

MOVING FROM VISION TO ACTION TO RESULTS

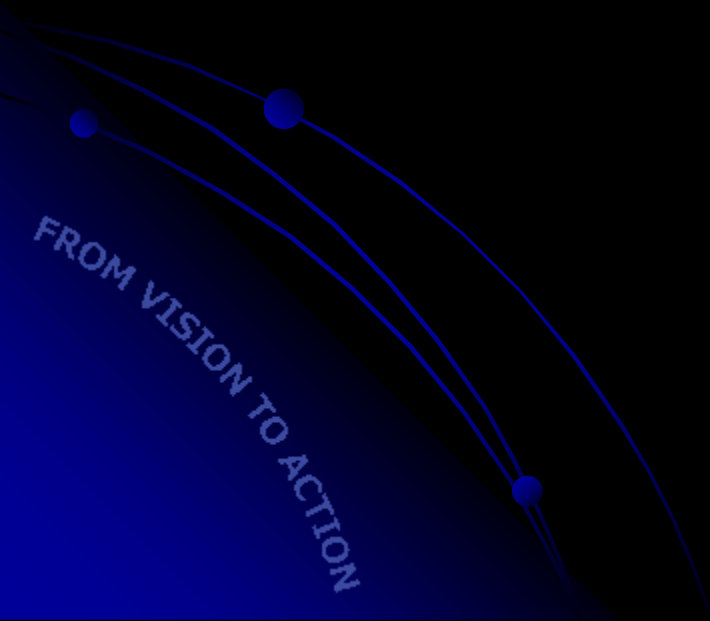
**“Whatever happens, conduct yourselves
in a manner worthy of Jesus Christ.”**

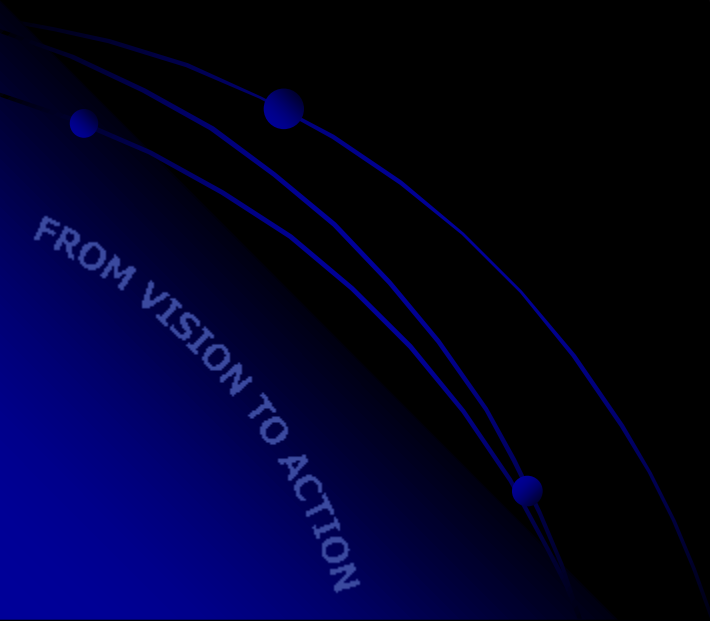
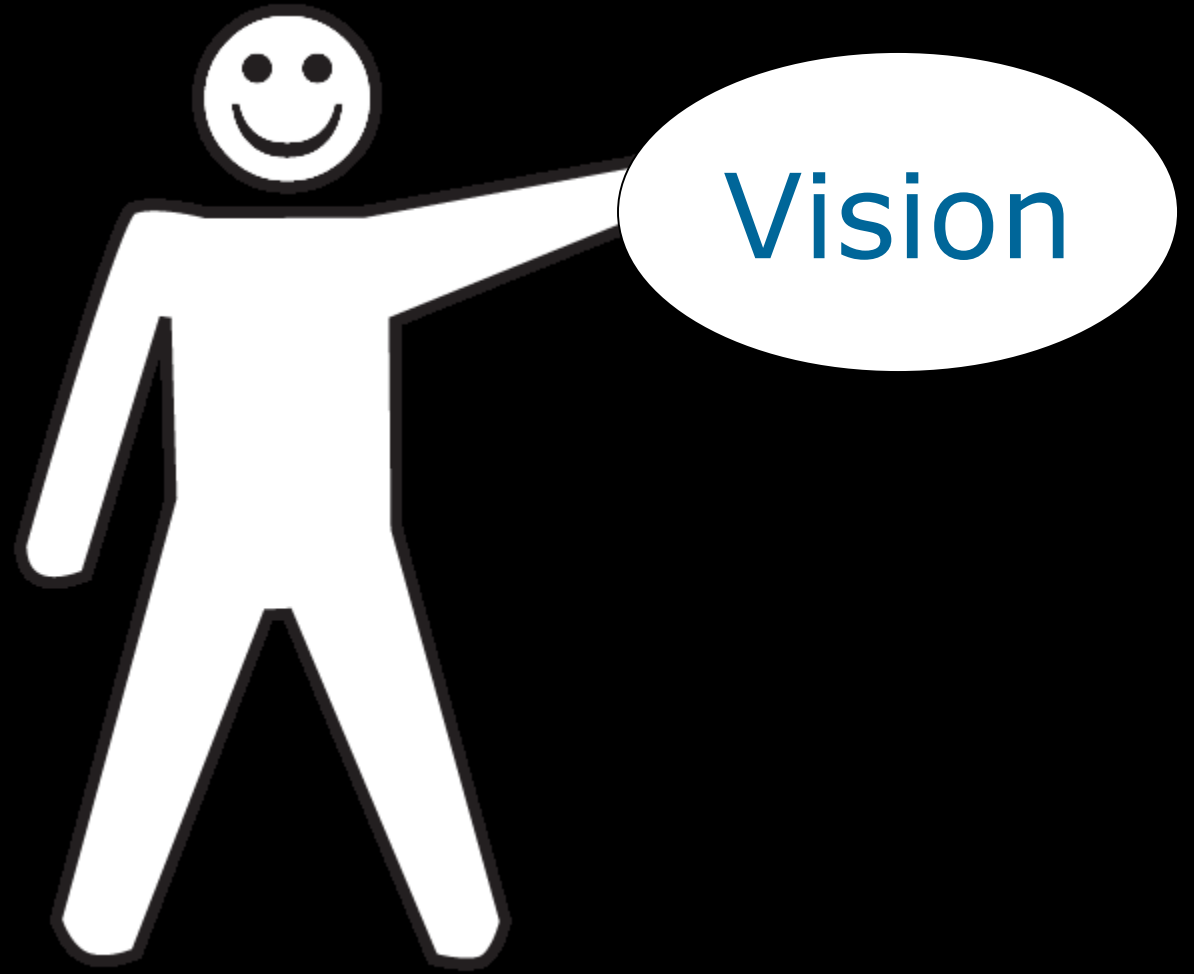
Philippians 1:27

