# Leadership - Cultivating Environments of Learning, Change, and Growth

English District Conference | May 2023

Pastor Richard Snow, President – Nebraska District LCMS

## Where we are headed

- 1. Leadership of self
- 2. Leadership principles
- 3. Reflection and discussion
- 4. Questions and Panel Answers
- 5. Bringing it home

### Leadership of self

- 1. Encouraging others towards learning, change and growth begins and continues with ongoing *personal* learning, change, and growth.
- 2. We build off one another in discoveries, failures, and successes. Healing, change, and growth, happen in community.
- 3. Coaching is a key aspect in customizing where you need to focus and grow.
- 4. Encouragement and accountability are essential Both coach and community not only cheer you on but can also be that little kick in the butt needed to push you through resistance to change.
- 5. Others will more likely be open to change and growth if you model it and invite them to join you in the process.
- 6. Change and growth will trickle out and influence all areas of your life.

# Sabbath Rhythms

#### Marriage Enrichment

Practicing new habits (for example--prioritizing and schedule blocking)

# **Reflection and Discussion Questions**

1. How are personal growth and transformation connected to growth and transformation for those you lead?

# **Leadership Principles**

- 1. Recognize the change process is non-linear and full of emotions (John Fischer, 2012).
- 2. The growth cycle information alone will not bring transformation. Change and growth require practice. Practice has to be clarified, shared out loud, and necessitates check ins.
- 3. Practicing a growth mindset is essential. Failure is a part of the growth cycle.
- 4. It is important to share your growth journey with others so they understand changes in your life.

# **Reflection and Discussion Questions**

1. Review the Growth Cycle and Growth Mindset. How might these help nudge a person along on the Personal Change J Curve? How might this reflect our experience in a life of repentance?

#### **Three Growth Environments**

## Marriage / Singleness

- A healthy, safe, secure relationship, where you can be reminded of your true identity, both in their sight and God's.

Warning: Beware of Attachment Alarms. When we are vulnerable with those closest to us, or perceive criticism from those we love, it may set off warnings that make us anxious about the safety or security of our attachment. Reassure / Affirm.

## **Close Kingdom co-workers / Friendships**

Warning: Dual Relationships will emerge: Define clear lines of authority and accountability. Establish clear boundaries. Reassure safety and security of relationship (attachment) especially in times of fear or conflict.

### Body of Believers / Leaders in the Church

Warning: Respect and honor the relationships that have been cultivated. Respect and honor God's growth process and timing.

### **Practice Considerations**

- Share how God is growing you or needs to grow you. (Is there an appropriate level of vulnerability?)
- Invite them to join you.
- God's Growth Process: Conflict/ Resolution / Prayer / God's Word / Sin & Grace.
- Celebrate God's growth.

