

Encounter

LEADERSHIP
COMPETENCIES

faithfront

Pg. 14

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LIFE IN THE GAP

ASPIRATIONS

CURRENT SITUATION

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INTRODUCTION

Psalm 78:70-72

INTEGRITY

SKILL

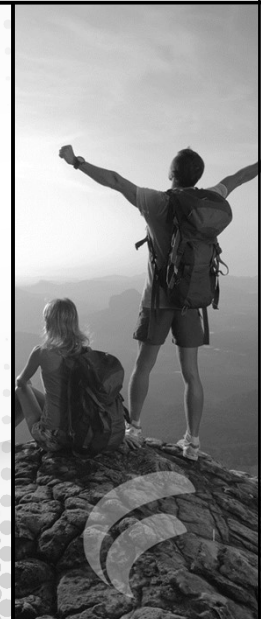


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INTRODUCTION

WHAT IS LEADERSHIP?

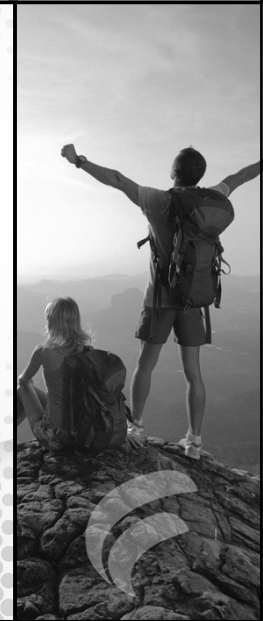
- Definition:
 - "Leadership is mobilizing people to make progress on complex, adaptive challenges." (KLC)



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WHAT'S THE DIFFERENCE?

	TECHNICAL WORK	ADAPTIVE WORK
PROBLEM	Clear	Requires Learning
SOLUTION	Clear	Requires Learning
WHOSE WORK?	Expert/Authority	Stakeholders
TYPE OF WORK	Efficiency	Experiments
TIMELINE	Faster	Slower
EXPECTATION	Fixed	Progress
REQUIRES	Knowledge	Curiosity

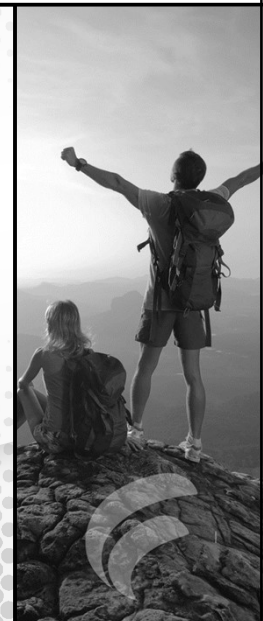


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INTRODUCTION

WHAT IS LEADERSHIP?

- Definition:
 - "Leadership is mobilizing people to **make progress** on complex, adaptive challenges."