**Africa Regional Conference
Nairobi, Kenya**

**E. LeBron Fairbanks
April 23, 2009**

- ... the joy of leadership.
- ... the pain in leadership



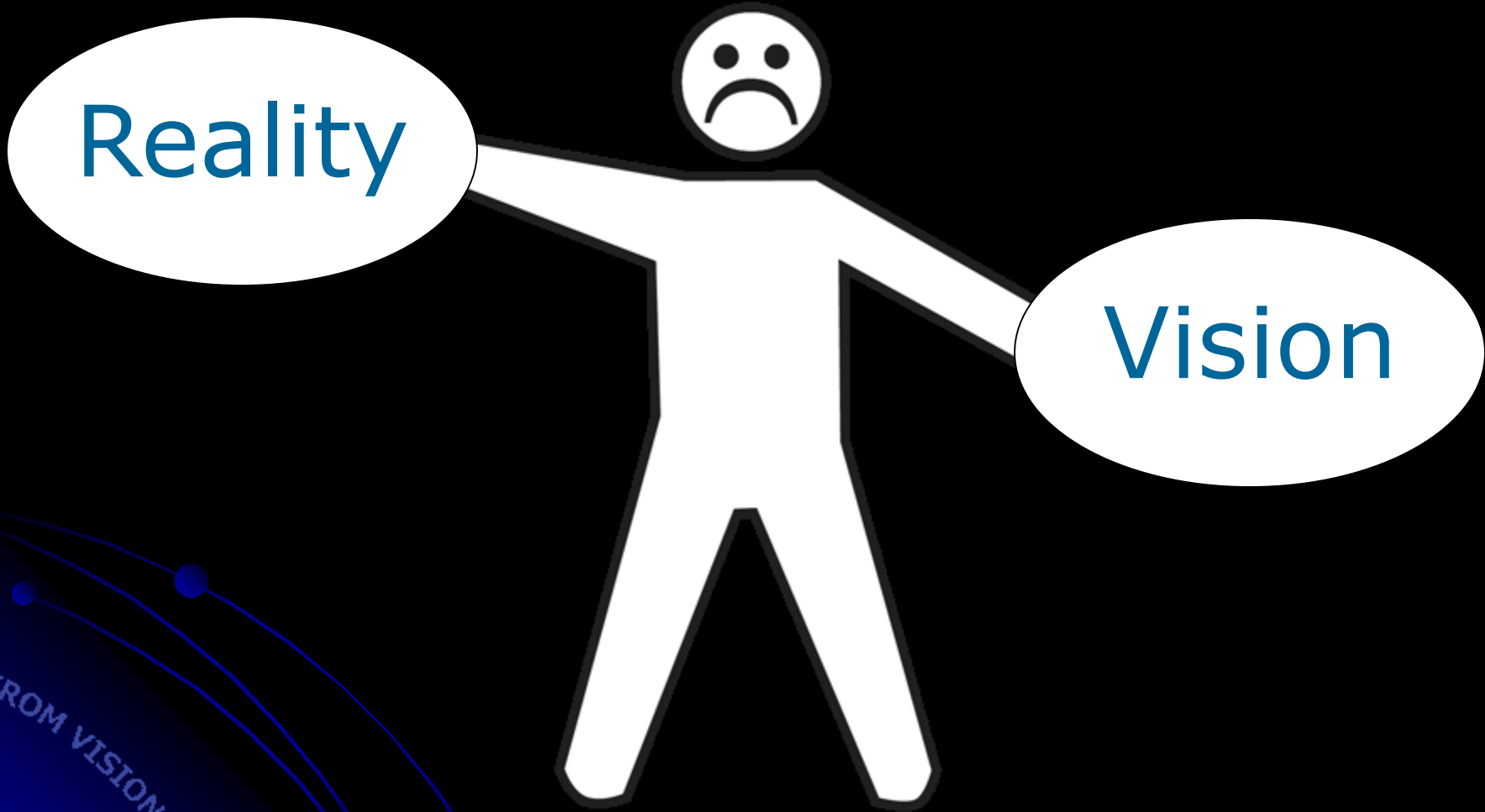




Reality of
the moment

Vision of
the future

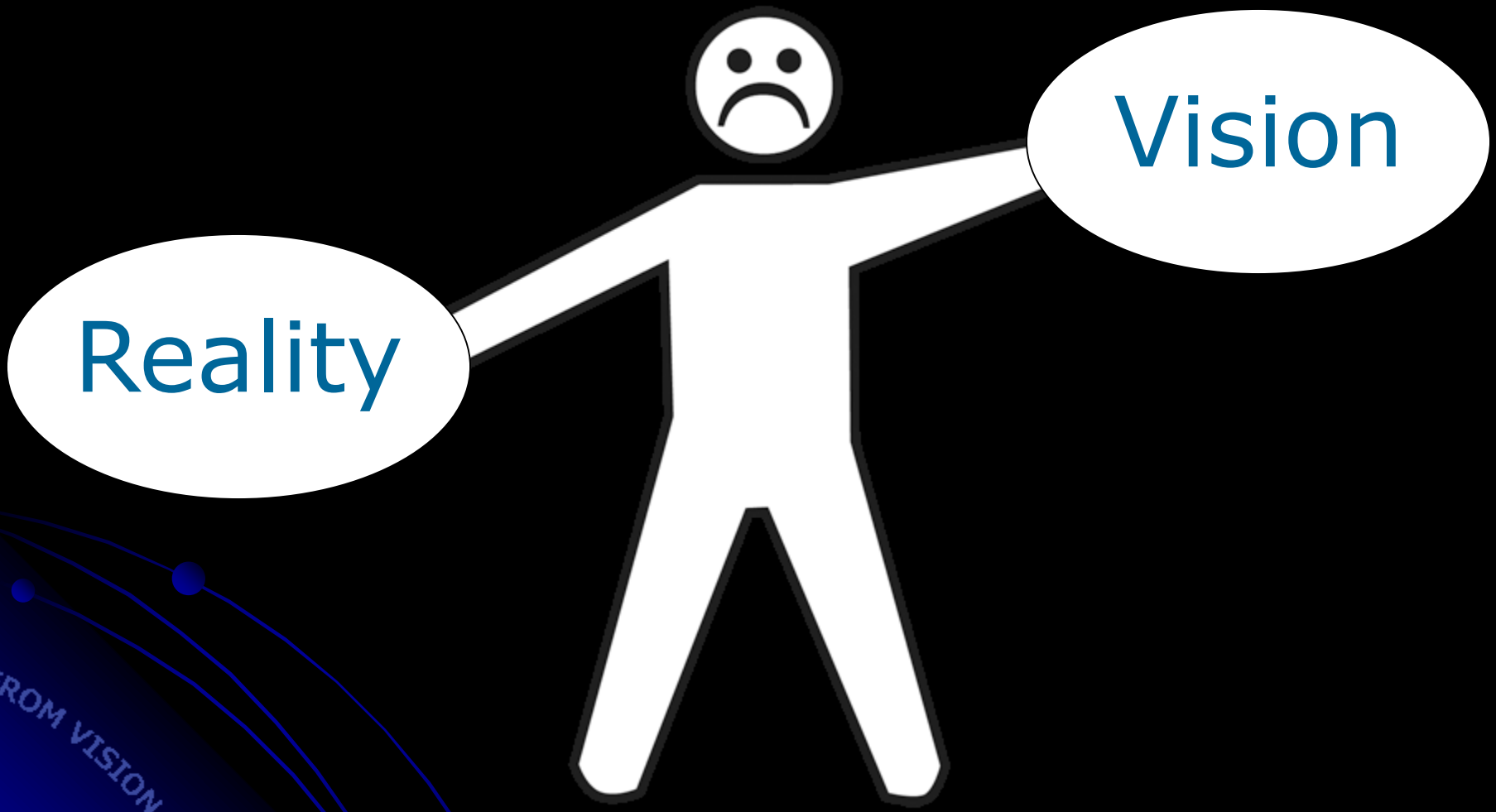
FROM VISION TO ACTION



Reality

Vision

FROM VISION TO ACTION

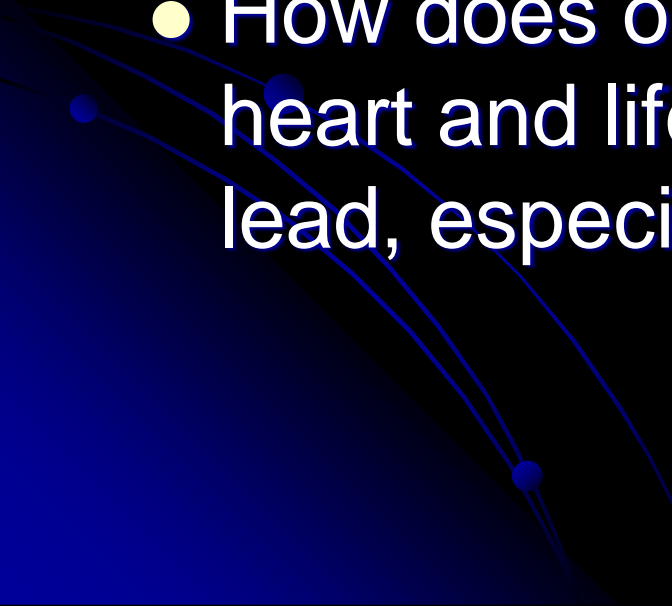


Reality

Vision

FROM VISION TO ACTION

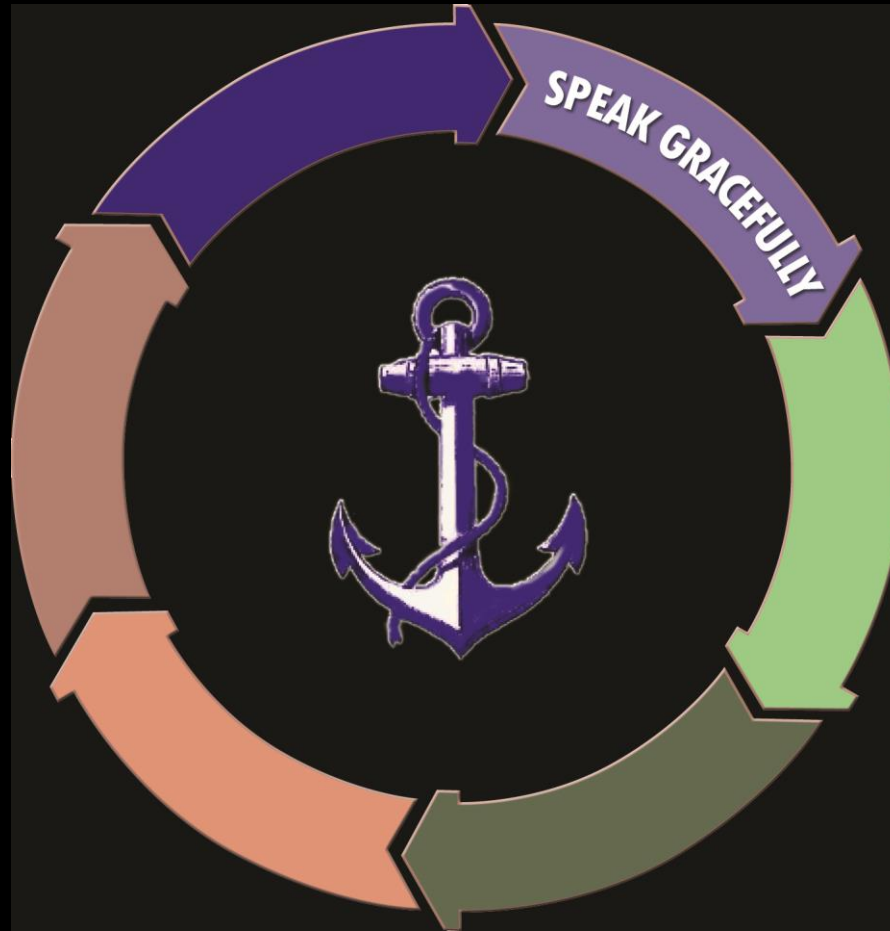
