

# Church Revitalisation

A 10 Week Online Training Course  
Session Nine : resistance to change

# What is leadership?

- ❖ The aim is to glorify God (1 Cor 10.31)
- ❖ The motivation is to serve people (Mark 10.43-44)
- ❖ The importance of vision (« seers » 1 Sam 9.9)
  - ❖ seeing present reality
  - ❖ seeing the projected outcome
- ❖ The objective : seeing the present situation and where you want to get, then obtaining the active participation of others to get there

# Resistance to change

- ❖ Misunderstanding the meaning of change
- ❖ Loss aversion
- ❖ Fear of the unknown and being outside one's comfort zone
- ❖ Lack of skills and confidence
- ❖ The idea that it's all a passing fashion
- ❖ Lack of consultation
- ❖ Poor communication
- ❖ Becoming resigned to change but without enthusiasm

# Dealing with resistance and conflict

- ❖ Identify the real issues
- ❖ Express them (the art of synthesis)
- ❖ Never attack people (Ephesians 6.12) but dialogue with them
- ❖ Recognise your own errors
- ❖ Use positive, peaceful language
- ❖ Take on board some aspects of what opposers are saying

## How to be shrewd (Matthew 10.16 / Luke 16.8) : the tricks of the trade.

- ❖ Watch out for good opportunities
- ❖ “Wrong foot” people (go where unexpected)
- ❖ Use the right vocabulary
- ❖ Choose your battlefields
- ❖ “Let’s try it for three months”
- ❖ Listen to everyone and synthesise well