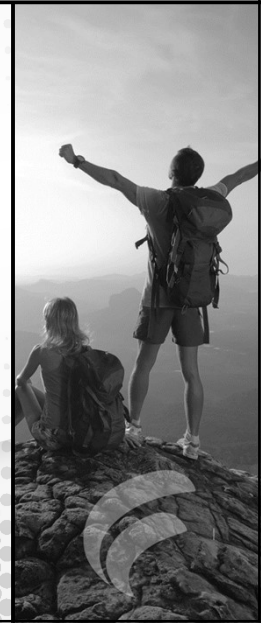


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INTRODUCTION

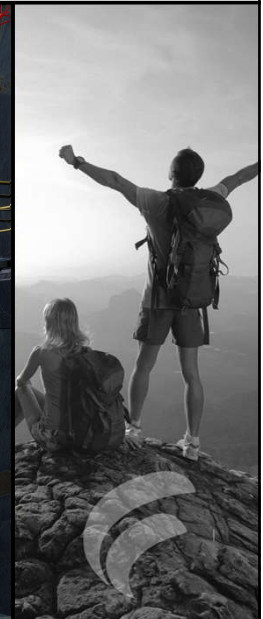
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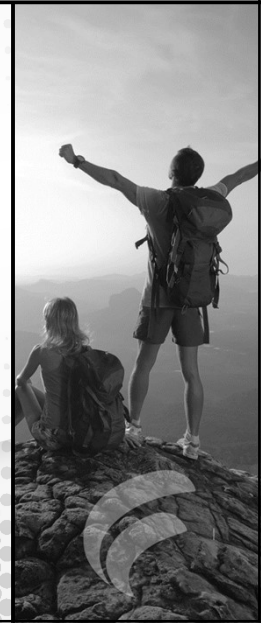
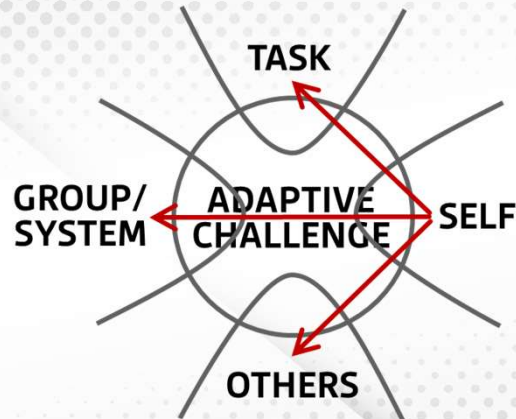
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LEADING YOURSELF MANAGE SELF



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LEADING YOURSELF MANAGE SELF

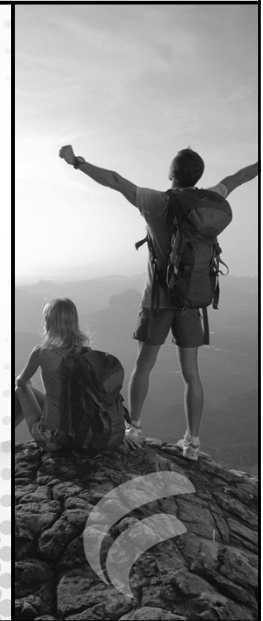


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LEADING YOURSELF MANAGE SELF

BEING CONSCIOUS
 + MAKING CHOICES

 MAKING CONSCIOUS CHOICES



MAKING CONSCIOUS CHOICES

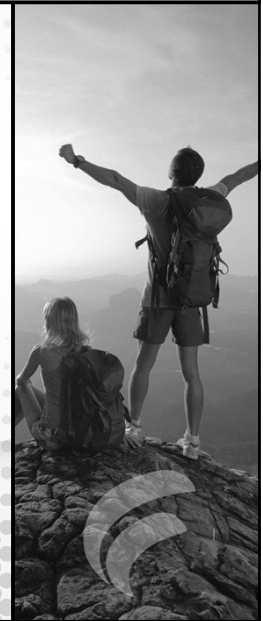
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LEADING YOURSELF MANAGE SELF

▪ Why So Difficult?

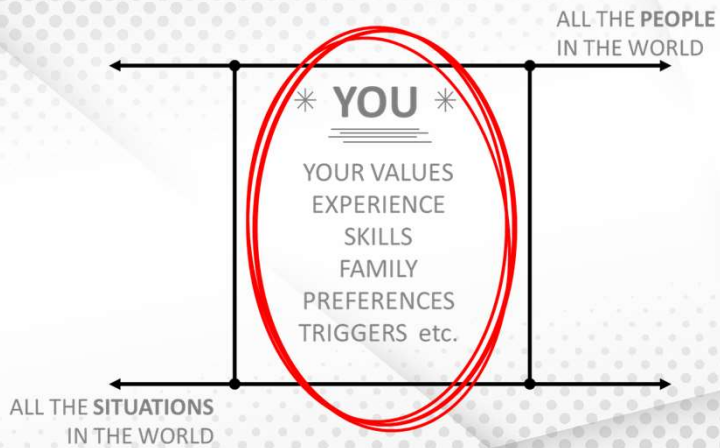
- Our unconscious (default) behavior is working for us
- It takes time