- Is it possible, in these situations, to live and work together as Christians so that our relationships are redemptive and a witness to unbelievers of the reconciling work of God in Christ?
- If “in Christ, all things are made new,” then how does our relationship with Christ inform and guide us in the way we lead in these painful encounters?

- In the midst of these conflicting situations and irreconcilable expectations placed on us, what does it mean, really mean, to lead a divided faith community with the mind of Christ?
 - How does our testimony of holiness of heart and life reflect itself in the way we lead, especially in conflict situations?
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MOVING FROM VISION TO ACTION TO RESULTS



FROM VISION TO ACTION

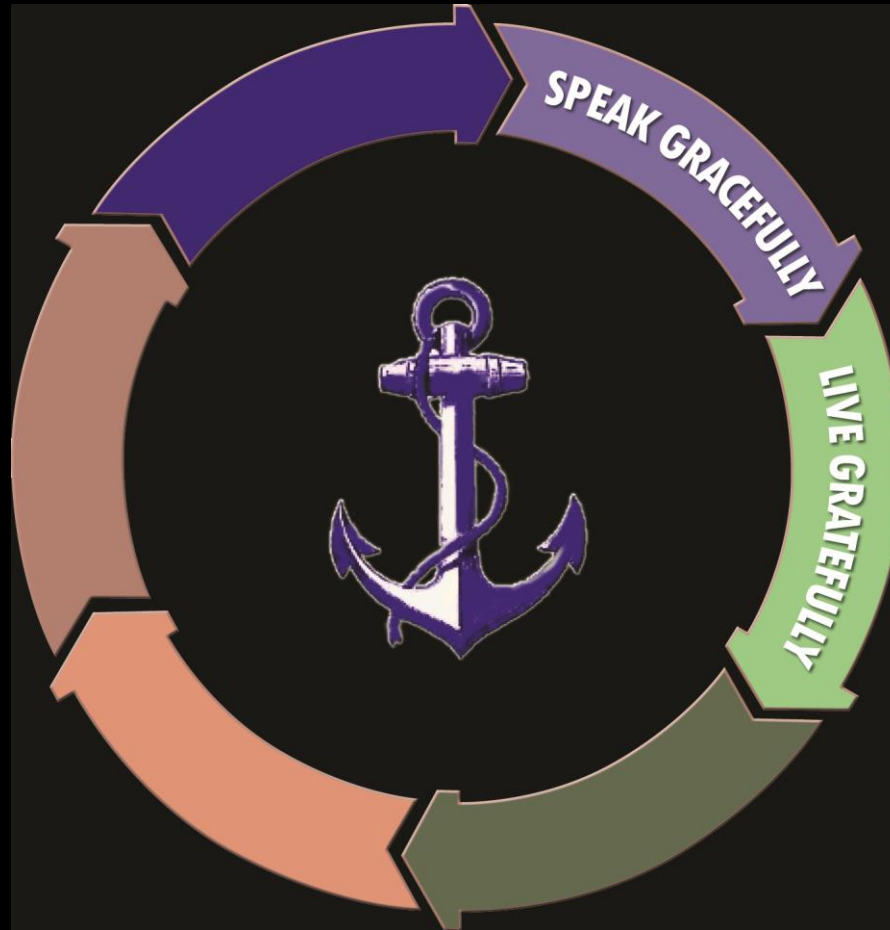


- **“Watch the words we speak.”**
- **Words we speak can bless or “destroy” people.**

