

# Leading Major Change

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GATEWAY SEMINARY



Leadership is about Real Change

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**// Leadership is an influence relationship  
among leaders and followers who intend real  
changes according to their mutual purposes. //**

**Dr. Joseph Rost**  
*Leadership for the Twenty-First Century*

# Major Change can be Painful

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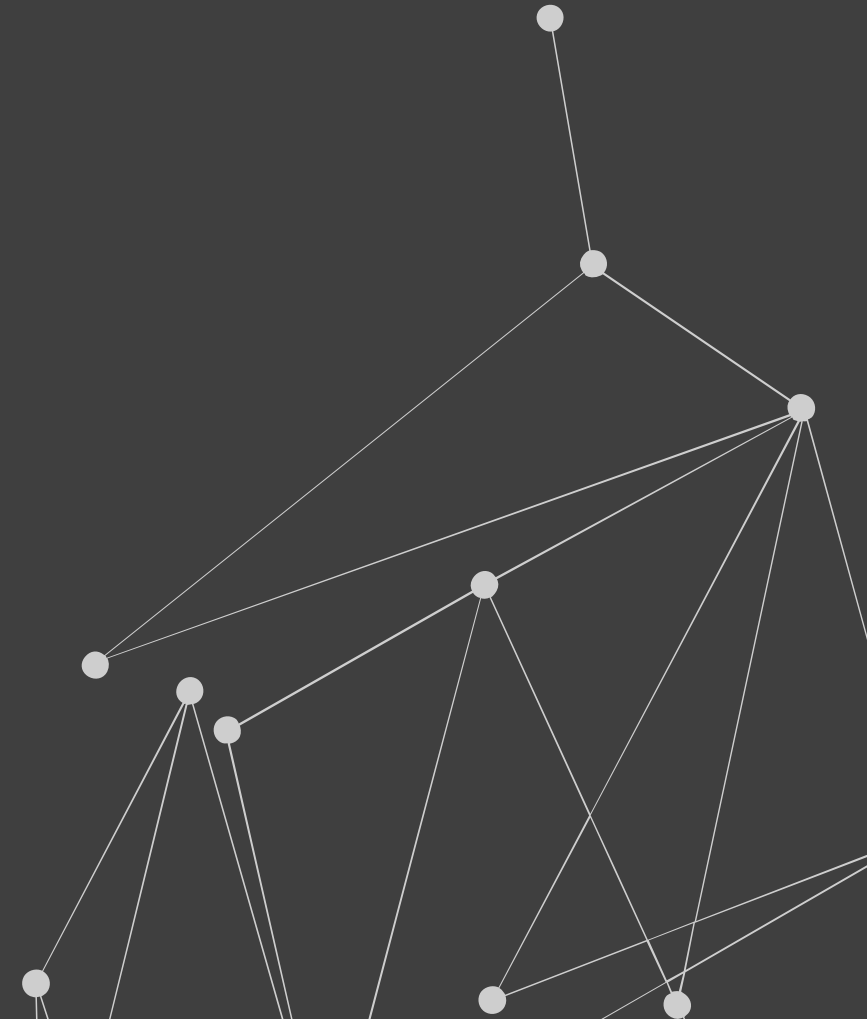
- Does God want leaders to initiate painful change?
- By definition, leaders initiate change and it can be painful.

# Jesus Inaugurates His Kingdom

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How people respond to change (Matthew 9:9-15)

- The Matthew model.
- The Pharisees' problem.
- John's disciples' problems.



# Jesus Calls for Major Change

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Matthew 9:16-17

No Patches (Matthew 9:16)

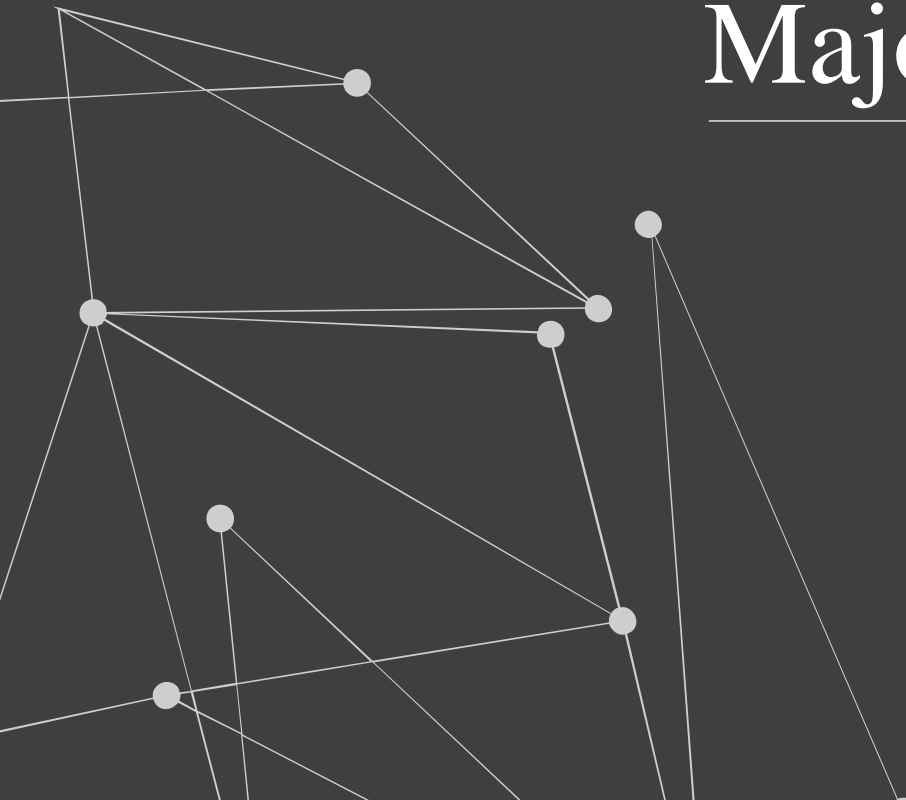
- Major change means major change – no patches.