MAKING CONSCIOUS CHOICES

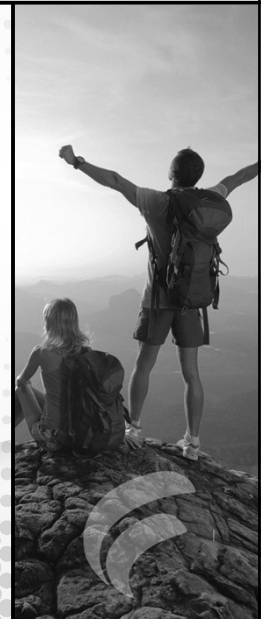


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LEADING YOURSELF MANAGE SELF



MAKING CONSCIOUS CHOICES



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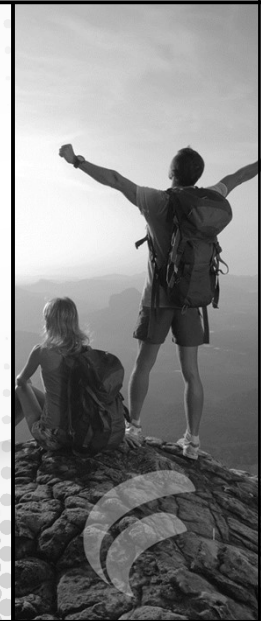
LEADING YOURSELF

MANAGE SELF

▪ **Default Behaviors**

- Deeply engrained
- Have been successful
- Play to our strengths
- Predictable

MAKING CONSCIOUS CHOICES



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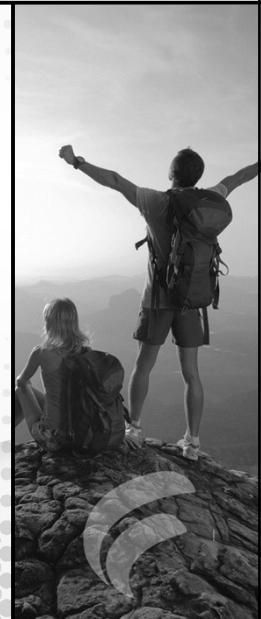
LEADING YOURSELF

MANAGE SELF

▪ **How?**

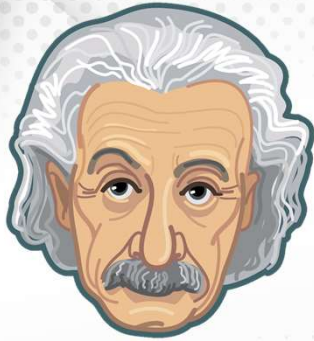
- Get on the Balcony!
- What would I normally do?
- Name the default
- Ask yourself, "Why?"
- What could I try instead? What's another idea?
- What is my purpose?

MAKING CONSCIOUS CHOICES



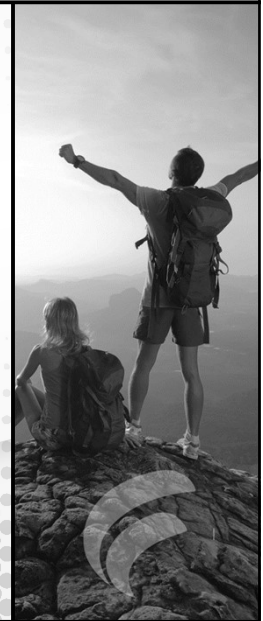
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LEADING YOURSELF MANAGE SELF



Insanity is doing the same thing over and over again and expecting different results.