- **“The praise to criticism ratio with others with whom we work should be at about 80-90% praise or positive statements to 10-20% criticism or negative statements.”**



FROM VISION TO ACTION



- **Comparison is the root of inferiority.**
- **“Don’t whine -- be grateful.”**

FROM VISION TO ACTION

- Gratitude!
- Thankfulness!
- Appreciation!

Give thanks in all circumstances, for this is
God's will for you in Christ Jesus

I. Thessalonians 5:18

FROM VISION TO ACTION



- **“Seek first to understand.”**
- **Understanding, not agreement, is the key to conflict management.**

Two growth producing questions:

- “What can I learn?”
- How can I change?”

Two growth inhibiting questions:

- “Why me?”
- What if...?”



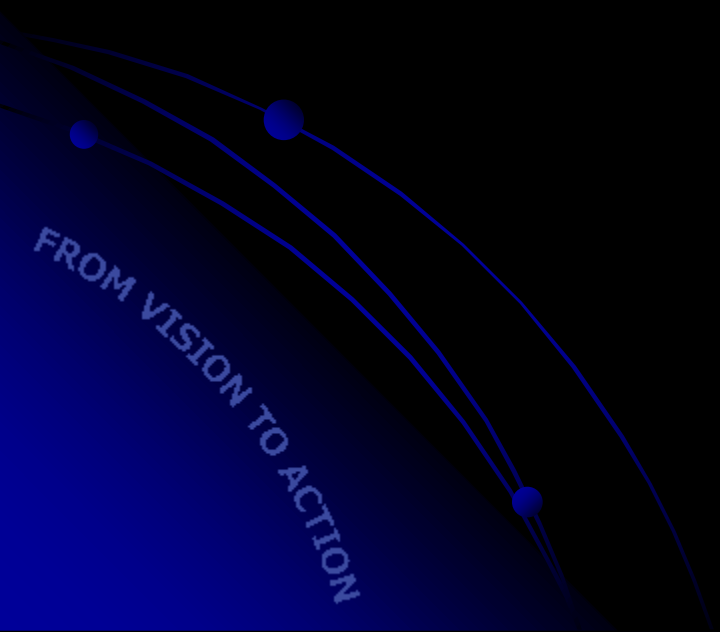
FROM VISION TO ACTION



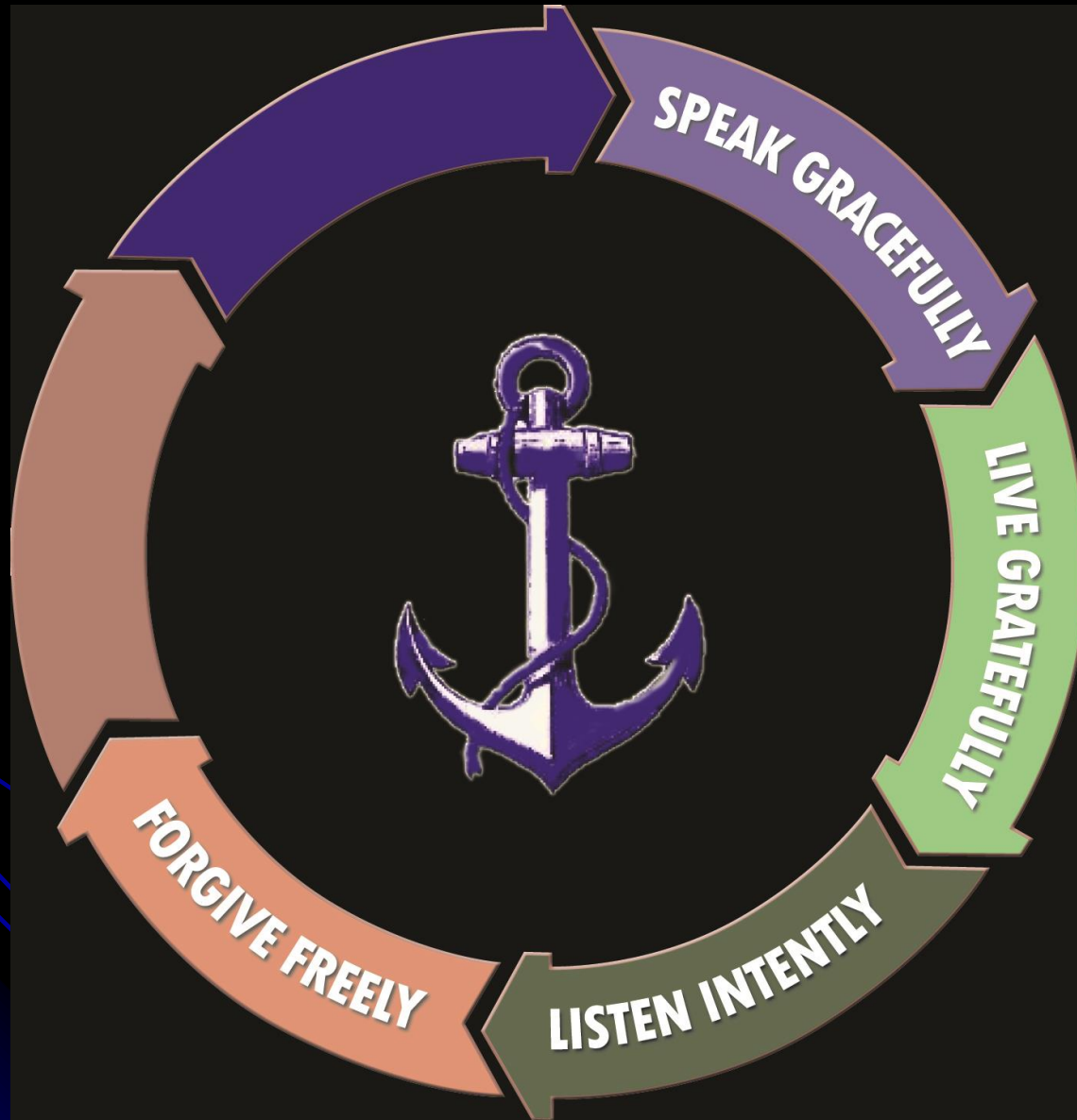
- “Be proactive in extending forgiveness.”
- A spirit of forgiveness transforms and empowers leaders.

