ALP18:3 MODULE OVERVIEWS

ARROW LEADERSHIP PROGRAMME

DEVELOP				
Interpersonal Style	**Handling Change**	**Building Team**	**Ordering a Community Around Evangelism**	**Discerning Vision**
REFLECTING ON THESE MODULES, WHAT NEW PERSONAL OR LEADERSHIP GOALS DO YOU SENSE GOD NUDGING YOU TOWARDS? OR IS THERE AN EXISTING GOAL HE IS NUDGING YOU TO REVISIT? MAKE A NOTE OF ANYTHING THAT COMES TO MIND.				

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ALP18:3 MODULE OVERVIEWS

FOCUS	EXPLORE	
Interpersonal Style		
We are often taught to live by the Golden Rule – 'do unto others as you would have them do unto you'. However the truth is that what makes one person feel comfortable could be quite different for someone else. In order to help us be more effective in dealing with a myriad of people, we will look at Interpersonal Style, a framework to help us understand ourselves better, to identify different styles of communication from our own, and to adapt our own communication style to help others be more comfortable with us.	**MENTOR** • Discuss your key insights on using Interpersonal Style and explore any tensions or difficulties it may have raised.	**PEER GROUPS** • Share your Interpersonal Style with one another. • Where there are different styles, try to help one another understand what it feels like to be that style. Pick common situations and describe how you would approach them from your different positions. The aim of this is simply to put more flesh on the concept.
Handling Change		
Change management is very simply: 'a structured approach to transitioning individuals, teams, and organisations from a current state to a desired future state... to manage the people side of change.' Wikipedia It is the 'management science' (although it is more art than science) that looks at the way that people can be helped to move from a current way of seeing things (frame of reference) and a set of associated behaviours, to a new way of behaving and seeing things. The definition immediately explains why the area is one of both risk – of personal and corporate failure – and also vital importance. The ability to manage the people side of change effectively is perhaps the most important ingredient in leading successfully, especially when there is the need to move behaviour forward. It should be one of the key tools of effective leaders.	**MENTOR** • Discuss your change scenario with your mentor at your first meeting after the residential. • What part of handling change do you find most difficult and why? What can you do to help with this in the future?	**PEER GROUPS** • Share with one another your greatest struggle in handling change well as a leader, and then pray for one another.
Building Team		
In any organisation, success is driven by the strength of its teams and this can be hard in a church context with working with volunteers. A high-performing team isn't just a group of individuals working together – it's a cohesive unit built on trust, effective conflict resolution, commitment, and a shared focus on achieving great outcomes. Strong teams don't happen by accident – they are intentionally built through shared experiences, open communication, and a culture of trust. By addressing these principles, you will enhance both team performance and personal leadership skills.	**MENTOR** • How might you access the health of your team, if you have one? • Discuss with your mentor any tricky or demanding team or working relationships that you have.	**PEER GROUPS** • In what areas might your church team need to grow in? How might this be achieved? What are the challenges, barriers and opportunities?
Ordering a Community Around Evangelism		
Over the last two modules we explored some of the theological issues we face when we consider evangelism in today's context, and revisited our own personal evangelism. Now we want to consider practically how we can ensure evangelism is at the centre of our church's/organisation's activity. Reflecting on this module, what new personal or leadership goals do you sense God nudging you towards? Or is there an existing goal he is nudging you to revisit? Make a note here of anything that comes to mind.	**MENTOR** • Where are the leadership challenges for you in shaping an evangelistic culture and discerning an appropriate strategy? • How is praying for your contact people going? What will keep you faithful in praying for them?	**PEER GROUPS** • Share with your group the one thing that most encouraged you from this module and the one thing you found most challenging. • Where are you most aware of needing God's help and empowering following this module? Pray for one another in the light of this.
Discerning Vision		
Once leaders have a clear sense of God's call, it is then a matter of ordering our lives in such a way that we work in a productive manner. Yet, often there is little time to think about *how* we work. This module provides practical insights into how to work in focused and productive ways.	**MENTOR** • Discuss the place of fun/recreation in your life. What do you really enjoy doing? What renews and resources you? How can you ensure you have time for some of these things? • Explore one area where you could improve your orderliness.	**PEER GROUPS** • Reflect on something fun that you've done. Share it with the group and enjoy one another's delight. • Share best practice in any of the areas covered in this session.