

How To Break Out Of The Doom Loop

如何突破因循

Psalms 詩篇 23:1-4, 22:1, 144:9

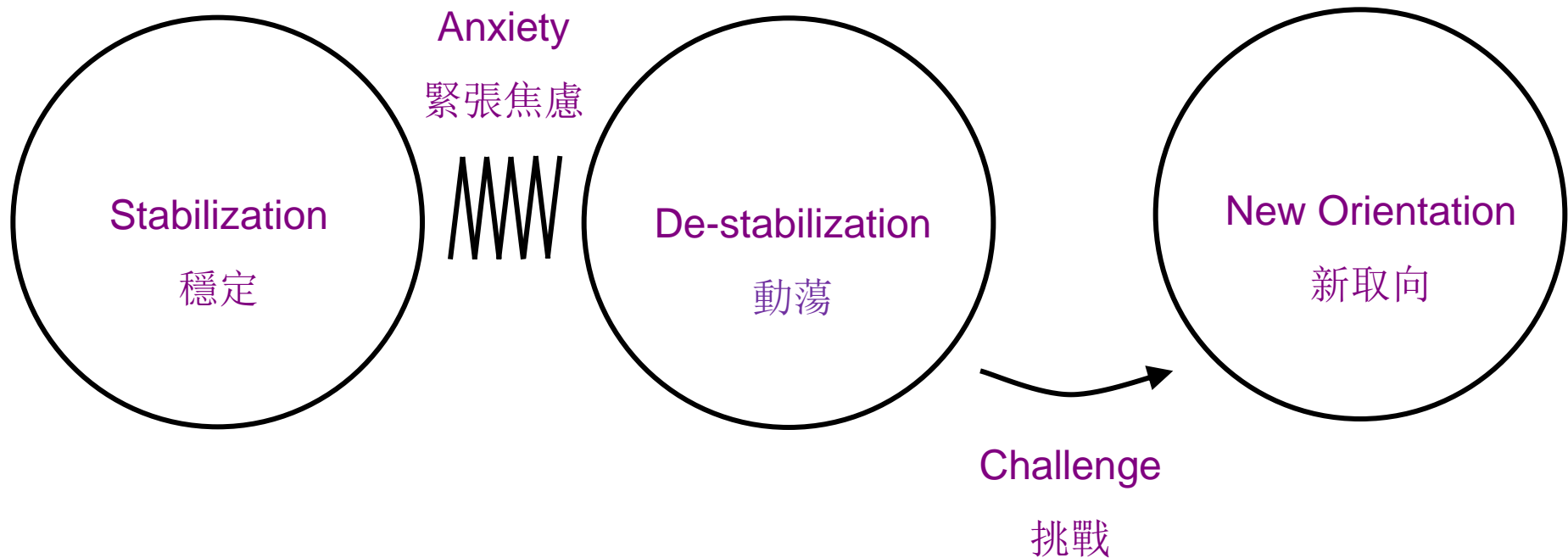
Dr. John Wenrich

November 15, 2014

2014年11月15日

Adaptive Leadership

靈活的領導



Challenge Questions to break out of the Doom Loop對突破因循的疑問

- Is the need for change valid?
改變的需要正確嗎？
- Do we trust those urging it?
我們信得過推動改變的人？
- Does it contribute to our vision?
這對我們的異象是否有幫助？
- If we do this, will we better serve Christ and others?
我們這樣做，是否能更好的服事基督和其他人？

- If we don't do this, will we regret it?
我們若不這麼做，我們會後悔嗎？
- Would Jesus do it?
耶穌也會這樣做嗎？
- Does the Evil One oppose it?
魔鬼會反對這改變嗎？
- Will we survive this change?
我們能順利過渡這改變嗎？
- Will we thrive if we don't change?
我們若不改變，我們會興旺嗎？

Leading Two Types of Change

帶動兩種改變

Technical 技術

P _____
A _____
D _____
I _____

Adaptive 適應

P _____
+
P _____
→
T _____
→
C _____
→
F _____

Leading Two Types of Change

帶動兩種改變

Technical 技術

Problem identification

Alternative solutions

Decision

Implementation

Adaptive 適應

Pain

+

Possibility

→

Thinking

→

Chaos

→

Find

靈活的領導

讓群體處於不穩定但具生產力的環境是一個考功夫的任務。當領導群眾時，你一定要時常留意「溫度計」。如果溫度持續過低，會眾便不會覺得需要提出一些令人不安的問題，或作出困難的決定。如果溫度持續過高，整個群體會面臨瓦解：人們會感到恐慌及只會停留原地。



Ronald Heifetz

The Practice of Adaptive Leadership
(as quoted in the Harvard Business Review)