FROM VISION TO ACTION

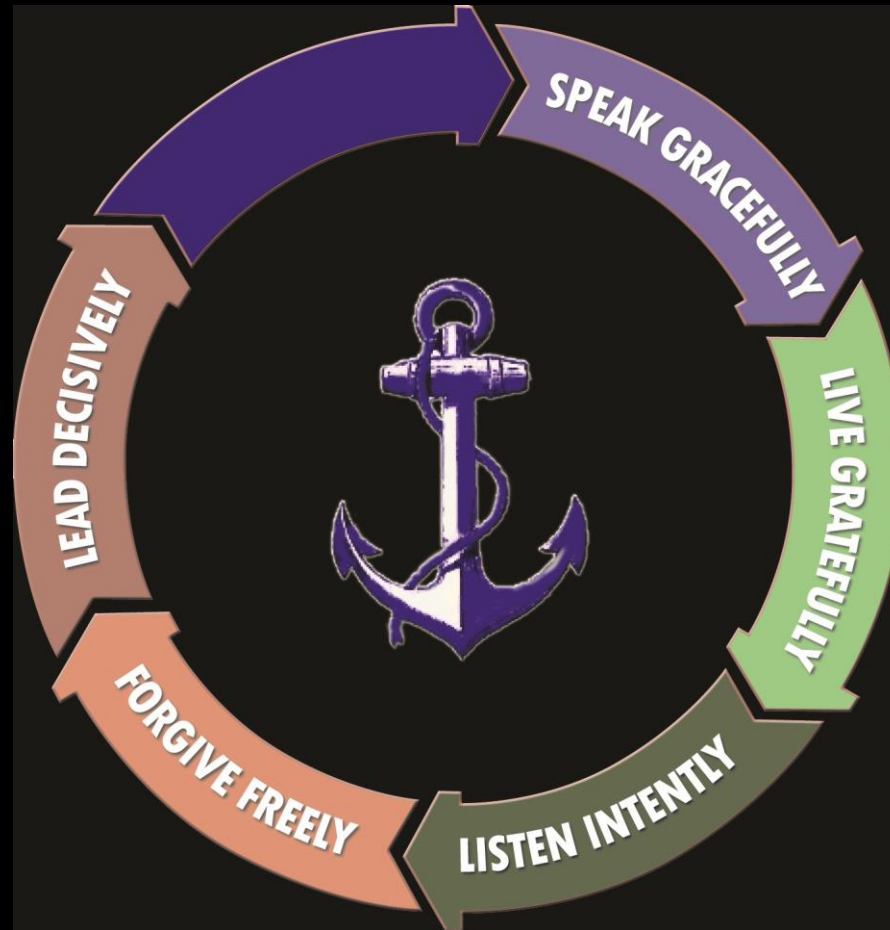
“Father, forgive them, they know not what they do!”



MOVING FROM VISION TO ACTION TO RESULTS



FROM VISION TO ACTION



- **Christian leaders combine deep humility with fierce resolve”**
- **Holiness testimony is reflected in and through the way we make decisions.**

Respecting our brothers and sisters in Christ, especially those with whom we differ—even collide with us—is at the heart of what it means to lead with the Mind of Christ.



