



Learning Community Six

Growth of the Guy in the Mirror

20-30
minutes

Personal Check-in:

Facilitator Instructions: Read Mark 1:29-38 together as a group and then discuss the sharing questions below. After the discussion and sharing, spend some time in pairs praying for one another.

Sharing Questions:

1. What stands out to you in this passage?
2. How have you experienced “the whole city at the door” (v.33) or being “hunted” (v.36) lately?
3. What seemed to happen for Jesus when He departed to a lonely place? How do you think Simon and the others responded to Jesus’ reply in (v.38)?
4. What are you personally challenged by in this passage? In what way can we pray for you regarding this challenge?



15-30
minutes

Homework Debrief:

Instructions: Below is a list of the homework assignments from the last meeting. Ask each pastor to update the group on how they responded to each of the items. After everyone has checked in regarding the homework, take some time to talk about lessons that are being learned so far. Capture the discussion on a whiteboard or a flipchart.

1. Take your leadership team through this module before the next LC meeting. Come to the next LC ready to discuss the thoughts and reflections of your leadership team. Specifically come ready to discuss:

- What were some of the reactions of your leadership team to the ideas in this module?
- What might be some next steps for you as a church in reaching out and touching your community?

2. Read *Deep Change* by Robert Quinn and come prepared to discuss your major learnings and personal applications from the book.



6. What insights and reflections do you have regarding the diagram on pp. 148-149?

7. Which aspects of the book's philosophic underpinnings are you concerned about?

8. What are your five most important take-away insights from the book?

9. How can you integrate these insights into reaching your community more effectively in the future?



45-60
minutes

Case Study Interaction:

Instructions: If a pastor is lined up for this meeting, give him 10-15 minutes to talk about his church. With the remaining time, ask the group to give feedback on the following questions and to spend time interacting with the pastor about the following:

- 1. Please share the prescriptions you received from the Weekend Consultation.**
- 2. What progress have you made toward implementing the prescriptions?**
- 3. What are the most significant challenges you are facing in implementing the prescriptions?**
- 4. Have you done your time study? What did you learn about your use of time? What are you doing to make changes in your use of time? How are you getting these changes rooted in your life for the long term?**
- 5. What leadership skills are you focused on developing? Share your sense of progress and your challenges.**
- 6. Have you built new bridges into the community? If not, why not? If so, how? What are the results so far? How can you improve your vision casting for reaching the community?**
- 7. What are you doing each week to create a sense of urgency? Are you seeing an increase in Sunday worship attendance?**
- 8. What are your plans for the next three months?**



20
minutes

Learning Activity: Growth of the Guy in the Mirror

Facilitator Instructions: Point everyone to the article entitled “Growth of the Guy in the Mirror.” Ask everyone to read the article slowly and to highlight ideas that seem important to them. After everyone has read break the group up into twos and threes to discuss the questions at the end of the article. If you have time, bring the whole group together at the end to discuss a few of the questions.

Growth of the Guy in the Mirror

Last summer I read an article that created some disequilibrium for me. The author, Dee Hock, challenged leaders to calculate how much time and energy they invest in each of these directions—people beneath them, over them, peers, and leading themselves. Since he’s been thinking and writing about leadership for over 20 years and is a laureate in the Business Hall of Fame, I wanted his wisdom. His recommendation: “We should invest 50 percent of our leadership amperage into the task of leading ourselves; and the remaining 50 percent should be divided into leading down, leading up, and leading laterally.” His numbers bothered me so much I put the article away...

While that was simmering, I read an article by Daniel Goleman, the author of the best-selling book, Emotional Intelligence. Since that book was released in 1997, Goleman has been spending his time analyzing why some leaders develop to their fullest potential and why most hit a plateau far from their full potential. His conclusion? The difference is (you guessed it) self-leadership.

(Bill Hybels, “The Art of Self Leadership”, Summer 2001 Leadership Journal)

Robert Quinn in his book, *Deep Change*, makes a very similar kind of proposition about the art of self-leadership. In his work in the corporate world he has come to the conclusion that many organizational change efforts do not gain traction because the leaders lacked the courage and conviction to model the transformation process. In other words, personal revitalization is essential for corporate revitalization. Healthier leaders beget healthier organizations.