How To Lead Healthy Missional Change

如何帶領「健康及有使命」 的改變

Psalm詩139:14 Luke路 8:22-25

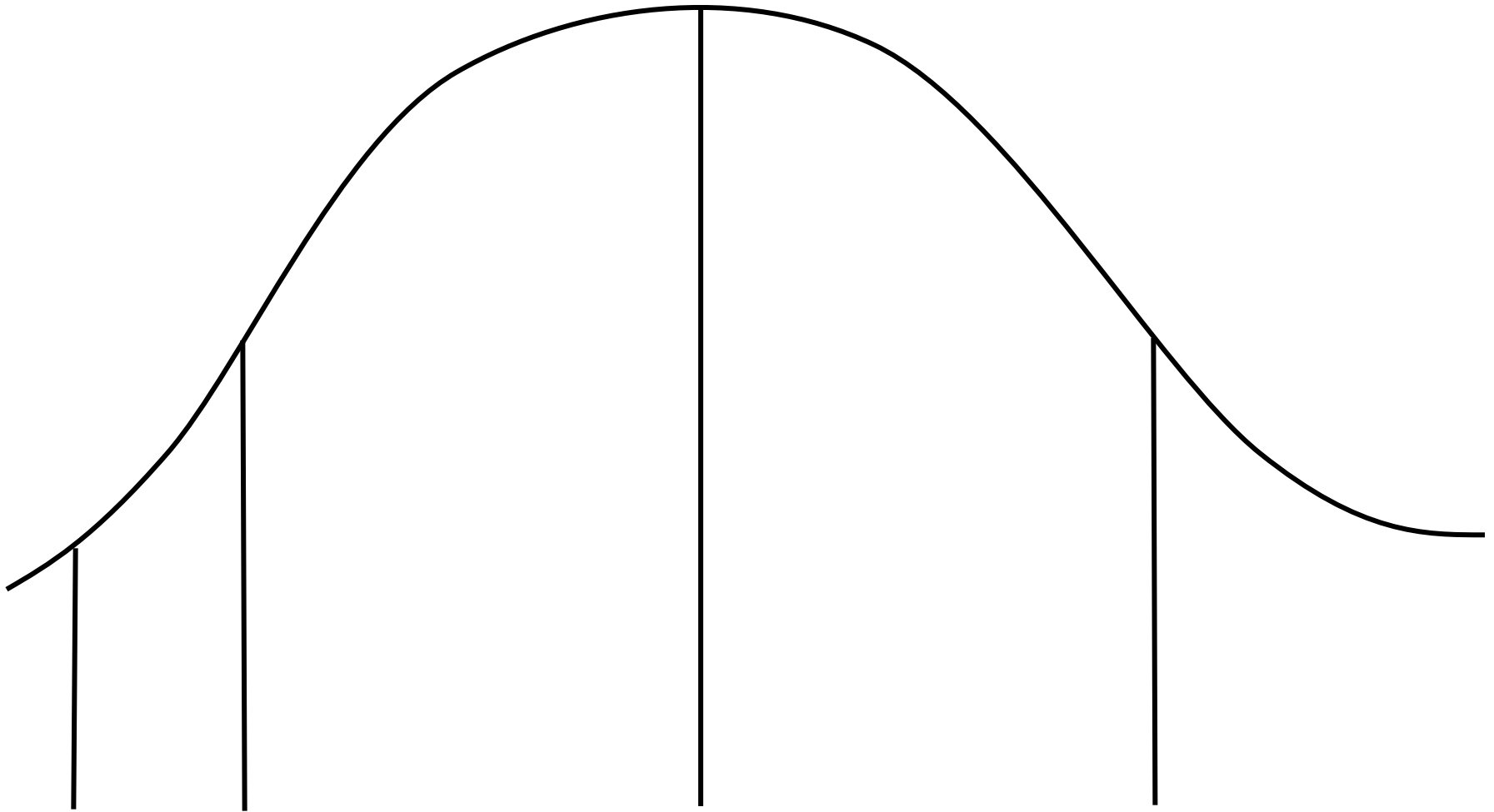
