

three-fifteen<sup>3:15</sup>  
CONSULTING GROUP  
"Churches Are Our Passion"

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# LEADING CHANGE

THROUGH POST PANDEMIC

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*"He who rejects change is the architect of decay. The only human institution which rejects progress is the cemetery." - Harold Wilson*

*"It may be hard for an egg to turn into a bird: it would be a jolly sight harder for it to learn to fly while remaining an egg." - C. S. Lewis*

1

## CREATE A SENSE OF URGENCY

- ❖ Identify potential threats, and develop scenarios showing what could happen in the future.
- ❖ Examine opportunities that should be, or could be, exploited.
  - ❖ Start honest discussions and give dynamic and convincing reasons to get people talking and thinking.
- ❖ Request support from members, outside stakeholders and the Christian Community at large to strengthen your argument.

2

## BUILD A GUIDING COALITION

- ❖ Identify the true leaders in your organization, as well as your key stakeholders.
- ❖ Ask for an emotional commitment from these key people.
- ❖ Work on team building within your change coalition.
- ❖ Check your team for weak area and ensure that you have a good mix of people from different departments and different levels within your church.

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## FORM A STRATEGIC VISION FOR CHANGE

- ❖ Determine the values that are central to the change.
- ❖ Develop a short summary (one or two sentences) that captures what you "see" as the future of your church.
- ❖ Create a strategy to execute that vision.
- ❖ Ensure that your guiding coalition can describe the vision in five minutes or less.
- ❖ Practice your "vision speech" often.

## COMMUNICATE THE VISION

- ❖ Talk often about your change vision.
  - ❖ Address peoples' concerns and anxieties, openly and honestly.
  - ❖ Apply your vision to all aspects of ministry – from volunteer training through leadership pipelines. Tie everything back to the vision.
  - ❖ Lead by example.

3

4

*"If you do not change direction, you may end up where you are heading." - Lao Tzu*

*"People don't resist change. They resist being changed!"*  
– Peter Senge

5

### REMOVE OBSTACLES

- ❖ Identify, or engage, change leaders whose main roles are to deliver the change.
  - ❖ Look at your organizational structure, job descriptions, ministry programming and what you celebrate to ensure they're in line with your vision.
- ❖ Recognize and reward people for making change happen.
- ❖ Identify people who are resisting the change and help them see what's needed.
- ❖ Take action to quickly remove barriers (human or otherwise).

6

### CREATE SHORT-TERM WINS

- ❖ Look for sure-fire projects that you can implement without help from any strong critics of the change.
- ❖ Don't choose early targets that are expensive. You want to be able to justify the investment in each project.
- ❖ Thoroughly analyze the potential pros and cons of your targets. If you don't succeed with an early goal, it can hurt your entire change initiative.

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## BUILD ON THE CHANGE

- ❖ After every win, analyze what went right, and what needs improving.
- ❖ Set Goals to continue building on the momentum you've achieved.
- ❖ Keep ideas fresh by bringing in new change agents and leaders for your guiding coalition.

