

# **Church Leader Tool: Leading Change from the Inside Out**

# **Advice for Changing**

## **1. Jesus Inspiration**

# **“Changes” Jesus Made**

- **Kingdom of God Arriving**
- **New Leaders (Not the Expected)**
- **New Teachings**
- **New Miracles**
- **New Attitude About Outsiders**
- **Dying for Our Salvation**
- **Resurrection**

# **Advice for Changing**

**1. Jesus Inspiration**

**2. Luther Inspiration**

# **“Changes” Martin Luther Made**

- **Reformation (Which Means Change)**
- **New Teachings**
- **Authority of the Bible**
- **Justification by Grace Thru Faith**
- **Worship in the Language of the People**
- **Priesthood of All Believers**

# **Advice for Changing**

- 1. Jesus Inspiration**
- 2. Luther Inspiration**
- 3. Normalize Change**





# **Advice for Changing**

- 1. Jesus Inspiration**
- 2. Luther Inspiration**
- 3. Normalize Change**
- 4. Remain Calm**



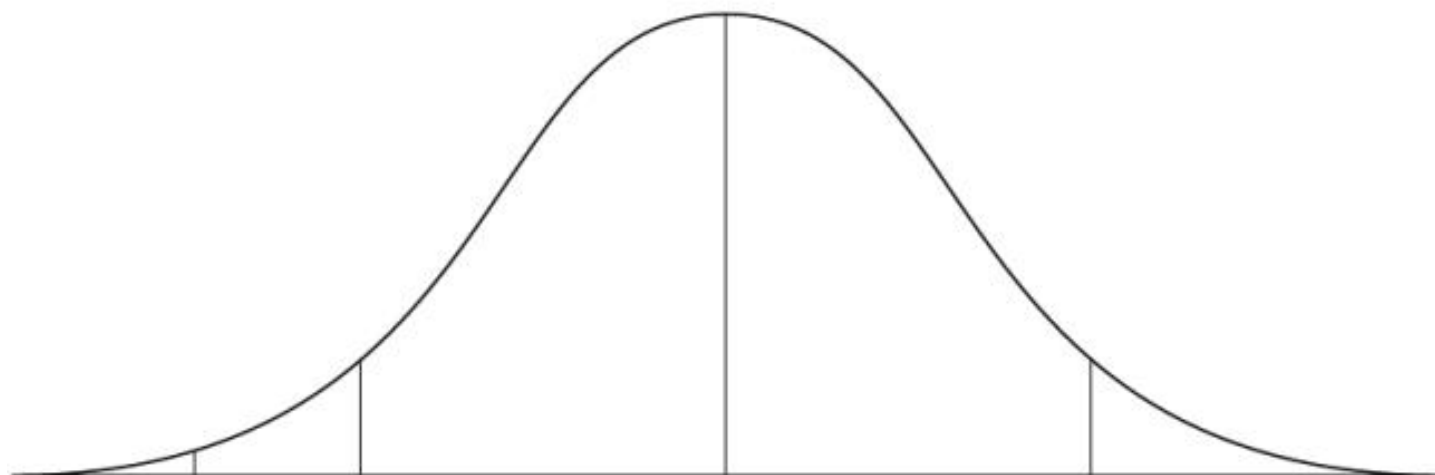


# **Advice for Changing**

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- 2. Luther Inspiration**
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- 4. Remain Calm**
- 5. You Won't Have Everyone**

## The Technology Adoption Curve

*As captured by Everett Rogers in his book Diffusion of Innovations, people tend to adopt new technologies at varying rates. Their relative speed of adoption can be plotted as a normal distribution, with the primary differentiator being individuals' psychological disposition to new ideas.*



### **Innovators**

(2.5%) are risk takers who have the resources and desire to try new things, even if they fail.

### **Early Adopters**

(13.5%) are selective about which technologies they start using. They are considered the "one to check in with" for new information and reduce others' uncertainty about a new technology by adopting it.

### **Early Majority**

(34%) take their time before adopting a new idea. They are willing to embrace a new technology as long as they understand how it fits with their lives.