Dr. John Wenrich

November 16, 2014

2014年11月16日

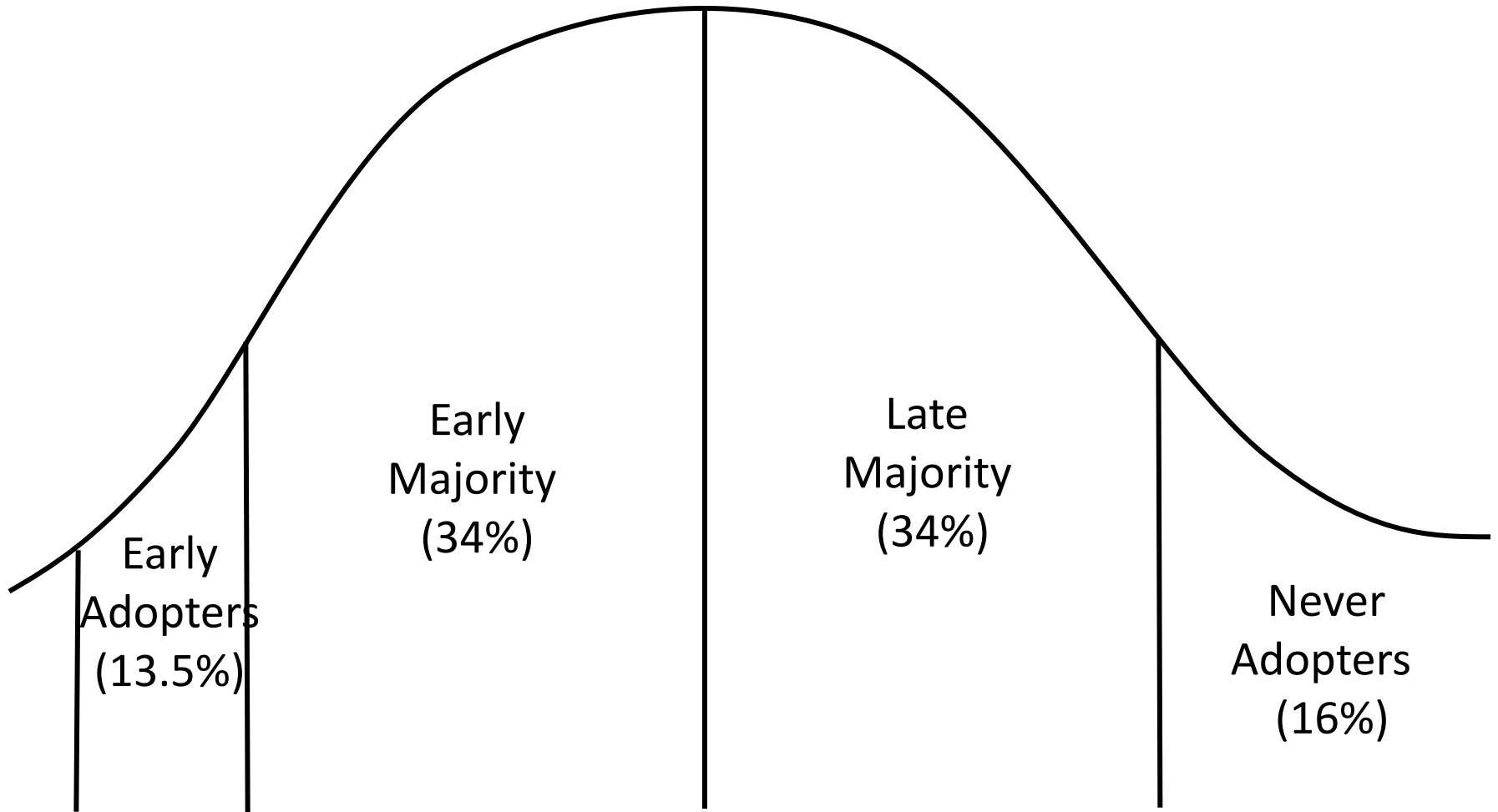
