



A Jesus-Centered Approach to Effectively Navigating Complexity and Change

WORKSHOP 3: *Following Jesus' Lead: Leading People in the Midst of Change*

APRIL 11, 2022

The Nature of Change

- ▶ The unchanging God is a God of change.
 - ↳ He is unchanging in his **essence** (Num 23:19; Ps 102:27; Mal 3:6; Heb 13:8; Jas 1:17)
 - ↳ He is unchanging in his **attributes** (Ps 103:17; 110:4; Heb 7:21)

- ▶ And yet, even though God Himself is unchangeable, He is a God of change:
 - ↳ Creation - Gen. 1:1b-27
 - ↳ The Flood - Gen. 6-9
 - ↳ The resurrection of Jesus – Luke 24:49
 - ↳ The change salvation brings to believers - 2 Cor. 5:17
 - ↳ Believers are commanded to be transformed (changed) - Rom. 12:2
 - ↳ We await a new heaven and a new earth - Rev. 20-22

- ▶ Two Types of Change:
 - ↳ Indirect change = Passive change
 - ↳ This is a change I do not initiate.
 - ↳ Direct change = Active change
 - ↳ It is a change I initiate.
 - ↳ Change is ultimately CHANGE!

- ▶ The Necessity of Change:
 - ↳ Growth requires change.
 - ↳ Pruning encourages growth.

Nehemiah's Model of Leading Change

- ▶ Pray (Neh. 1:4-11)*
- ▶ Discern a Need or Opportunity (Neh. 1:1-3; 2:11-16)
- ▶ Develop a Plan (Neh. 2:1-8)*
- ▶ Engage a Team (Neh. 2:16-18)*
- ▶ Deal with Opposition (Neh. 2:19-20; 4:1-14)*
- ▶ Make Progress / Complete the Change Task (Neh. 6:1, 15)*
- ▶ Celebrate (Neh. 8:9-18)
- ▶ *Communicate, Communicate, Communicate!

Communication During Change

- ▶ Change always involves taking a step across the threshold of the status quo to the unknown.
- ▶ When we face the unknown, the normal emotional response is fear.
 - ↳ Communication helps address the unknown and relieves fear.
- ▶ Create a Communication Plan
 - ↳ Make the **what** certain
 - ↳ The **why** compelling
 - ↳ The **how** flexible
 - ↳ And the **who** clear

(Adapted from material by Peggy Grall)
- ▶ Communicate, Communicate, Communicate!

Application

How can you improve your communication to help address people's expectations during change?



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