



PACING CHANGE

D6 2017 Breakout Session Notes

Leaders are desperate for change and forward progress but change at too fast a pace is rarely lasting change. In this session we will process how to pace change for maximum impact!

Change is a must in any family ministry setting. We are all leading change...

Spiritual Growth / people have to change

Parent Partnership / our ministry has to change

Empowering the home to be a place of discipleship / the home has to change

The right pace leads to lasting change. The wrong pace leads to 2 extremes, lack of momentum or confusion.

lack of momentum / people do not see progress so they get frustrated because things are not improving. People can sense a stagnant ministry.

Confusion / change is so fast that people can't keep up and there seems to be no stability. It's hard for people to grasp what is going on.

Pacing change really hinges on our ability to be patient.

One thing people in my Infuse mentoring and coaching program always tell me, it blows them away how patient I am with change. It's because I realize that anything of value takes more time to build. The difference between a five-story building and a little lean-to is the value, and it is going to take a lot longer to build that five-story building. - Jim Wideman

Joshua 2 - Joshua is a Biblical example of a leader learning to pace change. Check out the story in the Biblical text!

Pacing change matters because we are leading people to a spiritual place full of promise and full of resistance.

Before you launch change...

Create a map.

Your strategy impacts your success almost more than your heart does. Sometimes we forget this in ministry. - Carey Nieuwhof

Your vision is not enough. Your vision is the spark but the plan will protect the vision.

Gather the right team.

Good strategies for change are about focusing on the right people in the right moments. - Carey Nieuwhof

Surround yourself with the right people to enact change or the change will fail.

Pacing the Change...

Limit the Scope of Change

For you to lead effective change you have to choose what not to change. Change leads to progress but it also causes stress. Too much stress will cause people to disengage and doubt to the point they walk away.

Launch Change at the Right Time

Success and Timing are powerfully linked! You need to make sure you time your changes to have the maximum success and maximum engagement with target audience.

Make Sure Change Does not Detract from Weekly Excellence

People are attracted to excellence and will endure change on some things when most other things are stable and thriving.

Keep Your Leadership Informed

When you keep your senior leaders informed then you give them info and vision to share with opposition when they go above your head. People opposed to your change will go above your head because it's easier. Your opponents don't want hurt you but they love things to stay the same.

Connect With Complainers and Lovingly Cast Vision (embrace how we should respond not how we want to respond)

We have to make sure that we don't take opposition personally. Change will bring friction and goal is to address the friction in a way that is kind, clear, and patient.

Celebrate Intentionally

You look ahead at your plan and plot out a few places where you will celebrate with your team. Celebrate intentionally and with purpose. We want to be purposeful partiers!

Adjust and Learn Along the Change Process

Don't wait to make changes when you are leading through change. Make adjustments to your lessons learned as you advance the mission. People rally around leaders who are committed to solving problems.

Push Through Resistance

Lasting time demands patient effort and encouragement if the change has a chance to merge into the culture.