

Eight Steps to Leading People through Change

1. Accept Personal Challenge

- there must be visible change in the life of the leader(s) before it can be expected in the life of the church.
- personal change comes before organizational change. What needs to change in me, as God works in my life?
- must lead by example, not in hypocritical way (*1 Peter 5:1-5*) (Robert Quinn: *Deep Change*)

2. Evaluate Present Situation

- what is current reality?
- like map in mall “you are here”

3. Look at Preferred Future

- where does God want us to go?
- what is Christ up to/ doing that He invites us to join?

4. Develop a Painful Urgency

- the #1 reason change does not happen is a lack of a sense of urgency. There must be a profound dissatisfaction with the status quo for people to be open to change. (John Kotter: *Leading Change*)
- ? What are you personally willing to endure/ sacrifice in order for this change to become a reality?
- as leaders, we are in the business of increasing people’s sense of dissatisfaction, so that there will be willingness to change. This is achieved through painting a clear contrast between what is and a preferred future that is so wonderful that people want to go there.

5. Gather Team of Key People

- the # 2 reason change does not happen is a lack of a guiding coalition for change (Kotter)
- there needs to be a team of key people who have ownership of the vision, who can develop trust relationships, are empowered to make things happen and have the influence to implement it. Need opinion leaders on board.

6. Probing Analysis

- how easy or difficult is it going to be to lead the change process?
- *force field sheet*: enhancing forces vs. inhibiting forces.
- how can we minimize the negative forces or turn negative forces into positive ones?

7. Prioritized Initiatives

- where do you start first?
- begin where you get some small wins. Even small changes/ successes can help people believe that “maybe things can be different around here.”

8. Preserve the Momentum

- success is measured by one thing only, “did we do the will of God?” Did we find out what God wanted us to do and do it?
- Are we part of the movement that God is doing? God desires to do immeasurably more than we can ask or think.
- John 15:5. If we abide in Christ, the fruit will come.

All of the above must be undergirded with prayer, that we might hear clearly what God desires to do/change in our personal lives and what He is desiring to do in and through our congregation.

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