Quinn found that change strategies often stall because leaders are asking people to make changes and sacrifices that they are not willing to make themselves. It’s the old adage, “I’m sorry, I can’t hear you...your actions



are drowning out your words!” It should and must be different in our churches. People will follow leaders who are demonstrating the courage to change their personal behavior as they are painting the picture of a different future. This module has you, the leader, in mind. In particular, what does the art of self-leadership look like for you personally? What will leading your church toward a healthier future mean for you? And lastly, how will you get there?

Authors Steve Ogne and Tim Roehl (“Missional Coaching in 4 C’s” see www.crmladers.org/home/speedlead) have developed a simple, yet powerful matrix for understanding four unique, but inter related domains of personal development. They argue that growing leaders need to keep four C’s of self-leadership on their radar screen: (1) Calling, (2) Character, (3) Community of Faith, and (4) Culture. Let’s take a more in-depth look at what each of these areas means and the implication for your own personal development.

Calling

Everyone has a will for your life including God, or so the saying goes. In the fast-paced, turbo-charged crucible of life and ministry, it is astoundingly easy to fly off course without even realizing it. We can get sucked into the temptation that we can do it ourselves, or we can do it all, or worse yet, we should do it all. However, wise and increasingly healthy leaders pay careful attention to certain lights on the “dashboard” of their lives.

One of the lights has to do with passion. When we minister out of passion, we are touching peoples’ lives with the energy and drive of deeply held convictions. But passion can dry up much like a parched stream in the desert. Life can pound it out of us and our joy in ministering to people can simply get snuffed out like a candle in the wind. How much time are you spending doing what you really love doing? What problem do you feel must be solved that will have an eternal impact? What unique burden has God placed on your heart?

These questions beg another question, “Are you living the life you were meant to live? Or are you living the life others think you should live?” In Mark 1, Jesus had the “whole city at the door” waiting to be healed by Him. But he took Peter aside and told him to break camp because He had other towns to visit: “for that is why I have come” was His surprising answer to a dumb founded Peter. God has wired you with gifts, experiences, and a personality that are meant to fit your unique contribution. What changes would you need to make in your life and ministry to be more aligned with God’s call?



Character

The character domain could involve any number of things in a leader's life. First, how well is a leader taking care of himself? Covey coined the phrase "sharpening the saw" in his best selling book *The 7 Habits of Highly Effective People*. Sharpening the saw is Covey's way of talking about renewal, physically, emotionally, intellectually, and socially.

Secondly, how well is a leader meeting the priority needs of his family and key relationships? Ministry can't be an excuse to run rough shod over those we love or to ignore the development needs of our spouse and children.

A third character issue relates to moral purity. We live in a time when leaders are dropping like flies because no one is inspecting the hidden aspects of their sexual and financial integrity. Leaders who are committed to staying pure invite others into their lives and ask for meaningful accountability.

In addition, character development entails an ever-deepening relationship with the Lord. God is in the business of growing a leader's heart and mind over a lifetime. Times of spiritual plateau must be addressed if a leader is going to lead authentically. Growing leaders are ones who cultivate a rich and varied devotional life and carve out time for solitude and prayer.

Community of faith

Leading in a local church is tricky business. It's unlikely that there are many other environments that present such a unique mixture of interpersonal dynamics. The various hats, roles, and responsibilities that leaders in a local church must juggle can be debilitating. People come to church to have their spiritual needs met but at the same time the church must exist for those outside its four walls.

Through all of this, leaders have an over-abundance of opportunities to be stretched and to add new skills to their toolbox. The key question is, "What skills do I need to work on this month or this year to become a more effective leader?" Force yourself to narrow down the skills that are most needed or will be needed in the future. Two areas worth mentioning are coaching and planning. Your church will always need more and better leaders. With this in mind, consider being intentional this coming year in becoming a better coach and developer of people. Secondly, many congregations have not given adequate focus and attention to planning for the future. Perhaps this is a skill that you could hone over the next year. The point is, your community of faith needs you to grow and expand your skill set as a leader. What can you do this year to learn how to lead more effectively?



Culture

The fourth domain worthy of personal development emphasis focuses on a leader's active engagement with the unbelieving community. Churches that become missionaries in their towns and cities have leaders who actively model "cross-cultural" behaviors. However, the tendency for churches is to become inward focused and insular in nature. It takes courage and initiative for a leader to overcome the "gravity pull" of self-focused congregational life.