Responses to Change

對改變的回應



Responses to Change

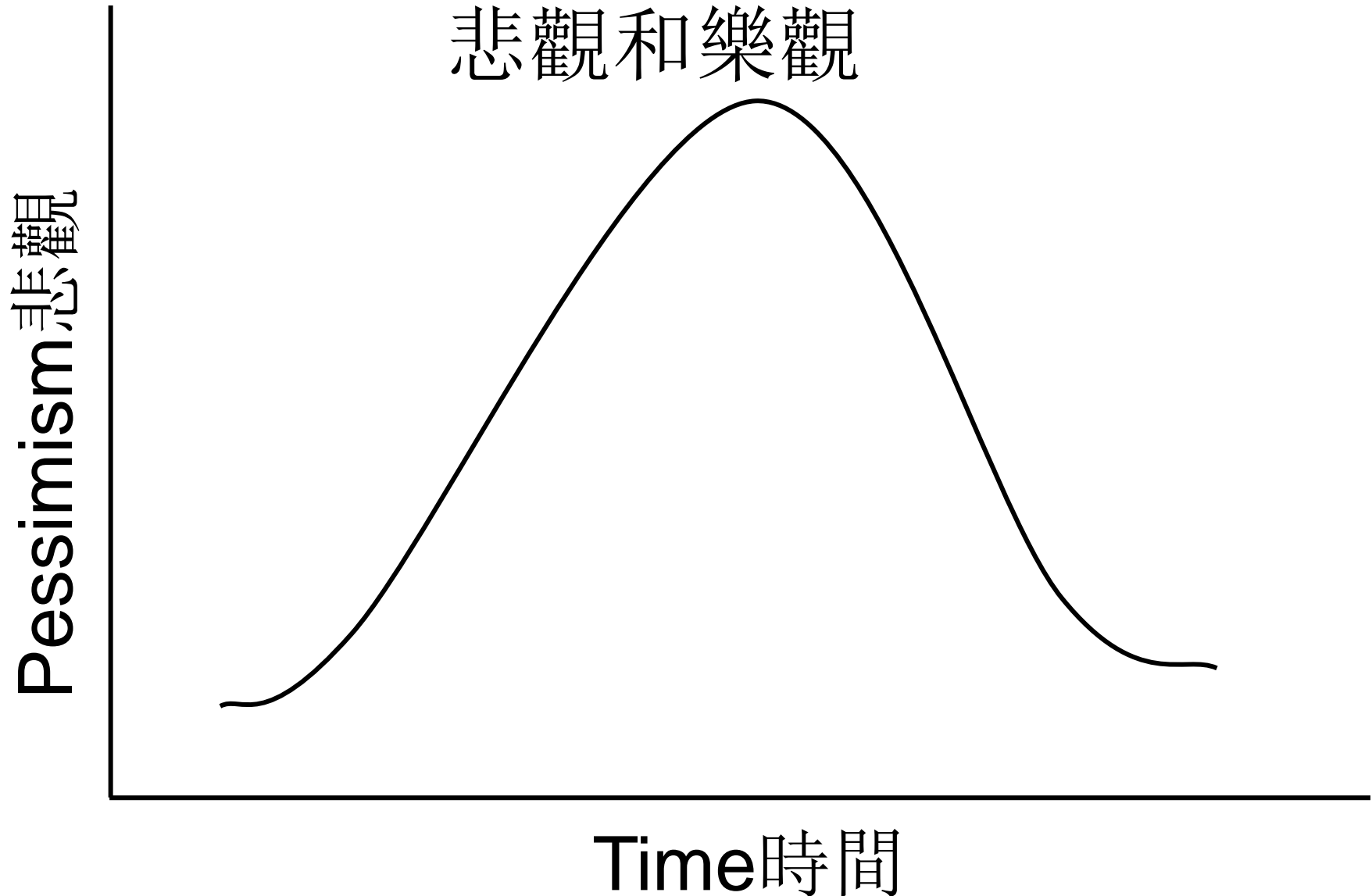
對改變的回應



Innovators
(2.5%)