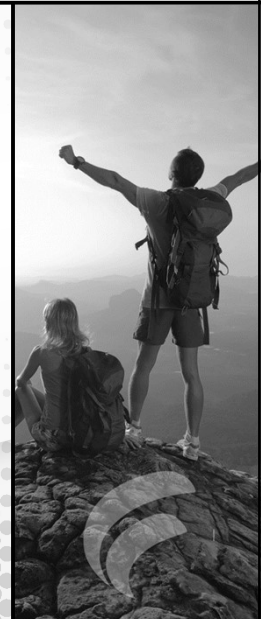
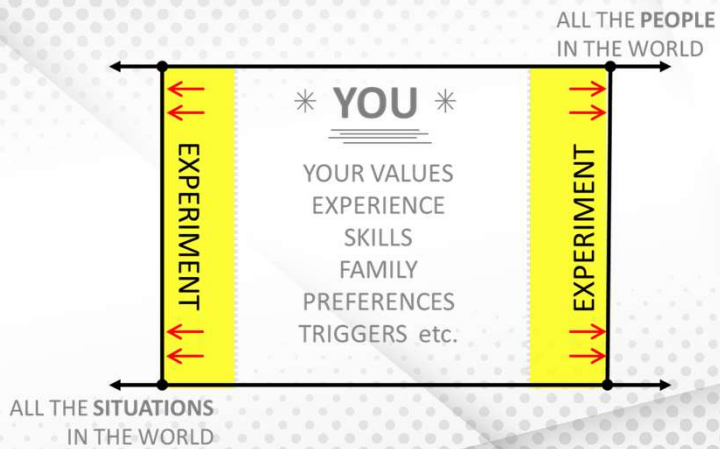
- Albert Einstein



ACT EXPERIMENTALLY

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LEADING YOURSELF MANAGE SELF



ACT EXPERIMENTALLY

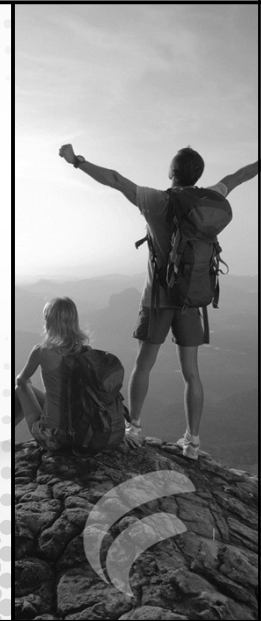
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LEADING YOURSELF

MANAGE SELF

- Leadership requires you to **get comfortable** with failure.
 - Redefine failure as a learning opportunity
 - Unhook from results, embrace the process

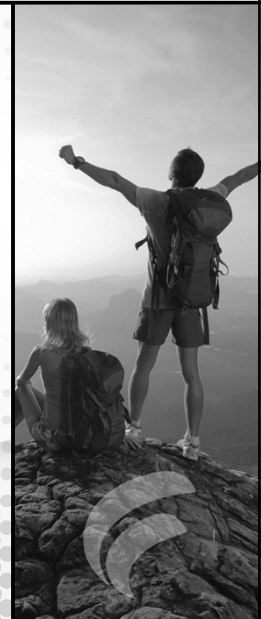
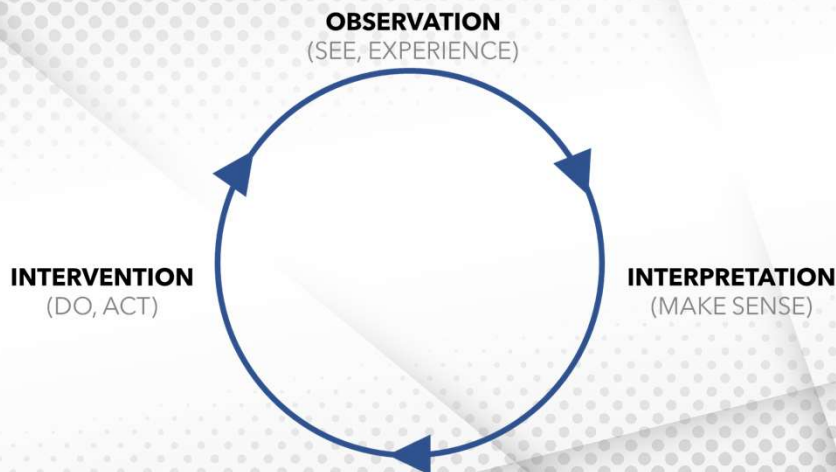
ACT EXPERIMENTALLY



