



Making Mission Possible

**HOW TO LEAD
WHEN YOU
DON'T KNOW
WHERE YOU ARE
GOING**

**ONLINE TRAINING
7 NOVEMBER 2023**

WELCOME

Welcome to How to Lead When You Don't Know Where You're Going. I hope you enjoy our morning together as we explore leadership in our complex world, and think through Biblical and Spirit-led leadership. Let us know if there is anything we can do to help the morning work for you.

Aims for this morning

- To unpack the environment in which we are leading
- To look at biblical models of leaders who led in uncertainty
- To discuss liminal seasons and what they mean for us
- To consider the leadership strategies for leading in uncertainty
- To offer time for reflection and consideration of next steps

SUGGESTIONS FOR GOOD ZOOM ENGAGEMENT

- **Please participate, don't just observe** Ask questions (use virtual hand or just dive in with a question), contribute your best insights.
- **Set aside distractions** Close down other programmes, resist the temptations of your phone/tablet, put out of reach other reading material.
- **Keep your video on throughout** It will help you be fully present, and will help others engage with you. A blank screen is rather dispiriting.
- **Don't mute your sound** It helps with the flow of interaction, and an occasional background noise actually makes it feel less artificial. However, if there is a lot of noise in your room, or you are meeting as a group in one place, please do mute.
- **Combat Zoom fatigue** Two things will help combat weariness. Hide your self view (right click on your own image and select hide self view) and take regular stretch breaks (every 20 minutes or so stand up, stretch, take a few deep breaths).
- **Be patient** At some point something will go wrong. Please be patient with us as we try to sort it out.

GUIDELINES FOR GOOD INTERACTION

- **Learning together** We are all here to learn from God and one another. **Adopt a learning posture.**
- **Participate** Share your thoughts, insights and questions. Listen carefully to what others say. **Have an enquiring mind.** You'll get the most out of it if you do.
- **Confidentiality** What is said in the room cannot be shared outside the room attributed to anyone in the room. That makes it a safe place for us to be honest and share more deeply. **Choose honesty and openness.**
- **Reality check** It is always easy to become disconnected from reality in a training session, so please keep us connected with reality by taking us back to how things really are in your context. **Keep grounded.**
- **Next step** We will cover a lot of ground, but throughout our time together **be attentive** to what might be your next step following this morning's session. We will give you a chance to identify that at the end of the morning.

LEARNING TOOLS

We're using a Jamboard this morning, as well as some of the features in Zoom. They are fairly simple tools, but don't hesitate to ask if anything is unclear. You will also find various links to additional materials. They are in [blue](#) and [underlined](#).

TIMINGS

9.30	Welcome and Session 1
10.40	Coffee
11.00	Session 2
11.45	Stretch break
11.50	Session 3
12.30	End

Timings are for guidance only, apart from the end time. We will finish by 12.30.

LEAD ON

Sign up today for a free monthly email with articles, resource recommendations and reviews for all interested in improving their leadership. Either scan the QR code below or sign up at www.cpas.org.uk/leadon.



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INTRODUCTION

HOW DOES IT FEEL TO BE LOST?

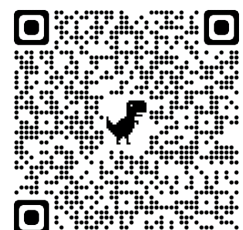


DIFFERENT DIMENSION WHEN YOU ARE THE LEADER.

But we are in good company when leading in uncertain times. Through the pages of the Bible we find many leaders grappling with this.



Think of biblical examples of leaders who have led in uncertain times and post them to this [Jamboard](#):



I will lead the blind by ways they
have not known, along unfamiliar
paths I will guide them; I will turn the
darkness into light before them and
make the rough places smooth.
These are the things I will do; I will
not forsake them.

ISAIAH 42:16

LEADING WITH DISCERNMENT IN THE DARK



TODAY'S WORLD

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The Blessings and Challenges of Living in Liminal Times

LESSONS IN LEADING IN THE DARK

A Bible Study: 2 Chronicles 20: 1-19

How did Jehoshaphat lead when he didn't know what to do?