Pessimism and Optimism

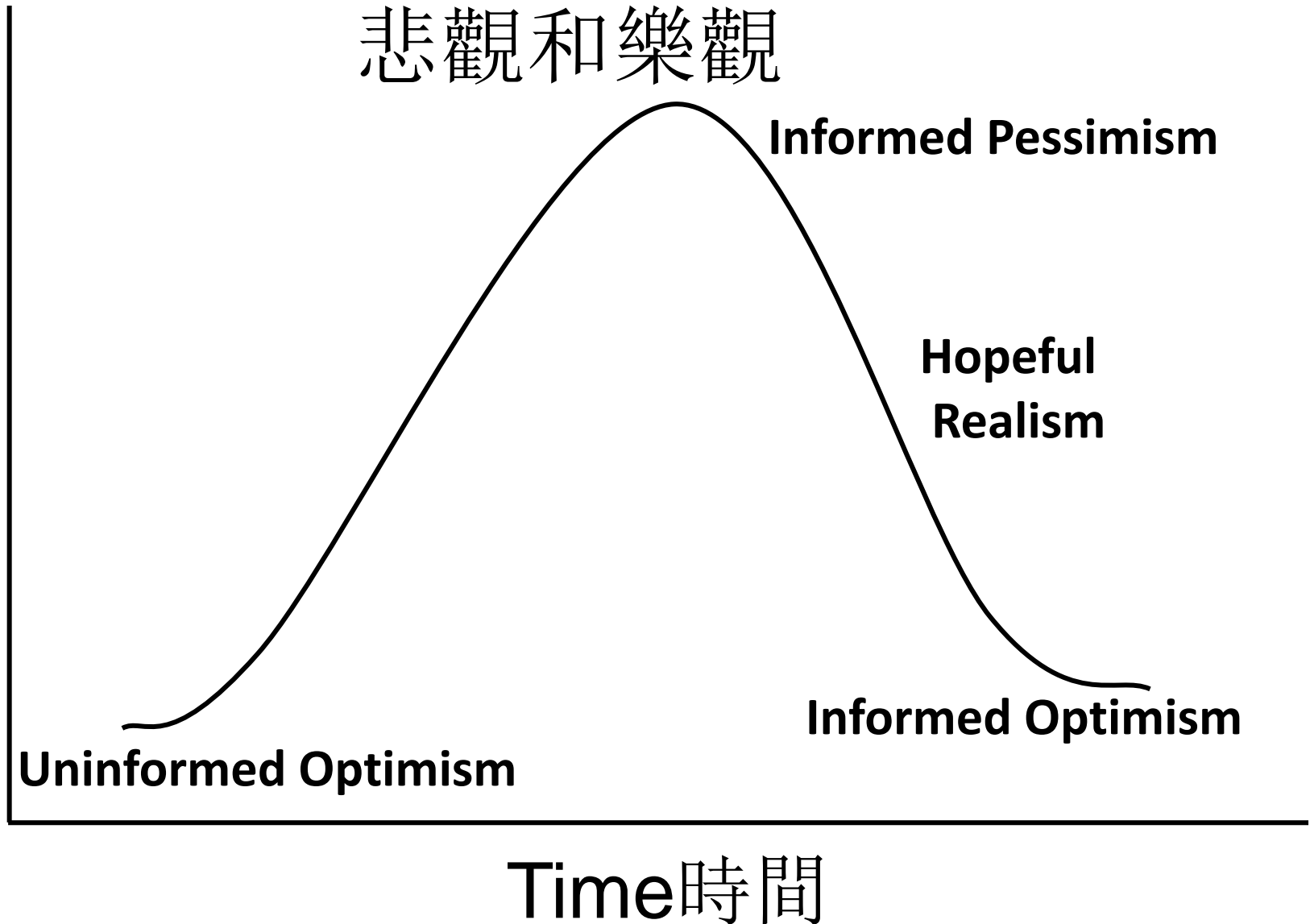
悲觀和樂觀

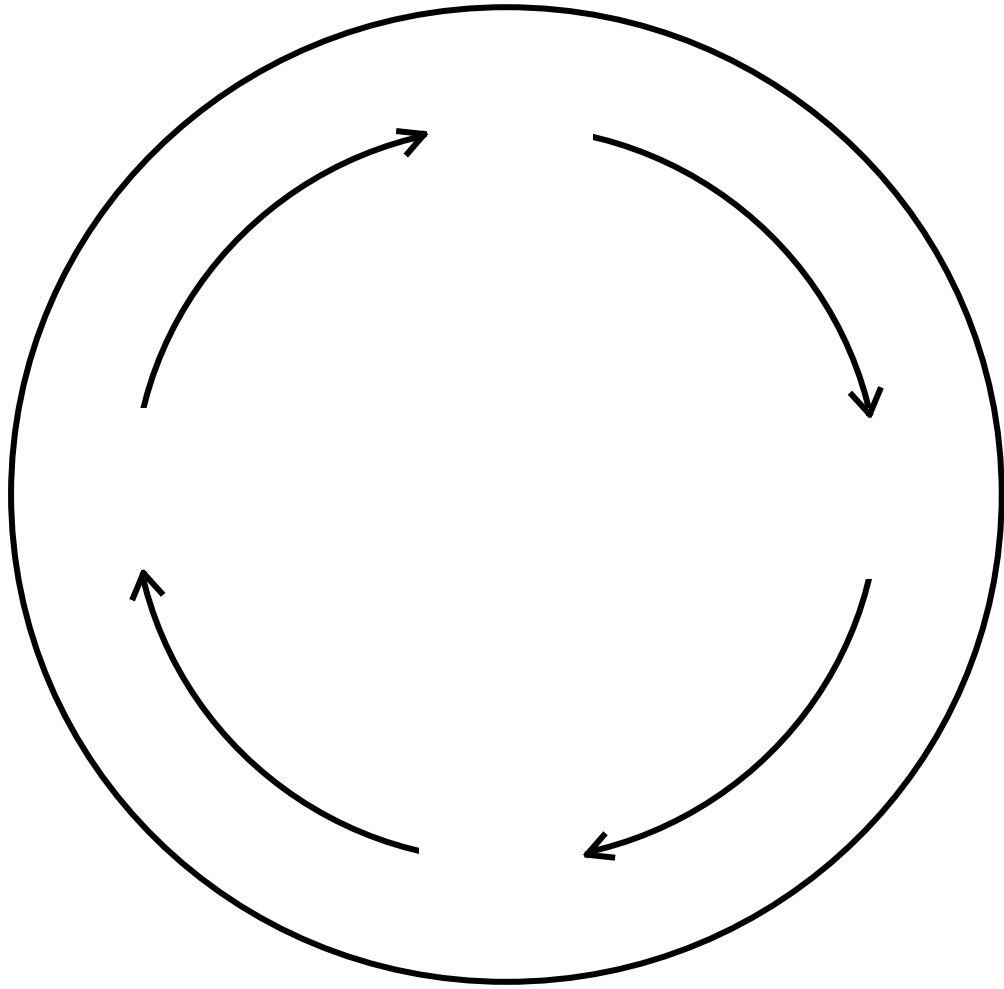