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LEADING YOURSELF

INTERVENE SKILLFULLY



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LEADING YOURSELF INTERVENE SKILLFULLY

$$D \times V \times F > 0$$

DISEQUILIBRIUM
(DISSATISFACTION)

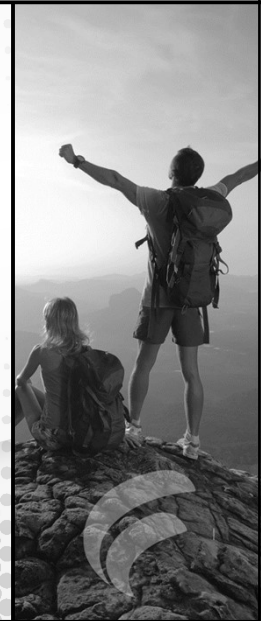
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VISION

X

FIRST STEPS

MUST BE GREATER THAN 0

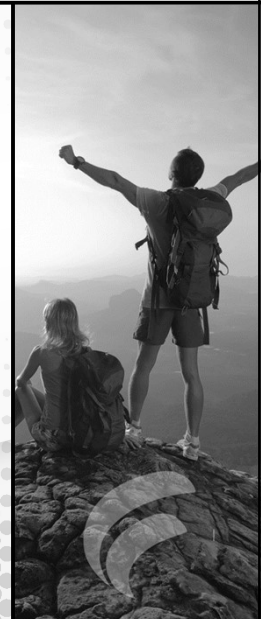


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LEADING YOURSELF INTERVENE SKILLFULLY

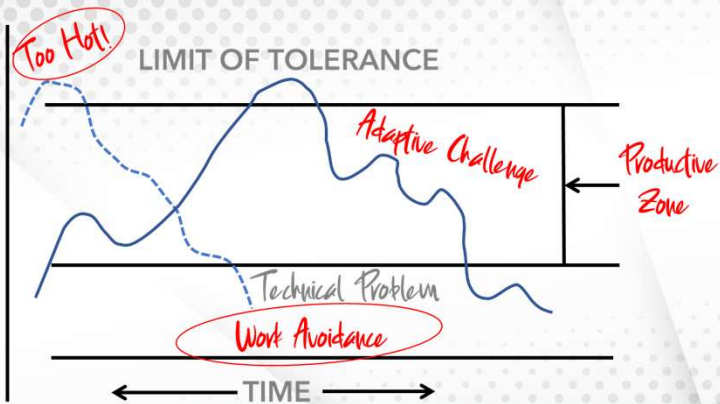
- Doing something (big or small) to compel people to act - to make it more uncomfortable not to address the issue than to live with the issue.

RAISE THE HEAT



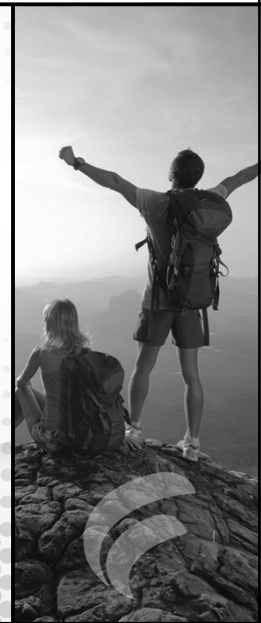
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LEADING YOURSELF INTERVENE SKILLFULLY



