

- Getting beyond 'reality' in dreaming:
 - Invite the Holy Spirit to help you; you could also ask someone else to ask you the below – we can often dream bigger when others are encouraging us!
 - If you could do **anything**, without limits, restrictions, financial implications, family implications, and you can't fail... what would you do?

- If the Holy Spirit partnered with you, what would it look like now? (Or, times your dream by ten!)
- How does the Holy Spirit feel about this dream?
- What is one step you could take towards this dream today?

What will be?

- Make decisions and begin to articulate your vision
- It can be hard to decide on a direction. At this point, you may want to seek more prophetic input. What is God highlighting?
- Be honest about what most excites you
- Balance making decisions together with taking more of a lead and proposing a way forward to the group
- Begin to articulate your specific, broad and motivational vision
- This can take time, and it is iterative – it doesn't need to be perfect.

Pause: Questions

- Have you ever 'dreamed with God'? How do you feel about this idea and why?
- Given everything we've covered so far, what are some next steps you could take towards developing or improving your own leadership vision?

Strategy

Difference between vision and strategy: vision is where you're going, and strategy is how to get there.

Key elements in building strategy:

- Pray! Remember, God knows how to build. Ask him those specific questions. The Bible is full of examples of God giving very clear instructions for how things are to be built. However, he also wants us to use our own brains – this really is a partnership!
- Know who you are, because God chose you for a reason. Ask yourself, 'what's unique about me, and how should that inform my strategy?' You should do the same for the people who are on your team. The 'how' should be influenced by the 'who' that God has provided.
- Learn from others. Be humble and learn from others who have walked the path before you.
- Draw together the 'What is' alongside your vision for the future. What would need to happen for you to move from A to B? What are the different options for how you could approach it? Which of those options best fit the principles you began gathering in your 'what is' process?
- Start building a roadmap -
 - Clear next steps, followed by broader, moveable plans
 - Get specific with your action plan and don't worry about getting something 'wrong'. Inertia and paralysis are the only real failures.

Pause: Questions

- What specific questions could you ask God about strategy?
- What are your strengths, and the strengths of those in your team? How could that impact on the approach you take?

Change

Bringing people with you

- Change Management is a set of activities that helps us to influence, prepare, and equip individuals to adopt change
- Visions die because of poor change management
- Leaders have a responsibility to connect with people, inspire them, and lead them well.

Three key principles:

- Leadership and self-awareness are essential
 - Leadership is the number 1 success factor for change
 - You need to be a leader: visible, communicative, influential
 - Be aware of your own leadership style and preferences.
- Change can be hard and tiring and there might be resistance
 - Don't think just because it's hard that something is wrong. This is normal.
 - Communicate more than you think you need to.
 - Expect people to disagree with you or to have trouble seeing what you see, and have patience and respect their right to an opinion. Be prepared to have conversations.
- People go through a process when adopting a change
 - Two-part process: motivation and ability
 - We often skip 'motivation' and go straight to telling people what they need to do and how
 - Motivation requires each individual making a decision that this is for them, that they're 'in'. This happens at different rates for different individuals. You want to motivate people before you tell them what they need to do.

Pause: Questions

- What are the things that might get in the way of you confidently leading people through change? Are there any aspects of your personality or leadership style that you need to be aware of?
- Can you think of a time in your life when you had to engage with a big change? What were the factors that contributed to it being easier / harder to engage with?