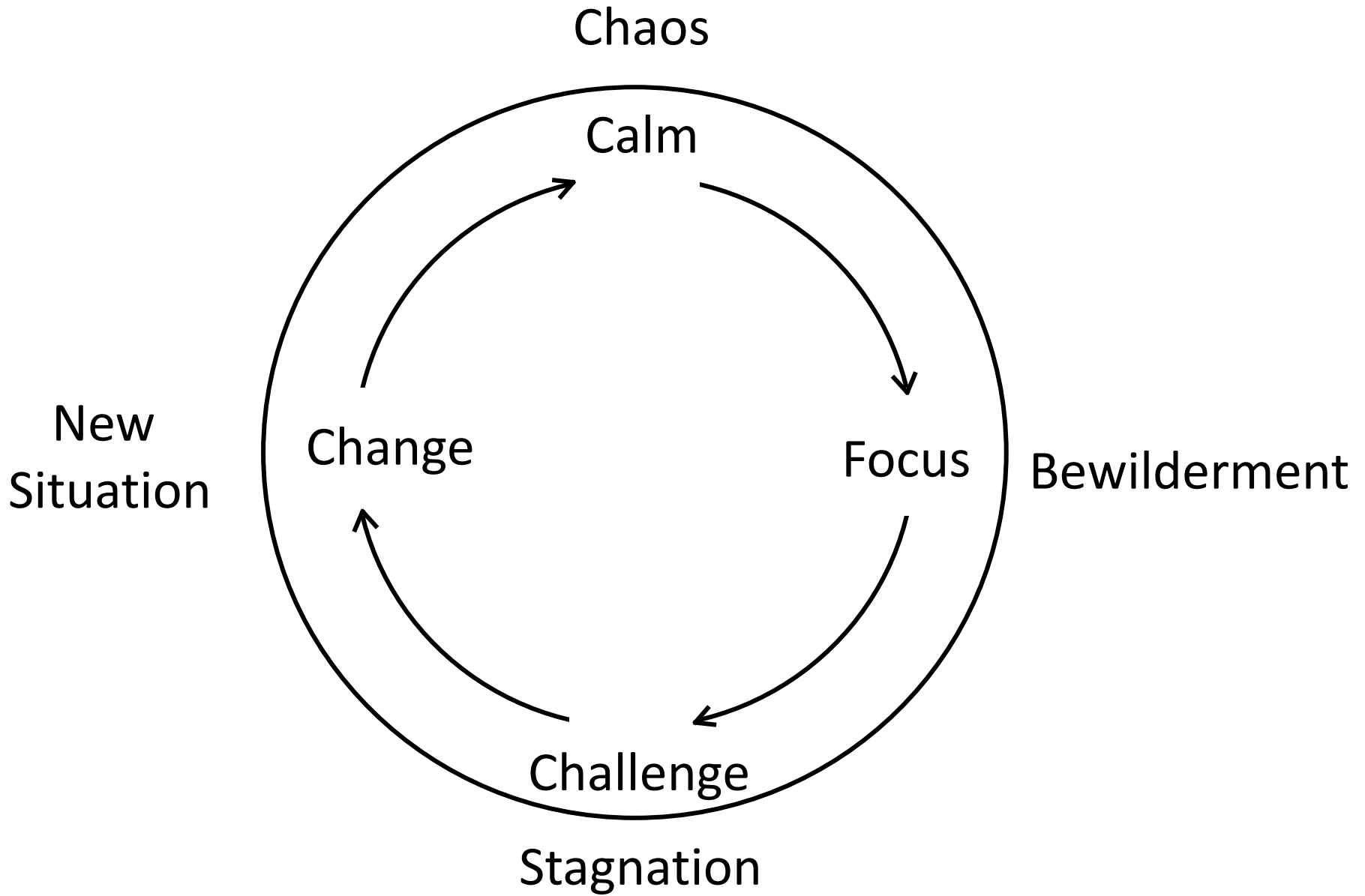
Pessimism and Optimism

悲觀和樂觀

Pessimism 悲觀









MADE WITH REAL GEESE!