### **Late Majority**

(34%) adopt in reaction to peer pressure, emerging norms, or economic necessity. Most of the uncertainty around an idea must be resolved before they adopt.

### **Laggards**

(16%) are traditional and make decisions based on past experience. They are often economically unable to take risks on new ideas.

# **Change Plan:**

**Think about a change you know  
your congregation needs to  
make?**

# Leading Change from the Inside Out

The background of the slide is a deep red color. It features several abstract, glowing trails of small red dots or particles. These trails appear to be moving across the frame, with some entering from the left and others from the top, creating a sense of dynamic energy and flow.

# Leading Change from the Inside Out

## 1. Have A Plan



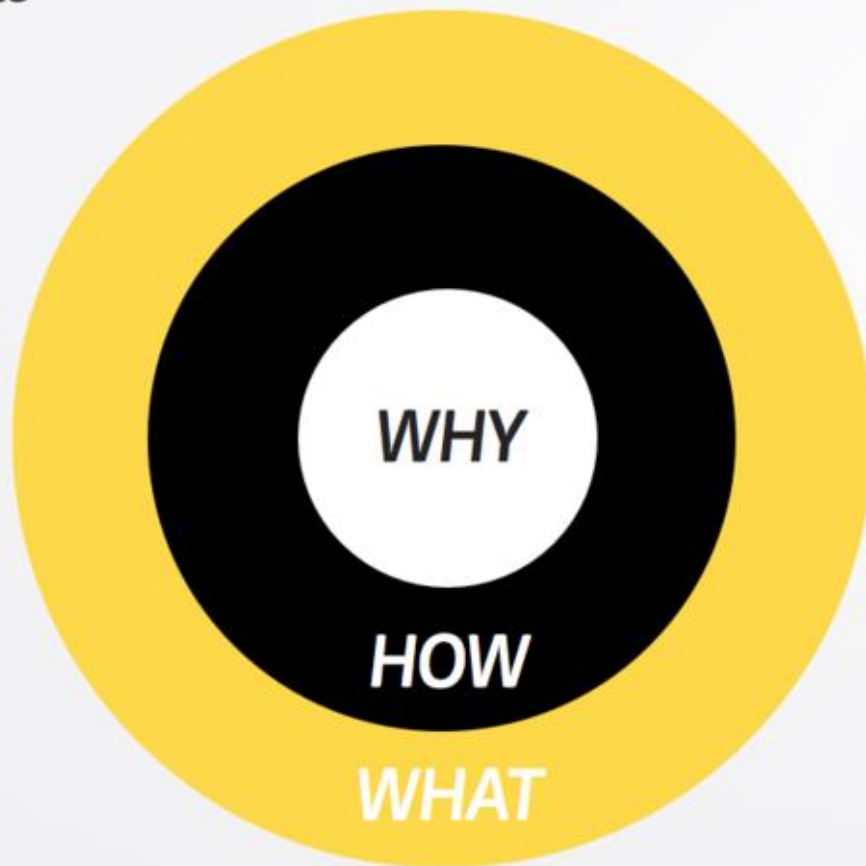
# **Leading Change from the Inside Out**

- 1. Have A Plan**
- 2. Start With Why**



**TED Talk: Simon Sinek-How great leaders inspire action**

# The Golden Circle



Start from the Why, and  
work your way down.

