

Leading change

Inertia, the tendency for things to stay as they have always been, is a crucial issue in churches, ministries and organizations throughout our region. Leading change is difficult and will always encounter resistance. Often the default is to change in fragmenting ways, as the new breaks away and develops in opposition with the old. How can you overcome the powerful forces of inertia and lead change in a way that both opens the future and blesses the past? How can you bring change that causes people to grow and keeps them together? Using some of the latest research on change from experts at Harvard and other leading universities, Dave will give practical tools to equip you to lead healthy change in your ministry setting.

Dave Patty has been involved in training youth leaders and leading national and international youth movements in Europe for over 30 years and serves as the president of Josiah Venture. He is also a founding member of Global Youth Initiative, which mobilizes and equips youth ministry trainers in over 70 countries of the world. Dave is an ordained pastor with a BA in theology and a MA in education. He has also done graduate work in leadership development at Harvard University. For the past 26 years he has lived in the Czech Republic, and spent the 10 years before that in Germany. Dave is married to Connie, and has three grown children, Tyler, Caleb, and Claire.

I. Adaptive leadership

What one move, if you were able to accomplish it, would most increase the effectiveness of your team or the ministry you are leading?

Is this an adaptive or technical challenge?

A. There are two types of leadership

1. Technical – applying existing or known solutions to the problems or tasks at hand
2. Adaptive leadership – leading people through a process of discovering solutions that they (and you) don't know, and making the adaptive changes that will make them more fit for the challenges and problems they face.

“Every day, people have problems for which they do, in fact, have the necessary know-how and procedures. We call these technical problems. But there is a whole host of problems that are not amenable to authoritative expertise or standard operating procedures. They cannot be solved by someone who provides answers from on high. We call these adaptive challenges because they require experiments, new discoveries, and adjustments from numerous places in the organization or community. Without learning new ways – changing attitudes, values, and behaviors – people cannot make the adaptive leap necessary to thrive in the new environment. The sustainability of change depends on having the people with the problem internalize the change itself.”

D. Maintaining horizontal and vertical containing forces

E. Direction

F. Protection

G. Order