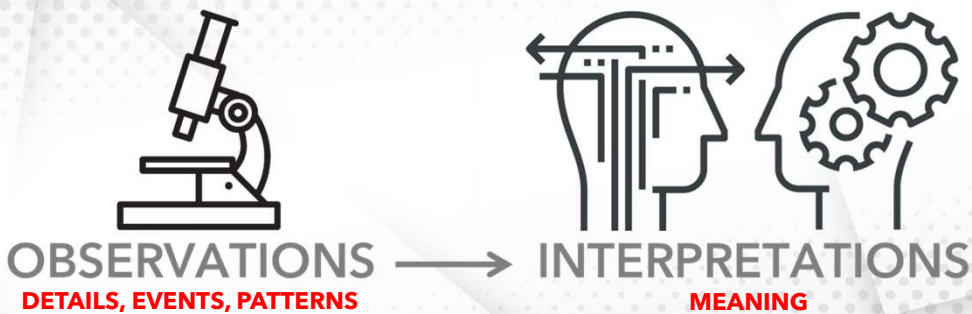
PRODUCTIVITY: Energy, Focus, Attention, Effort, Holding to Purpose, Feeling compelled to act!

RAISING THE HEAT

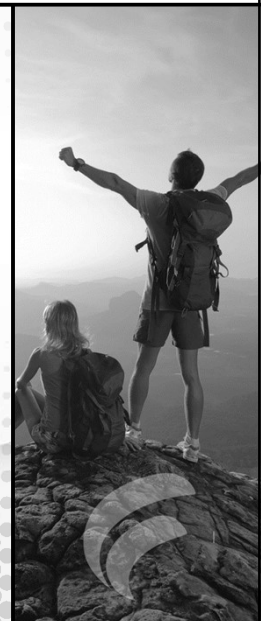


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LEADING YOURSELF INTERVENE SKILLFULLY



TOUGH INTERPRETATIONS



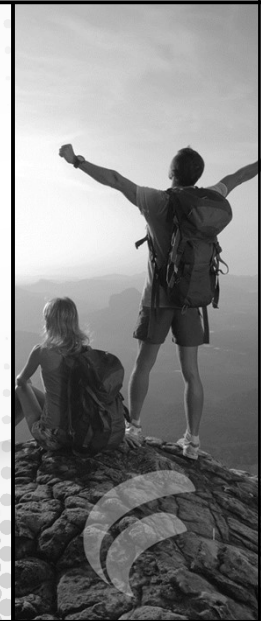
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LEADING YOURSELF INTERVENE SKILLFULLY

▪ Getting to Interpretations

- Get on the balcony
- Model it! Say:
 - “Can we move off the dance floor and get on the balcony for a few minutes?”

TOUGH INTERPRETATIONS



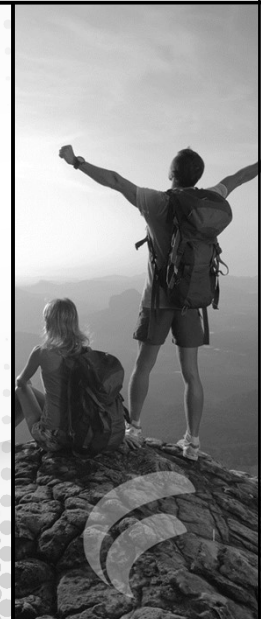
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LEADING YOURSELF INTERVENE SKILLFULLY

▪ Tips for Success

- Base interpretations on what you observe
- Say, “May I make an observation?”
- Language: “One interpretation might be . . .”
- “Rent” your ideas
- Imagine People
- Foreigner?