As discussed previously, missionary thinking requires that we actively seek to understand the trends and patterns of culture. A greater understanding of the needs in the community can help position a church to have an active, ministering voice. In addition, leaders must actively model friendship evangelism behaviors if they expect anyone in the congregation to do likewise. This will require lifestyle changes for many leaders as they rearrange their time and priorities to make room for redemptive relationships.

Counting the cost of the 4 C's

In *Deep Change*, Quinn argues that the path toward meaningful change is quite unpredictable and takes tremendous courage. Organizations which anchor transformation are led by leaders who first and foremost set about the task of changing themselves. Personal change most assuredly precedes corporate change. With this in mind, what is God requiring of you in this next season in your personal development? Where do you need to go, how will you get there, and who can help you? The answers to these questions will ensure that you are a leader who masters the art of self-leadership.

Discussion Questions:

1. Which ideas from "Growth of the Guy in the Mirror" stood out to you and why?
2. What principles from the article are you most challenged by and why?
3. What would stand in the way of you putting into practice some of the ideas that were shared?
4. Which of the four C's are you strongest in? Which is your weakest area?



20
minutes

Learning Activity: 4 C's Reflection Worksheet

Facilitator Instructions: Give everyone 10 minutes to work through the 4 C's Reflection worksheet as a way to reinforce the article. After the allotted time, break the group up into threes and fours to share their profile responses.

Instructions: Using the Personal Development Grid below to reflect on each of the 4 C's (Calling, Character, Community of Faith, and Culture). For each of the C's, reflect on the four questions: What's Right, What's Wrong, What's Missing, What's Confused. Then in the final column, determine a few actions or steps that you could take in the future to strengthen your development in this domain.

4 C Domain	What's Right? (Optimize)	What's Wrong? (Change)	What's Missing? (Add)	What's	Actions or steps I could take
Calling					
Character					
Community of Faith					
Culture					



5
minutes

Homework and Wrap-Up

Facilitator Instructions: Close out the session by highlighting the homework assignment.

Homework Assignment:

1. Create your own personal development plan for the next 6 months that incorporates one or more ideas from this module. Come prepared next time to answer:

- Where am I going on the 4 C's?
- How will I get there?
- Who will help me get there?

2. Set up a regular (weekly is suggested) accountability call with someone in this group and ask each other about personal progress.

3. Read *Heart of Change* by John Kotter and come prepared to discuss your major learnings and personal applications from the book (see Book Review Questions).



Book Review Questions

The Heart of Change by John Kotter

1. How can you capitalize on the power of urgency for yourself and others (step 1)?

2. What would an effective Guiding Team (step 2) look like in your setting?

3. What did you learn about Vision from step 3? How can your Vision be sharpened?

4. How can you become more effective at communicating for buy-in (step 4)?

5. What barriers or obstacles need to be cleared away so that people behave differently?



LC Evaluation:

Date:

Location:

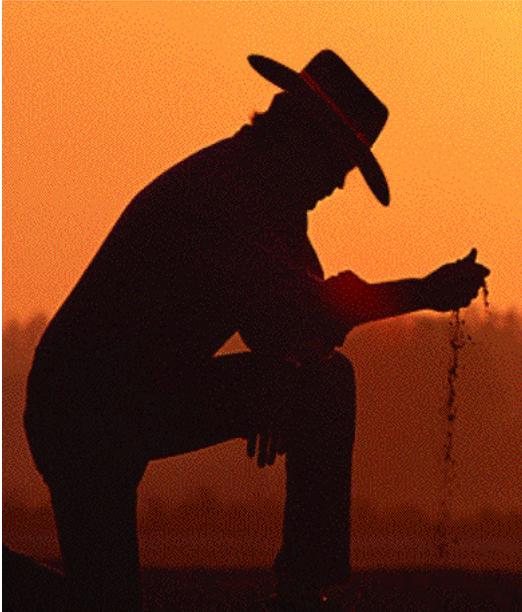
Questions:

1. What did you like most about the homework from the last Learning Community?

2. What did you like least about the homework from the last Learning Community?

3. How could we improve today's Learning Community experience?

4. How can we give you additional support for developing leadership skills in your own life and helping your church turn outward?



Me and the Harvest

1. How committed have I been to praying for people who need Jesus?
2. What have I done in the past month to help someone move closer to Christ?
3. What changes do I need to make in the next month to find time to be more outreach focused?
4. How did I keep the fire burning for outreach in our church this past month?
5. What have I learned about the community needs in this past month that our church could be poised to meet?
6. What's the most important outreach oriented action step I can take in this next month?