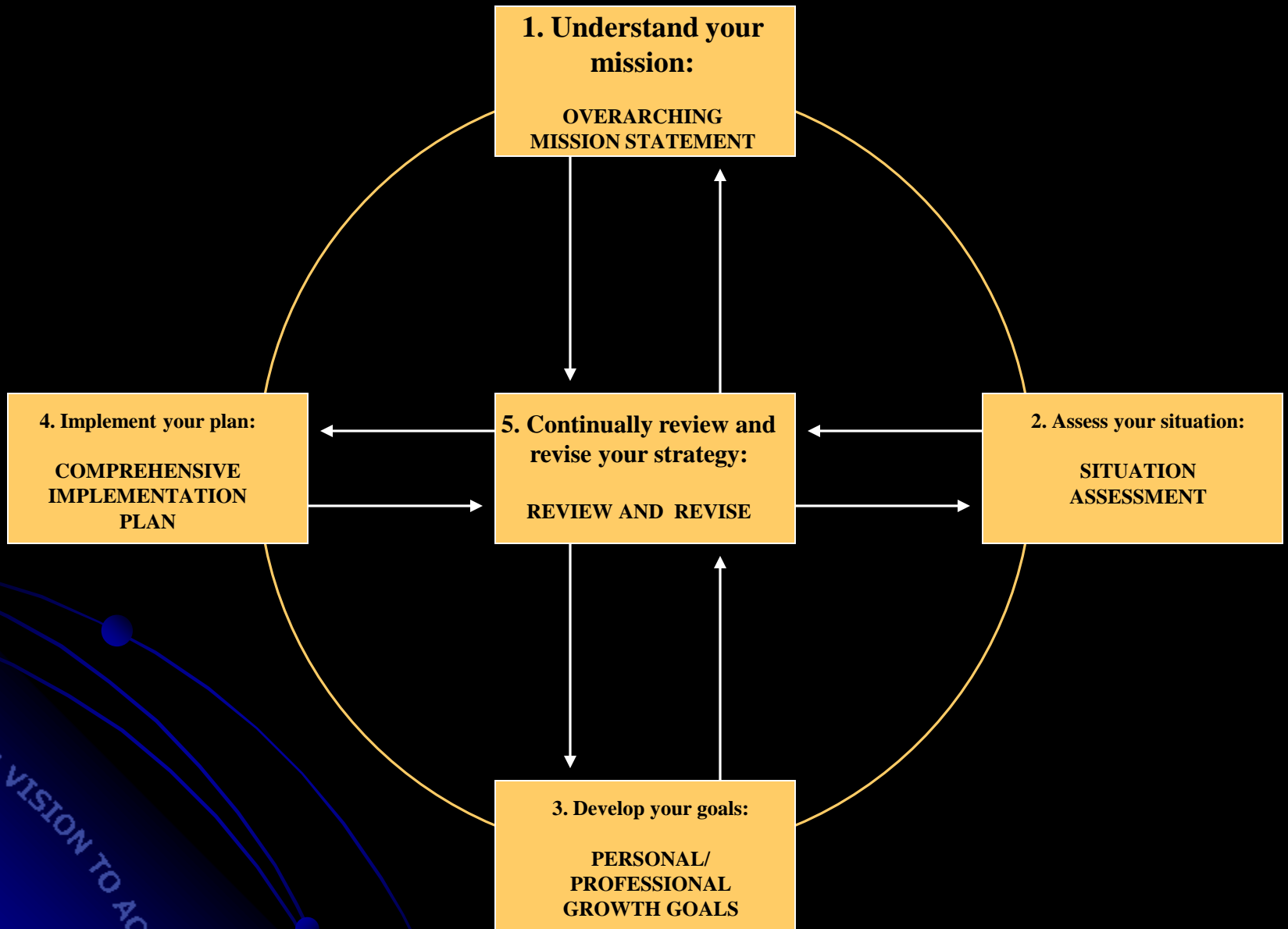
FROM VISION TO ACTION

If leaders are to move from preferred vision to achieved results, careful attention must be given to the pastoral leadership roles of:

- Dreaming and planning
- Organizing and administering
- Motivating and encouraging
- Evaluating and reviewing



FROM VISION TO ACTION

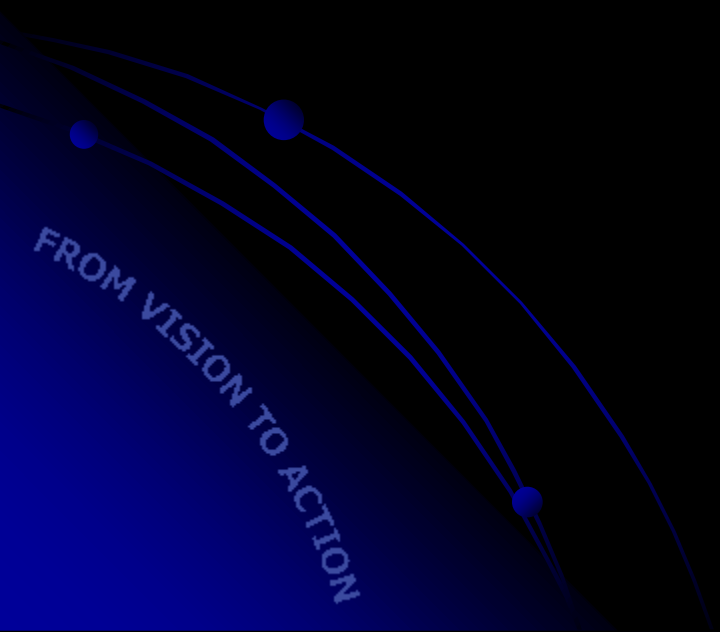


Christian leaders, by God's grace, plan for things happen.
These leaders

1. ...are deciders rather than drifters.
2. ...know where they are going, and how they are going to get there.
3. ...are results-oriented and not just activity-oriented.
4. ...are among the 3% who write down their growth goals.
5. ...pursue goal setting in the context of a broader planning strategy.
6. ...develop a mission statement.

7. ...dream great dreams.
8. ...understand leadership is the transference of vision.
9. ...are constantly involved in an ongoing analysis of their situation.
10. ...establish growth goals.
11. ...are mission driven.
12. ...work hard at detailing programs and plans.
13. ...continually reviews and revises the planning strategy for growth.
14. ...expect great things from God and attempt great things for God.