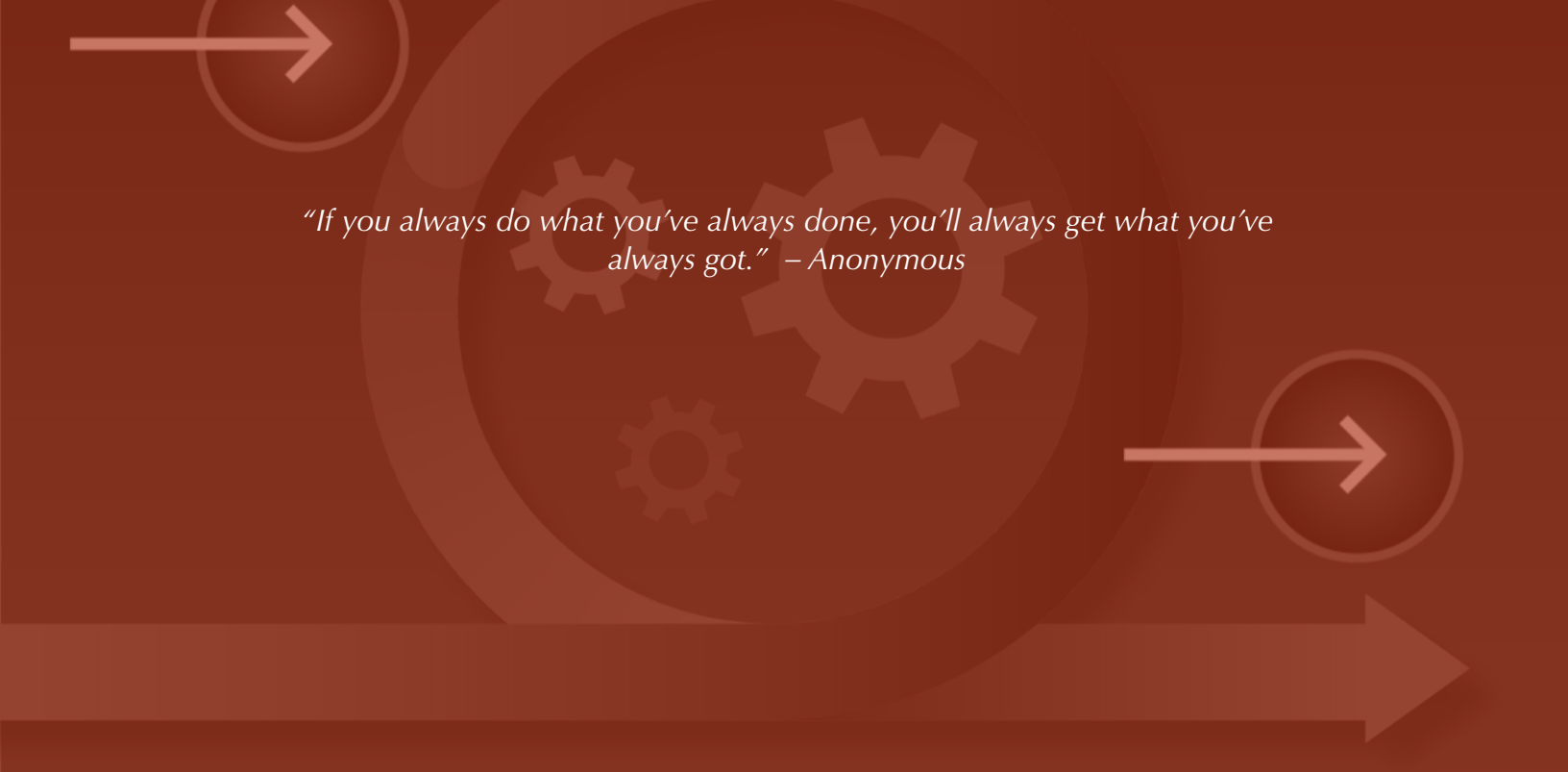
7

## ANCHOR THE CHANGES IN CHURCH CULTURE

- ❖ Talk about progress every chance you get. Tell success stories about the change process and repeat other stories that you hear.
- ❖ Include the change ideals and values when engaging, on boarding and training new team members.
- ❖ Publicly recognize key members of your original change coalition, and make sure the rest of the team – new and old – remembers their contributions.
- ❖ Create plans to replace key leaders of change as they move on. This will help ensure that their legacy is not lost or forgotten.