What might we learn and apply about leading in uncertainty in our own contexts?

LEADERSHIP STRATEGIES FOR UNCERTAIN TIMES

1. Pay attention to who God is.

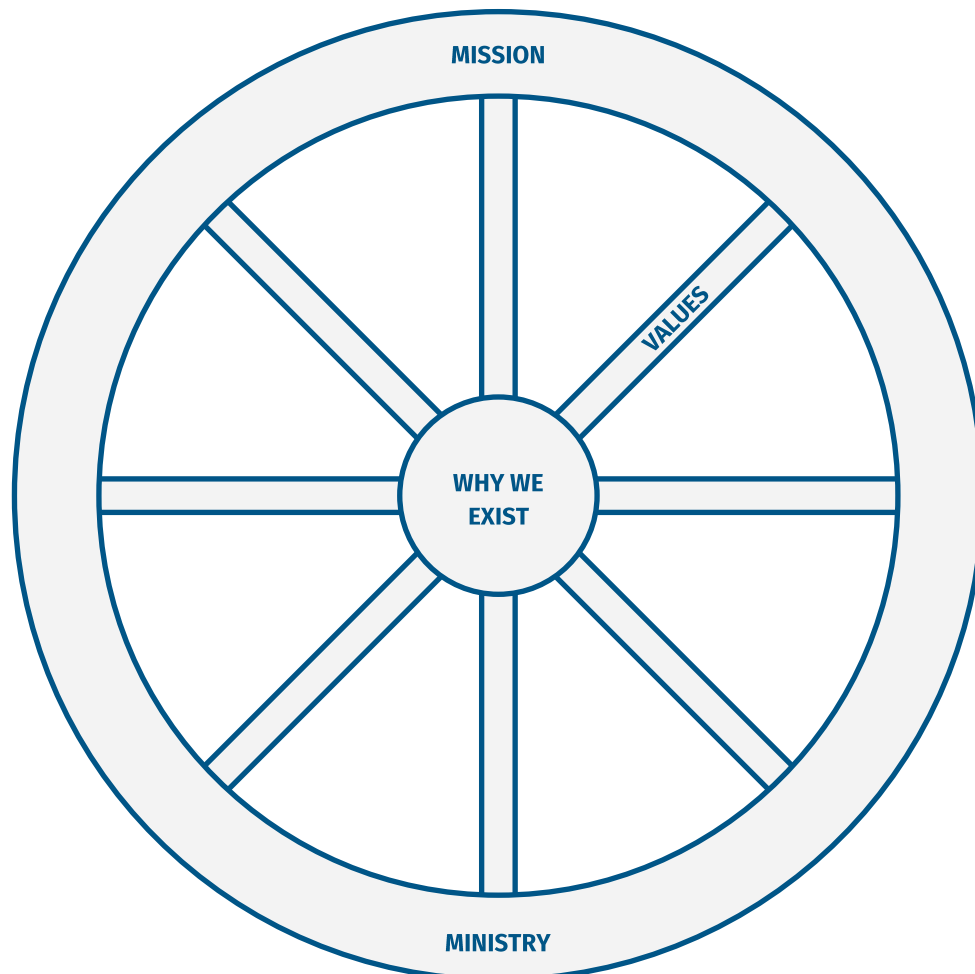
2. Pay attention to the centre

- Strengthen the core.
- Why do we exist?
- What are our values?



EXERCISE

Write down some things that define who you are as a church. Use this as a starting point for a PCC or Leadership Team conversation.