TOUGH INTERPRETATIONS

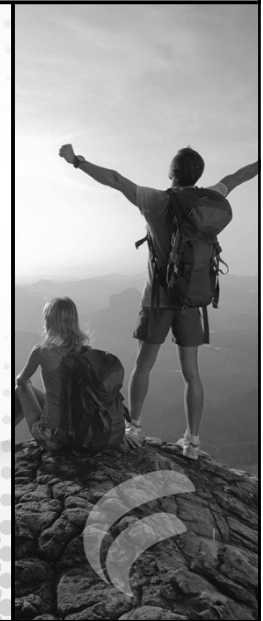


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LEADING YOURSELF INTERVENE SKILLFULLY

▪ From "Default" to "Tough" Interpretations

DEFAULT	TOUGH
TECHNICAL Update the website!	ADAPTIVE The Preaching needs to focus more on navigating life with God.
BENIGN Every church goes through "seasons."	CONFLICTUAL We're just going through the motions. Not recognizing the needs of our congregation!
INDIVIDUAL The worship leader should choose better songs.	SYSTEMIC We're not welcoming (culture) or hospitable as a church.



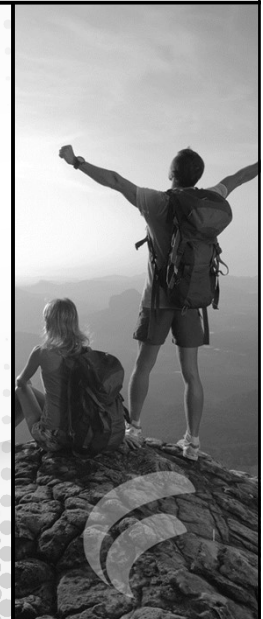
DECLINING CHURCH ATTENDANCE

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LEADING YOURSELF INTERVENE SKILLFULLY

▪ Important Questions to Ask:

- What's our story about what's going on here?
- What story do we imagine others are telling?
- What aspirations do we have related to this issue?
- What needs to change to reach those aspirations?
- What values might be in conflict here?
- What processes need to be created to address this challenge?



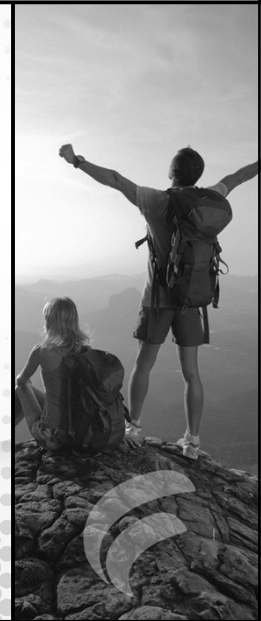
TOUGH INTERPRETATIONS

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LEADING YOURSELF

INTERVENE SKILLFULLY

- Speaking from the heart is about **connecting** to the **hearts of others** you are trying to motivate to do the difficult work ahead.
 - This is strategic and conscious intervention.
 - This is speaking with passion, not because you are emotionally triggered.
 - It's not about you.
 - Speak to their heart.



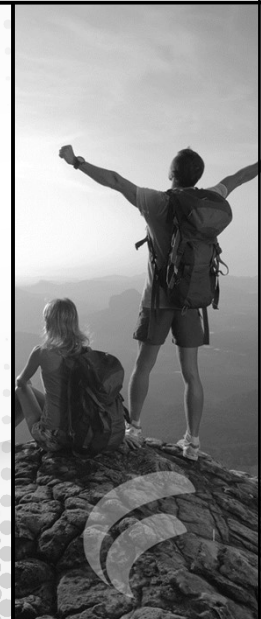
SPEAK FROM THE HEART

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LEADING YOURSELF

INTERVENE SKILLFULLY

- **Ways to Speak from the Heart**
 - Tell a short story about why this matters to you.
 - Call people to a higher vision.
 - Share why you think they are the right people for the work.
 - Connect with what they care about.



SPEAK FROM THE HEART

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LEADING YOURSELF INTERVENE SKILLFULLY

▪ Tips:

- Find out what kind of emotion connects to your audience.
- Remain in control of your emotions.
- Invite others to speak from their heart.
- Use image and metaphor.

SPEAK FROM THE HEART

