

## Leading Change

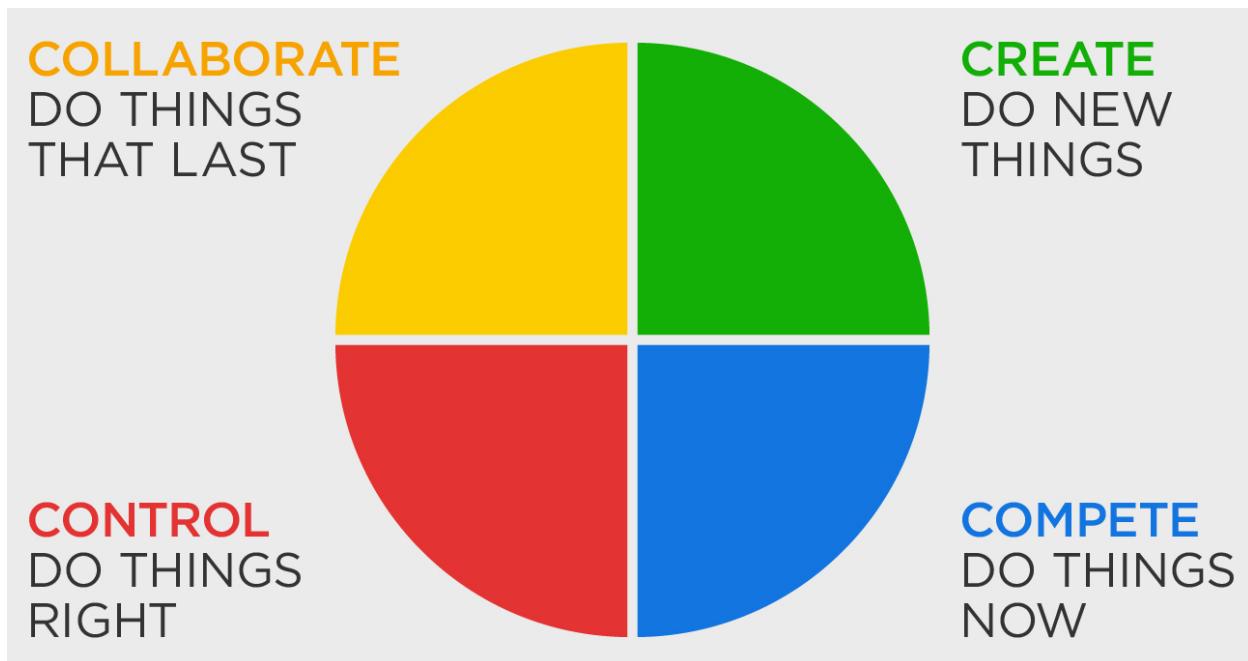


Adapted from Knoster, T. (1991) Presentation in TASH Conference. Washington, D.C. Adapted by Knoster from Enterprise Group, Ltd.

**THIS CHART FEELS OVERWHELMING!!** *But actually it's not.* It simply reminds us which questions to ask as we provide leadership that leads to change. As we ponder one very specific step forward, apply these questions to that step:

<b>VISION</b>	A result of Pentecost is that we dream dreams and see visions. What do we long to see five years from now? Where do we see tiny seedlings present among us now that, with prayer and wise nurture, might grow towards that five year vision?
<b>SKILLS</b>	Who are some of the people who will lead this effort? What character traits (how) will help this process move forward? What specific competencies (what) will bless this process?
<b>INCENTIVES</b>	What hopes and longings exist in our congregation that will fuel this step? What motivators give us the courage and perseverance to do this? What anxieties or discouragements will weaken the incentives, and how might we shepherd these?
<b>RESOURCES</b>	What do we need? What are books, other printed or electronic materials, other ministries and their personnel (Faith Formation Ministries and others), other congregations who have taken similar steps, and more that will equip us for this step? Which items on this list are especially strong for our particular situation?
<b>ACTION PLAN</b>	What initial set of steps will move us toward the envisioned future? Who will oversee these steps, and lead the revision of them as needed? How do these steps take into account all the other dimensions listed above?

# Organizational Structure and Competing Values



Competing Values Framework  
Cameron & Quinn (1999)