3. Pay attention to the Inner Life.

4. Pay attention to the voice of God.

- With others

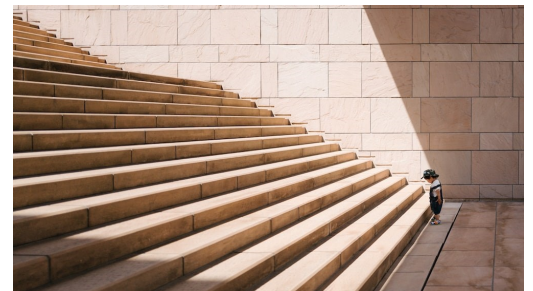
5. Constantly encourage people to pay attention to Jesus.

- All eyes on Him

6. Technical solutions don't help off the map.

- Live by faith, not by sight.

7. Take an obedient first step.



'The gift of grey zones is that they bring us back to reality. They shatter illusions. They pierce the walls and get around the battlements of our strongholds of fantasy and comfort. Without an actual realization of our true state, our weakness and brokenness, our need for God's renewing grace, we cannot grow.' 'Hard places are good soil for kingdom seeds...While we may pine for more stable and predictable times, from a kingdom perspective, this time in history may be the kind of environment that activates a whole cohort of leaders hidden and waiting for activation, for God's presence turns our grey zone into a growth zone'.

A Non-Anxious Presence, Mark Sayers

BRINGING IT HOME

Time for Reflection

- What might God want to say to me today about my leadership when the way ahead is unclear?



- Where have I been relying on 'Technical Solutions' or my own strengths, and how can I more fully rely on God?

- Who am I walking with and working with on this journey?

Why not put some time aside in a months time to review your progress and see what has changed in your situation?

RESOURCES

THE ONE TO READ

- How to Lead When You Don't Know Where You are Going, Susan Beaumont (Rowman and Litterfield).

TOP READS

- Canoeing the Mountains, Tod Bolsinger (IVP).
- Non Anxious Presence, Mark Sayers (Moody).
- The Practice of Adaptive Leadership, Heifetz, Grawshow and Linksky (HBR).

OTHER RESOURCES

- Susan Beaumont on [Planning in a Liminal Season](#).
- Two really useful Lead On articles by Adrian Lock on Leading with Agility [Leading with Agility Part 1.pdf \(cpas.org.uk\)](#) and [Leading with Agility Part 2.pdf \(cpas.org.uk\)](#).
- A great talk by Mark Sayers at the HTB Leadership Conference this year, on leading in this era of complexity [Watch – Leadership Conference](#).
- Two [videos](#) on how to become a more adaptive leader from CPAS.
- Tob Bolsinger introduces the story at the heart of [Canoeing the Mountains](#) (video, 3:34).



Thrive: Helping Your Multi-Parish Benefice to Grow

Looking for ways to thrive as a multi-parish benefice? Aware of the seeds of enormous promise within MPBs, yet also facing distinctive and substantial challenges? Longing to do mission and ministry well? The Thrive Collection is designed to help leaders and churches in MPBs to meet these challenges. www.cpas.org.uk/thrive.



Lead On

A free monthly email with articles, resource recommendations, reviews for all interested in improving their leadership. Sign up at www.cpas.org.uk/leadon.



Leading Evangelism Learning Hub

Want to see the ministry of evangelism central to church life rather than on the periphery? Then sign up for our 14 month Hubs for incumbents to attend with others involved in leadership. www.cpas.org.uk/hub.



How to Nurture a Faith Sharing Culture

An exciting and accessible new church resource to help leaders nurture a faith-sharing culture in their church, congregation, fresh expression or church plant. www.cpas.org.uk/faith-sharing.



Venture and Falcon Holidays

CPAS runs around 90 fun-filled holidays for 8-18 year olds each year. The holidays are run by volunteers, and if you are interested in helping on one or know a young person who would benefit from a great holiday with a focus on Jesus visit www.ventures.org.uk.



Making Mission Possible

CPAS enables churches to help every person hear and discover the good news of Jesus. We are a registered charity working with individuals, churches and dioceses to resource local churches for mission in the UK and Republic of Ireland. To support our work or find out more, please visit www.cpas.org.uk or contact 0300 123 0780.