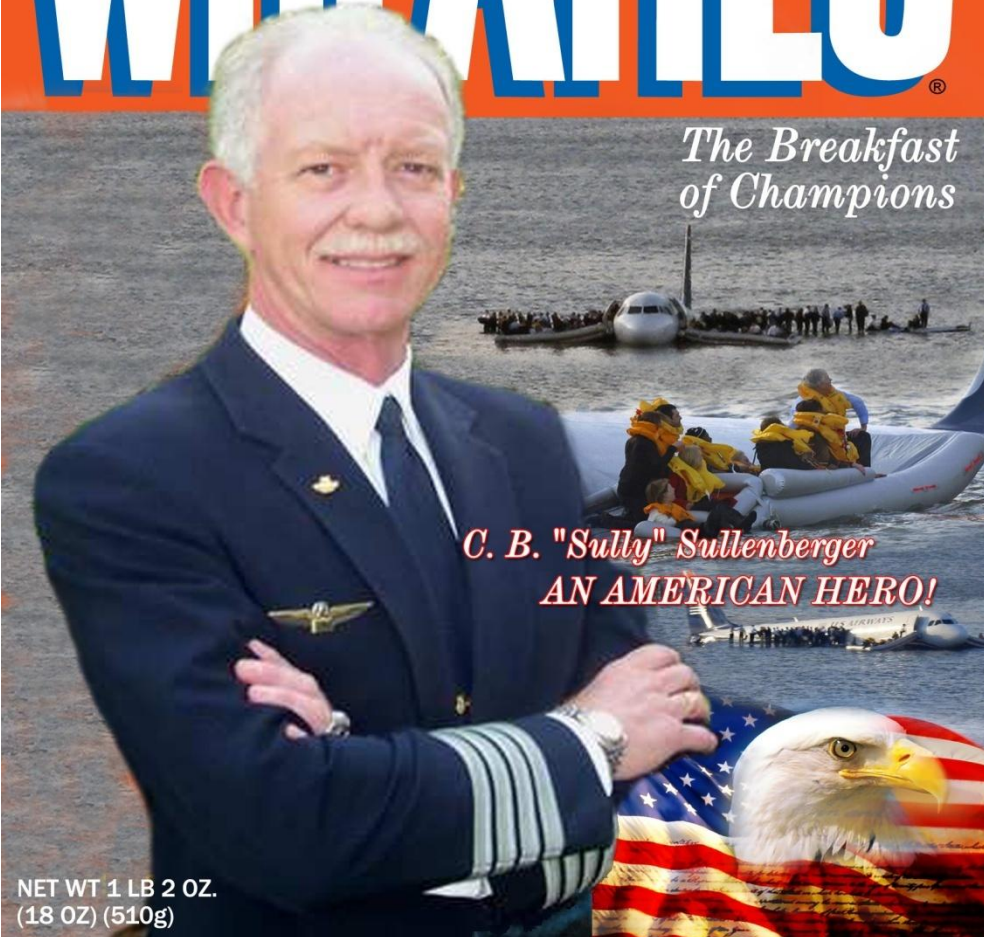


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How To Manage Transitions

如何處理過渡期

Deuteronomy 申8:1-18

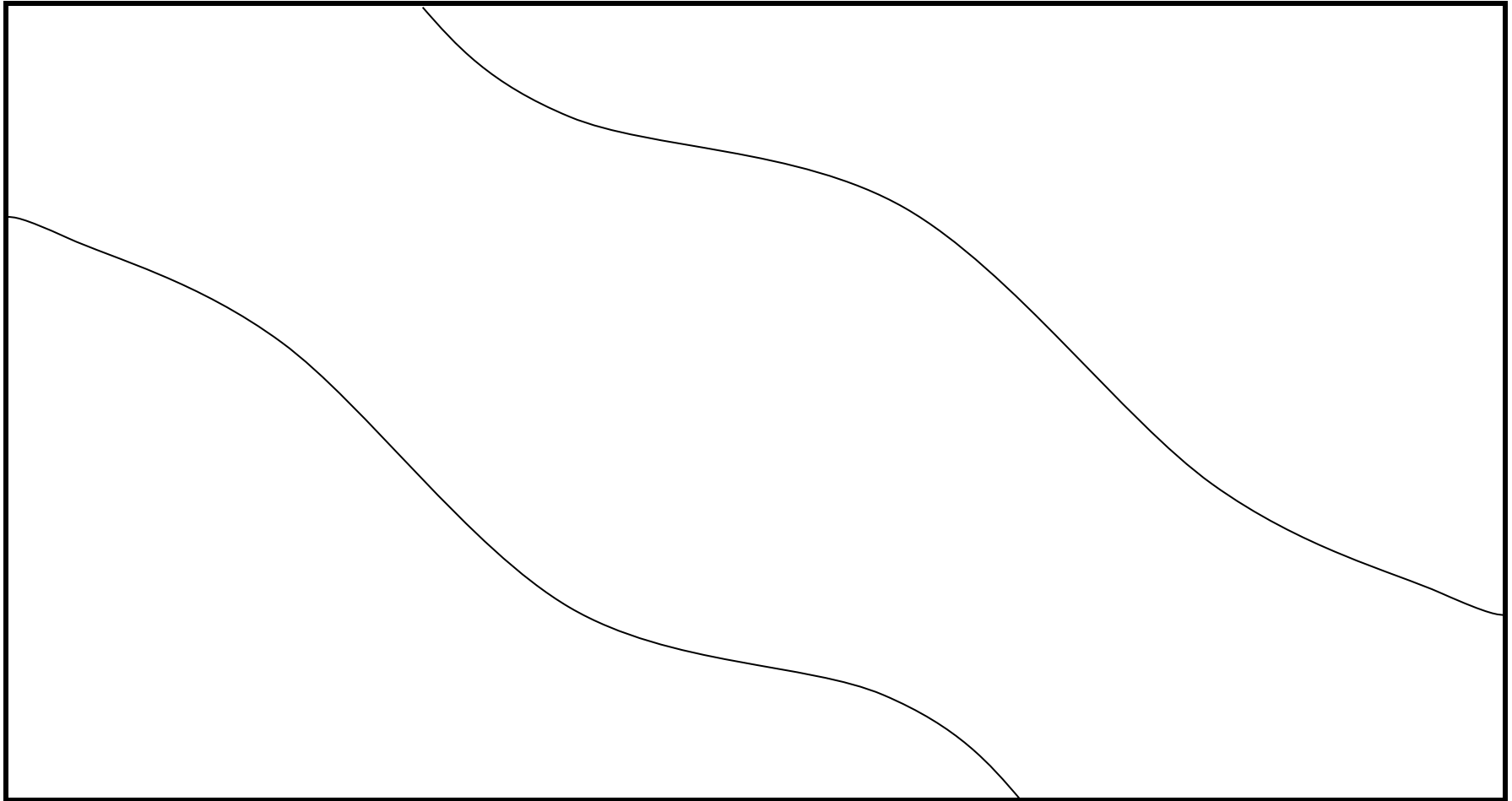