## **WHY**

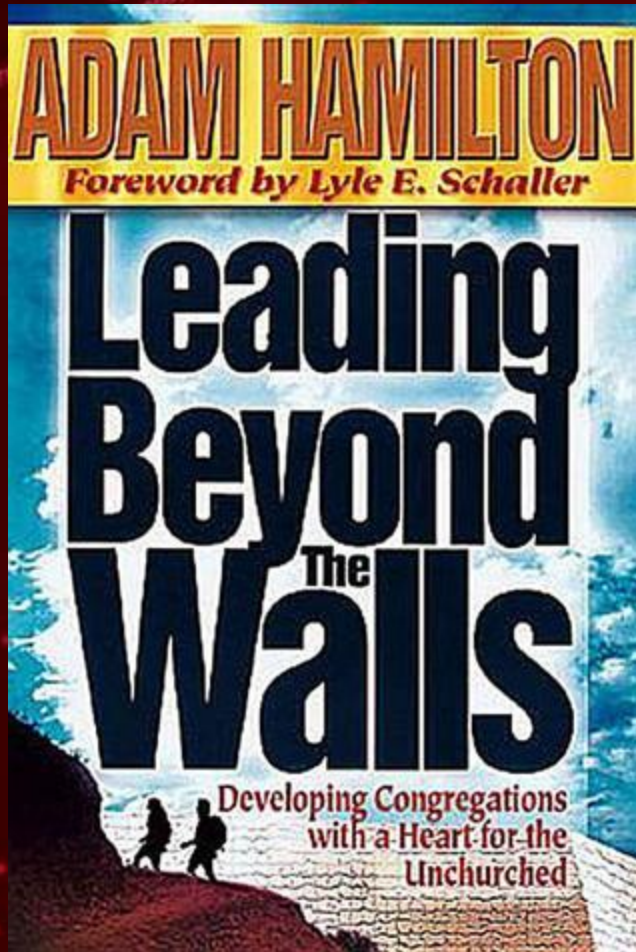
*The single purpose, cause or belief that serves as the unifying, driving and inspiring force for any individual or organization.*

## **HOW**

*Written as verbs as they are actions to be performed and not just inactionable values to be admired, e.g. Do the right thing vs. Integrity.*

## **WHAT**

*Everything tangible an organization says or does. Everything outsiders can see, hear or experience, e.g. products, services, marketing.*



## Four Vital “Why” Questions

1. Why do people need Christ?
2. Why do people need the church?
3. Why do people need your church?
4. To whom does our church belong?

AN ACTION PLAN FROM THE WORLD'S  
FOREMOST EXPERT ON BUSINESS LEADERSHIP

# Leading Change



John P. Kotter

HARVARD BUSINESS SCHOOL PRESS



# Leading Change by John Kotter

The background of the slide is a deep red color. It features several abstract, glowing particle trails that sweep across the frame. These trails are composed of numerous small, bright red dots, giving the impression of light or energy moving through space. The trails originate from the top left and bottom right corners, curving towards the center and then extending towards the opposite corners, creating a sense of dynamic movement.



# **Leading Change by John Kotter**

## **1. Establish a Sense of Urgency**

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- 8. Anchoring New Approaches in the Culture**

# **Leading Change from the Inside Out**

- 1. Have A Plan**
- 2. Start With Why**
- 3. Establish a Sense of Urgency**

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# **Leading Change from the Inside Out**

- 1. Have A Plan**
- 2. Start With Why**
- 3. Establish a Sense of Urgency**
- 4. Involve Other Leaders**





JOHN C. MAXWELL



# **Leading Change from the Inside Out**

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- 6. Create and Share Short Term Wins**

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# The Heart of Change

Real-Life Stories of How People  
Change Their Organizations



John P. Kotter

*Author of the Worldwide Bestseller Leading Change*

and Dan S. Cohen

HARVARD BUSINESS SCHOOL PRESS

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- 9. Remain Connected With People**
- 10. Acknowledge and Manage Loss**



# LEADING CHANGE

*without*  
**LOSING IT**



Five Strategies That Can  
**REVOLUTIONIZE**  
How You Lead Change  
When Facing Opposition

  
**CAREY NIEUWHOF**

THE CHANGE TRILOGY  
FOR CHURCH  
LEADERS



# Leading Change Without Losing It

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# **Leading Change Without Losing It**

**1. How many are frustrated?**

# **Leading Change Without Losing It**

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- 4. Attack Problems Not People**

# **Leading Change Without Losing It**

- 1. How many are frustrated?**
- 2. Is your focus insiders or outsiders?**
- 3. To what questions and people will you listen?**
- 4. Attack Problems Not People**
- 5. Don't Quit**



The description section below has a link to downloadable handouts and original documents, resources to go deeper, and reflection/discussion questions. Now who should you forward this to in order to grow their leadership?