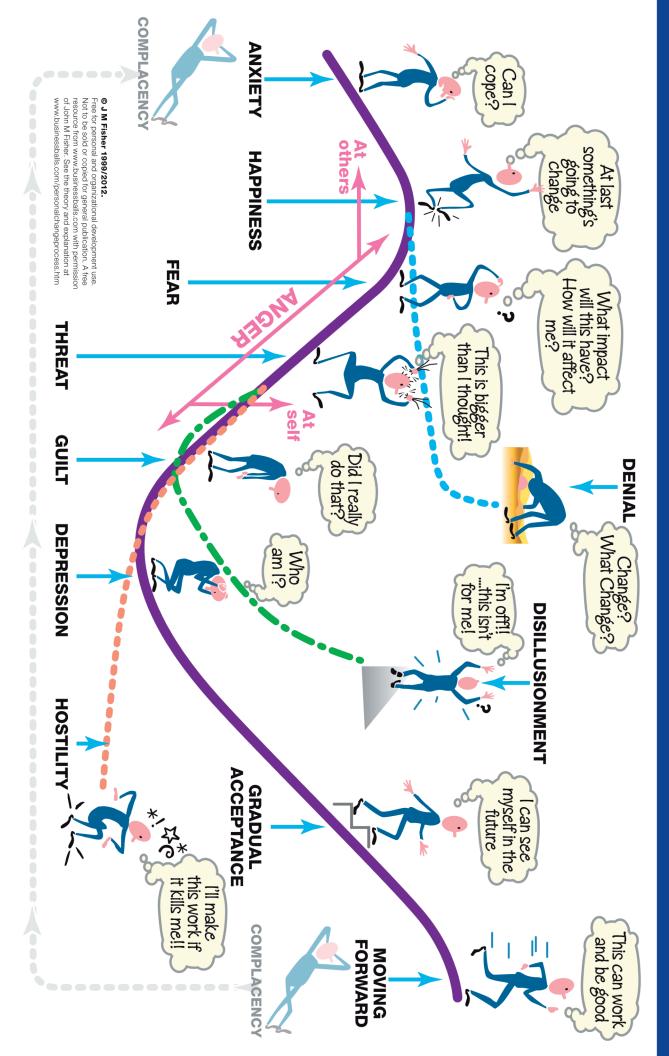
#### **Bringing it Back Home**

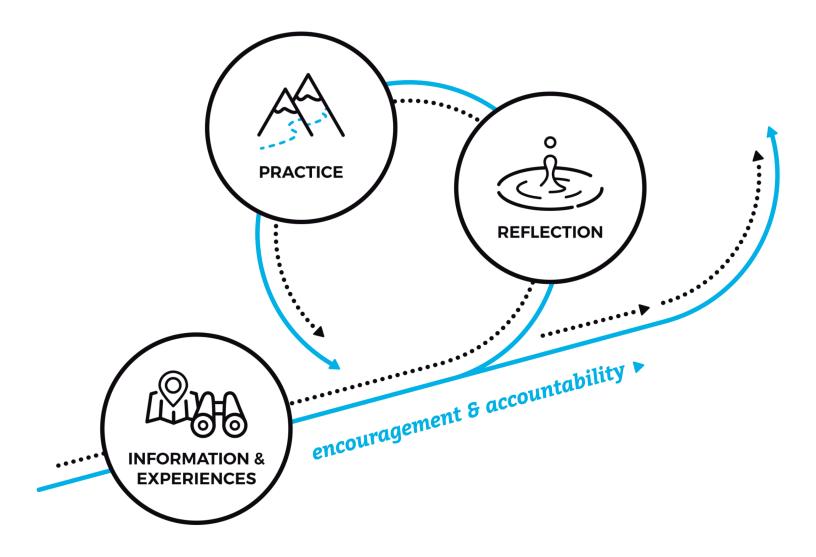
1. What is one concept or idea you are taking with you from this presentation?

2. What are some possible next steps for your own growth journey? Who can you share these thoughts with? When will you follow up with them to reflect on your practice?

**Questions and Answers** 









# vanessaseifert.com

NOT HELPFUL	HATE THEM & GET DISCOURAGED TRY TO AVOID MAKING THEM	BACK DOWN & AVOID FRAME AS A THREAT	NOT NECESSARY NOT USEFUL	PERFORMANCE & OUTCOMES NOT LOOKING BAD	SKILLS ARE BORN YOU CAN'T LEARN & GROW	FIXED MINDSET
FEDRACK	MISTAKES	CHALLENGES		FOCUS	BEUEFS	<b>MINDSET</b> CHARACTERISTICS
<b>APPRECIATE IT &amp; USE IT TO GROW</b>	USE THEM TO LEARN TREAT THEM AS OPPORTUNITIES	EMBRACE & PERSEVERE FRAME AS AN OPPORTUNITY	USEFUL WILL LEAD TO GROWTH	THE PROCESS GETTING BETTER	SKILLS ARE BUILT YOU CAN LEARN & GROW	<b>GROWTH MINDSET</b>