Ezra 以斯拉記3:10-13

Dr. John Wenrich

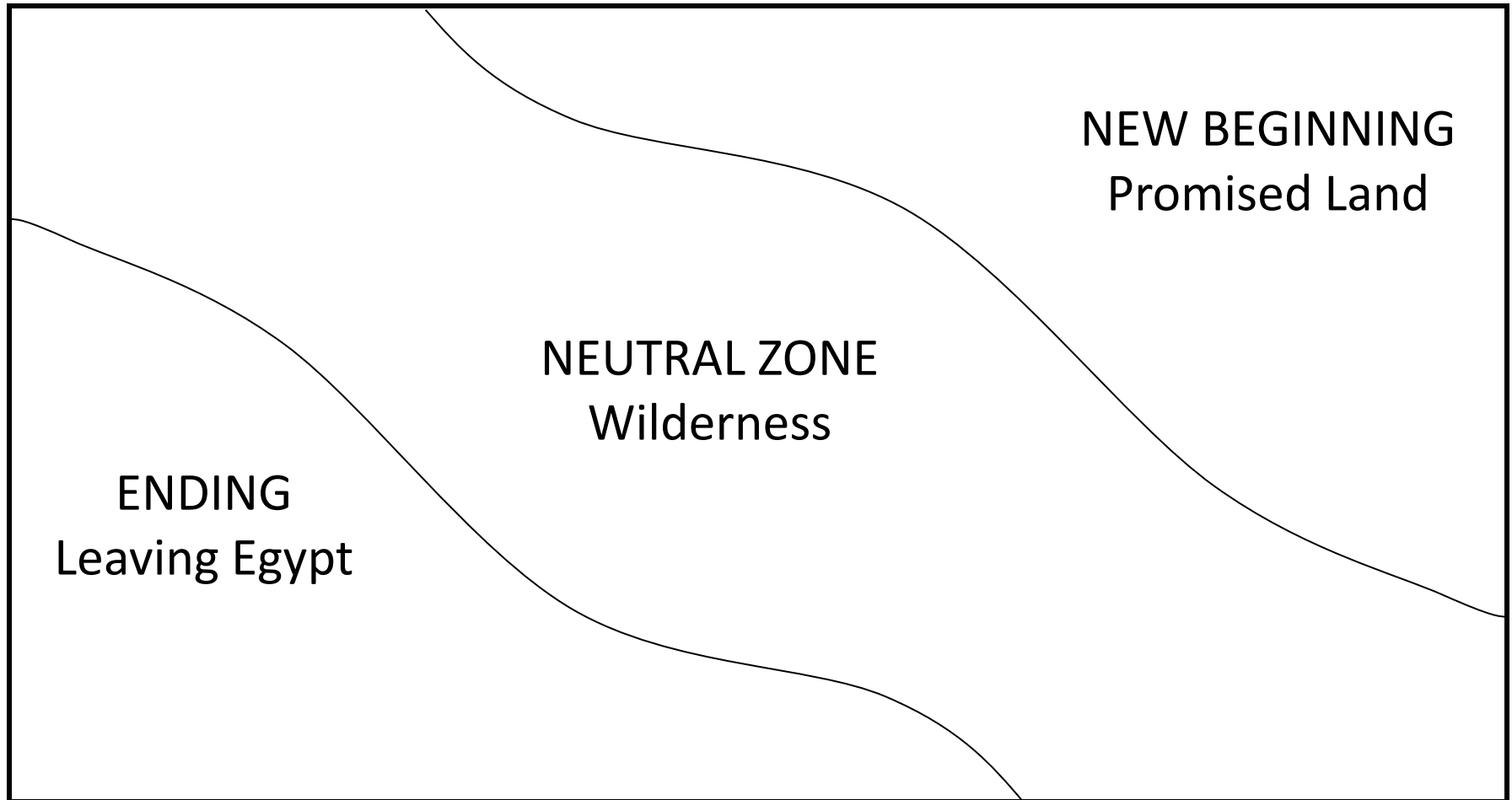
November 17, 2014

2014年11月17日

Transitions 過渡期



Transitions 過渡期



Bimodal Congregation

雙峰態的教會

