

# TEAM APPLICATION GUIDE



## KEY CONCEPTS

Before we can develop strategies for how to lead through change, we need to pause and evaluate where we really are as leaders and organizations: what are our tendencies in response to rapid changes in the world?

This session will help you identify three types of mindsets leaders adopt when it comes to change.

Frozen Leaders	Hesitant Leaders	Agile Leaders
Are inflexible	Adapt but not fully	Spend a lot of their energy focused on what they can do, not on what they can't
Cling to their methods, and ignore the mission.	Spend a lot of their energy on recreating what they used to do.	Are ready to try new things
React, won't lead	Make their old defaults their new defaults	Realize new methods give new life to the mission
Can't/Won't Pivot	Focus on maintenance, not mission.	Simplify their model and methods so all the energy can go into the mission
Expect everything to go back to the way it was	See further change as an obstacle, not an opportunity.	Create 30, 60 and 90 day strategies depending on conditions
See the future and uncertainty as the enemy	Make the methods subordinate to the mission.	
	Often find a new pattern, and then freeze it. Adaptable enough to survive, but not nearly adaptable enough to thrive.	

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## APPLICATION STEPS

1. The world has changed rapidly over the last few years. How have those changes impacted both your leadership personally and your organization?

2. When was the last time you made intentional, significant changes personally and professionally? Why did you make those changes and what were the results?

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3. In this season of leadership, would you describe yourself as a frozen leader, a hesitant leader, or an agile leader? Why?

4. Where do you see opportunities to change your leadership and organization methods in order to further the mission?