

Leading Through Volatility and Uncertainty



As Jesus-centered leaders, how can we live and lead well? This tool focuses on core principles Jesus-centered leaders can implement to bring peace and forge a prudent way forward for their team and organization.

Is Your Current Reality “VUCA”?

Volatile: Full of unexpected instability?

Uncertain: Is everything is unclear, unpredictable, unstable and subject to change?

Complex: Are there many interconnected parts and increasing variables? The C can also refer to increasing, and sometimes unprecedented, change.

Ambiguous: Are things obscure and unclear?

Living in VUCA means we are living in the unknown. Things are rapidly changing, and this taps into people’s greatest fear—the fear of the unknown. What is the antidote to the fear of the unknown? The known! The way to lead and live well inside of VUCA is to first focus on what we know. There are two anchor points to combat the fear of the unknown.

Trust

The only sure anchor is God. In VUCA days, we need a daily dose of truth to remind us of who God is, what he is like, his character and his attributes. Here are a few verses to help create some anchor points for you in trusting God: Psalm 20:7, Psalm 37:3, 5, Psalm 71:5, Proverbs 3:5, Isaiah 12:2 and Isaiah 41:10.

What are additional verses that can become your own anchor points? Consider making your own daily list of anchor point Scriptures to find solace for your soul and to share with others.

Because we can trust God, we have reason for hope, peace and calm in the midst of this unprecedented crisis. Now more than ever is a unique opportunity to bring light into the darkness (Matthew 5:14-16).

To be light, what are ways we can sacrificially serve others? How can we sacrificially serve as leaders in our churches, teams, organizations and also in our broader community? How can we creatively use technology to be the light? How can we equip and empower others to be the light in these days? What does it look like to be the body of Christ to, for and with one another?

Stewardship

The second significant anchor point to combat the fear of the unknown is stewardship. As leaders, we steward three resources:

People: In crisis we begin with a focus on safety—the safety and well-being of our staff, volunteers and the people we serve. Paul writes, “Let each of you look not only to his own interests, but also to the interests of others” (Philippians 2:4). The principle is to take care of our people. One critical aspect of creating safety is to communicate with your people well. What does it look like for you to create safety and to communicate well?

Finances: Effective contingency planning next focuses on “calculating the cost” (Luke 14:28) and stewarding resources (Luke 16:10-12; 19:11-18). A crisis often means reduced resources, which can be people, money, time, facilities, technology and more. Taking into account each of these resources, think in terms of phases. Start with today and the next two to four weeks, the next two months, and further into the future. Based on current usage, how long will your resources last? What adjustments need to be made?

Opportunities: Crisis means change. These times of change can create new opportunities to innovate and serve the needs of others around you. How can you steward this opportunity in a way that will help you innovate and grow as a leader and as a ministry?

In addition to leveraging crisis as a learning opportunity, as Jesus-centered leaders we can lead differently during challenging times by looking beyond our own needs to the needs of others. What are needs you and others are facing that you are qualified and equipped to meet? What resources do you have that would help those around you? What knowledge and experience do you have at your disposal that would make a significant difference for others?

