



In Uncharted Territory, Adaptation is
Everything

Canoeing the Mountains

Adaptive Leadership

The challenge you are facing:

1. requires learning,
2. results in loss, and
3. results in navigating competing values.

Adaptive leadership is about letting go, learning as we go, and keeping going.



Learning: Key Leadership Lessons

- A shift in values, expectations, attitudes or habits is necessary to face difficult challenges.
- Learning new information and skills
- Navigating competing values
- A mission which trumps every other competing value and leads to the future
- Experimental innovations(observe, interpret, and intervene
- Reframing
 - If you are not learning anything new, it is not adaptive work
 - Addressing a new challenge with an old solution, the solution is technical, not adaptive.



Discussion: Reorientation

- Leadership is learning to ask new questions that we have been too scared, too busy or too proud to ask.
- In uncharted territory- where *no one* knows what's ahead- vision is the about accurately seeing ourselves and defining reality.
- What is the core to the DNA of our congregation?

Practice: Embodying Leadership Transformation

Values of Good Shepherd: Stated during Discovery Phase

BM = Best Moment

H = Heroes

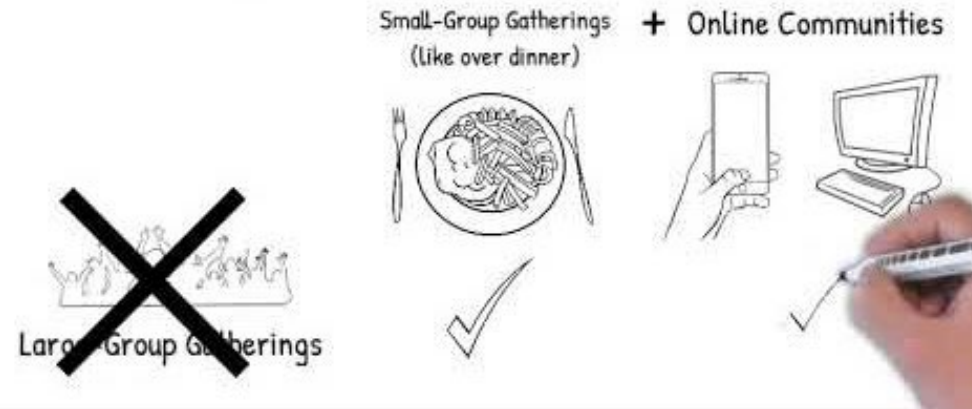
WWRA = Who we really are


Which are critical to Good Shephard's identity

- Community within Music
- Congregation as a Family
- Inclusion of all as the Family
- Welcoming all newcomers – "Given a hug by the congregation when first attended"
- Community as Outreach and Ministries
- Community with each other
- Community of Worship
- Adult Formation

Adaptive Leadership

Also: "Hybrid Society?" What's that?






Reflect: Personal and Group Ponderings

Of what we have learned so far:


- What evokes a strong reaction from you?
- What resonates with your experience?
- What reaffirms what you have already learned?
- What challenges your assumptions?
- What is one wish/hope/dream you have for the future of our church?



Relate: Going Deeper with a Trusted Companion

In the book, adaptive capacity is described in terms of being able to:

- Calmly face the unknown
- Refuse quick fixes
- Engage others in learning and transformation
- Seek new perspectives
- Ask questions that reveal competing values and gaps in values and actions



Relate: Going
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con't.

In the book, adaptive capacity is described in terms of being able to:

- Raise up deeper issues at work in a community
- Explore and confront resistance and sabotage
- Learn and change without sacrificing personala or organizational fidelity
- Act politically and stay connected relationally
- Help make hard, sometimes painful decisions
- Effectively fulfill their missison in a changing context

For Next Week

- Reflect on your reflective capacity
- Read Chapters 12-13