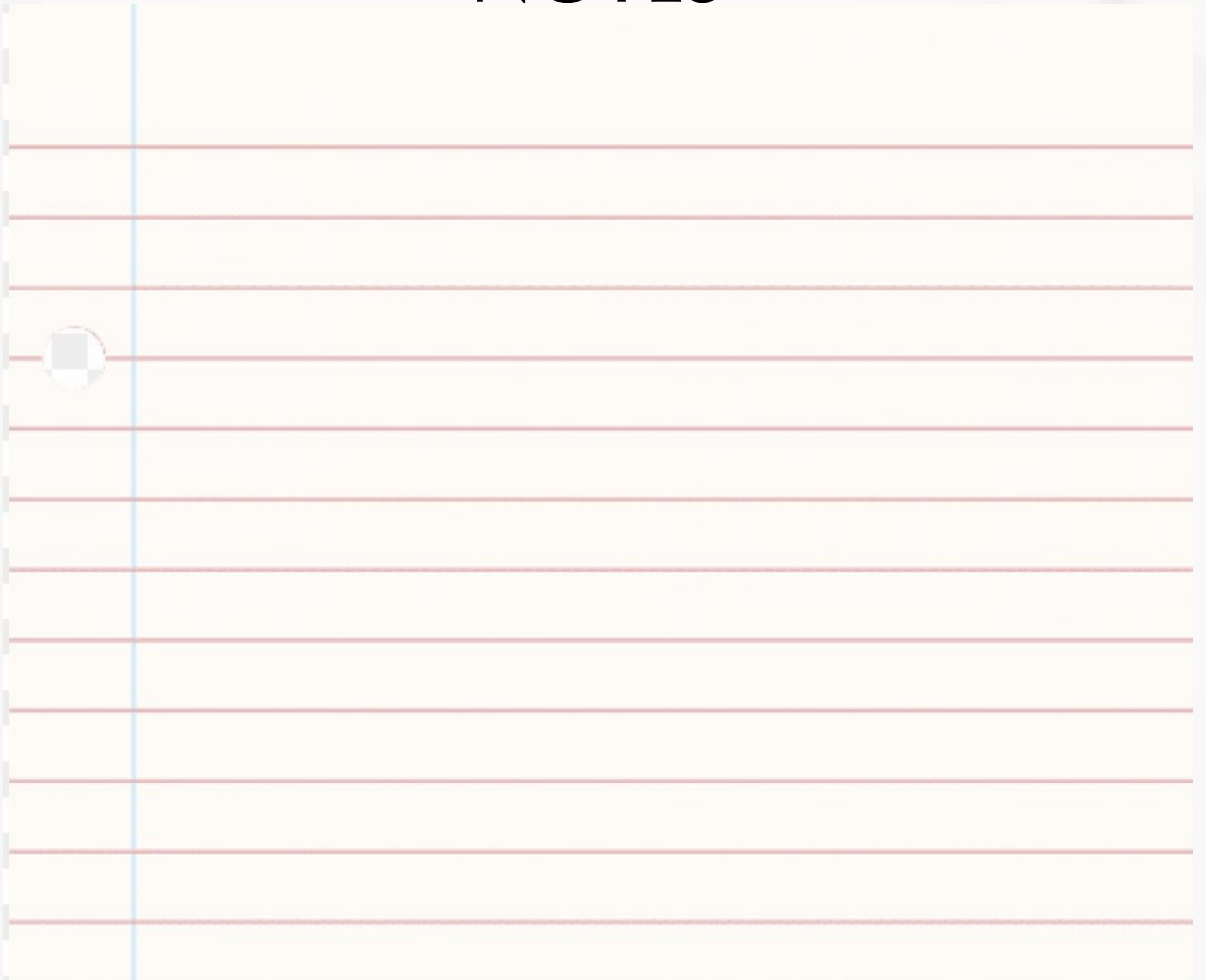
8

*"If you don't like something, change it. If you can't change it, change your attitude." – Maya Angelou*

The background of the top section is a dark red color. It features several decorative elements: a large gear in the center, a smaller gear to its left, and another gear below it. There are three arrows: one in the top left corner pointing right, one in the top right corner pointing right, and a large, thick arrow at the bottom pointing right.

*"If you always do what you've always done, you'll always get what you've always got." – Anonymous*

# NOTES

A sheet of white, lined paper is positioned in the lower half of the page. It has a vertical blue margin line on the left side and horizontal red lines for writing. A small, light-colored circular sticker is attached to the left edge of the paper, about halfway down. The paper is slightly offset to the left and bottom, giving it a layered appearance.

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