Leading for change is not the same
as the exercise of power”



Decisions will need to be made –
even when continuing differences
exist! And, in these times, we will

- lead – lead decisively – but from our
knees and with a humble heart!

FROM VISION TO ACTION

- Prayer, with them, for them and for “me” as leader;
- Collaboration, involving them when and where we can in the process;
- Gratitude, thanking God, and “them” for their gifts, talents, abilities and testimony of faith in Jesus as Lord.

To lead decisively with Christian humility demands that we continue to nurture and develop:

- Listening and communicating skills,
- Timing and processing skills,
- Affirming and encouraging skills,
- Asking and Inquiring skills and
- “Gift” discernment and delegation skills.

FROM VISION TO ACTION

“How can my ministry of Christian leadership enable others to fulfill their ministry to each other and their mission in the world?”

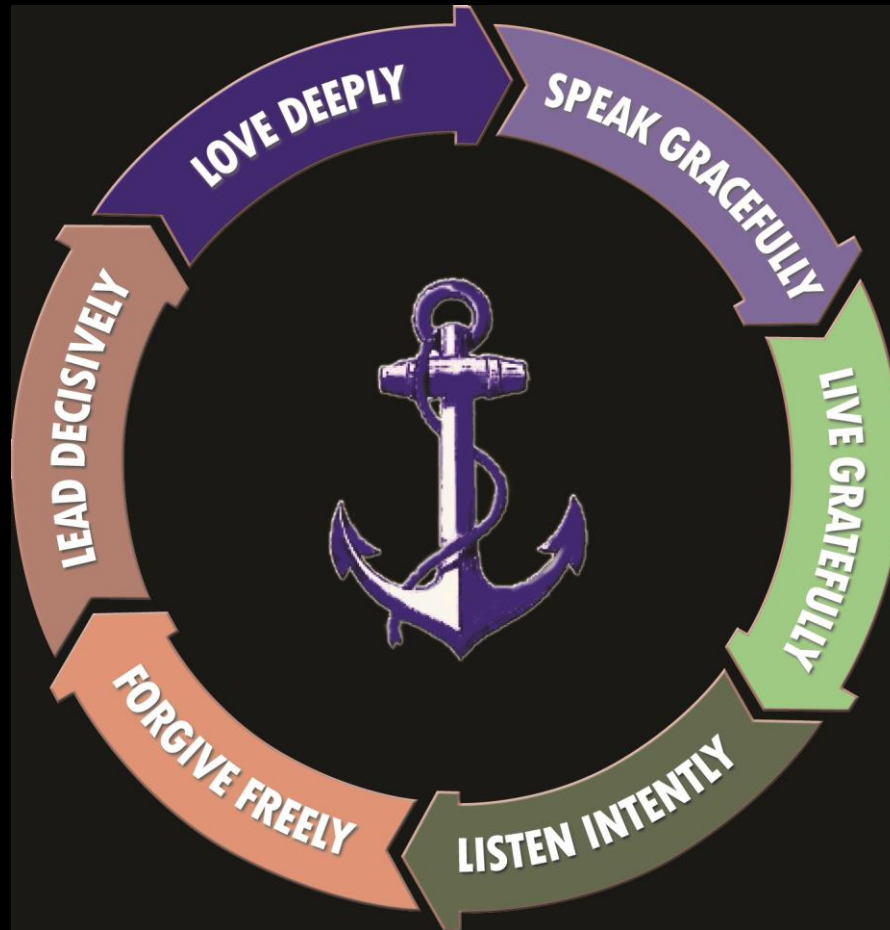


FROM VISION TO ACTION

MOVING FROM VISION TO ACTION TO RESULTS



FROM VISION TO ACTION



- “Value people, not power.” (or position)
- The evidence of leadership is seen in the lives of the followers.

- #1. Set Clear Standards
- #2. Expect the Best
- #3. Pay Attention
- #4. Personalize Recognition
- #5. Tell the Story
- #6. Celebrate Together
- #7. Set the Example



FROM VISION TO ACTION

#1. I really want my words to be grace-giving, life-generating and inspiring to others and not discouraging, depressing and draining utterances.

2. I really want to be known as a person who is forever grateful, regardless of the situation, believing that God is in the midst of everything I do and is working to bring good in every situation.

#3. I really want to listen to and respect the people with whom I work, to understand them – and for them to understand me – even if we do not agree with each other.

#4. I really want to initiate forgiveness when I have been offended because I don't have the energy or strength to carry the heavy burden and guilt of an unforgiving spirit.

#5. I really want to lead decisively with deep humility even as I experience the pain of holding tenaciously to the vision while acknowledging the realities of my situation.

#6. I really want my relationship with others to energize them, to have a positive impact on their lives and to enable them, in some small way, to grow – become stronger – in their faith, their confidence in themselves and their competence at work as a result of our interaction in the home and on the job and with me as their leader.

1. who we are as people of God;
2. what we are called to do in the work of God; and
3. how we live together as the family of God.



FROM VISION TO ACTION

1. Speak Gracefully. They watch the words they speak.
2. Live Gratefully. They don't whine, are grateful.
3. Listen Intently. They seek first to understand.
4. Forgive Freely. They are proactive in extending forgiveness.
5. Lead Decisively. They combine deep humility with fierce resolve.
6. Love Deeply. They value people, not power.

This is the spirit of holiness:

Live and lead

with the mind of Christ.