New Wineskins (Matthew 9:17)

- Major change requires new structures – new wineskins.

# Deciding When Major Change is Needed

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# Diagnostic Questions

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Leaders need more than an intuitive feeling to initiate major change.

Key diagnostic questions:

- Is the change essential to the mission?
- Is their shared urgency about the change?
- Is relational trust high enough to sustain the change?
- Is the timing right for the change?
- Am I willing to see the change to completion?



# Essentiality

Is the change essential to the mission?

The only legitimate reason for major change  
— advancing the mission of your church or  
organization as it serves God's mission.



# Essentiality

Is the change essential to the mission?

Problems that cloud the issue of making change for the right reason.

- Ego needs.
- Initiating change for comfort.
- Initiating change that does not successfully address the mission.

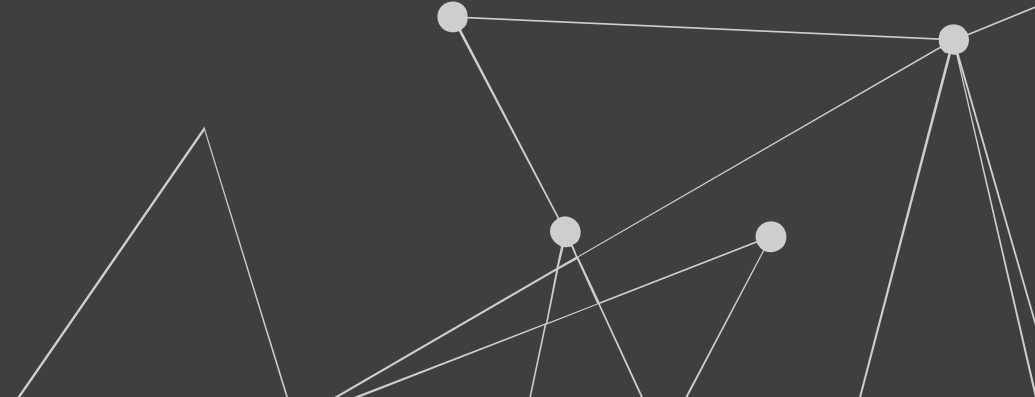


# Essentiality

Is the change essential to the mission?

Developing a mission statement for a church or ministry organization.

- One sentence statement of your reason to exist or your purpose; without commas or conjunctions.
- Gateway: “Shaping leaders who expand God’s kingdom around the world.”





# Urgency

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Is there shared urgency about the change?

Four strategies for creating urgency:

- Use accurate information about your ministry.
- Use accurate information about your missional opportunities.
- Fresh consideration of God's mission and your organization's mission.
- Legitimate use of crises – both negative events and positive events.

# Trust

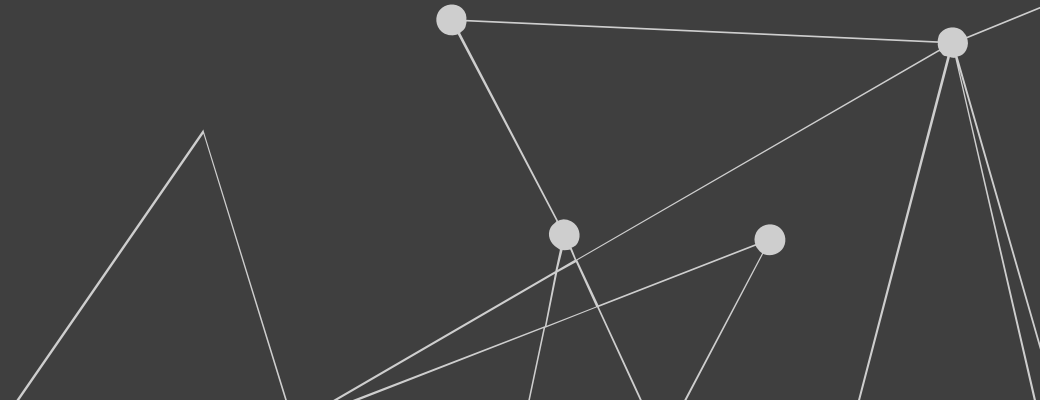
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Is relational trust high enough to sustain the change?

Leaders must earn their followers trust

- Leaders earn trust through sacrificial service (Matt. 23:11).
- Leaders earn trust by demonstrating competence.

Leaders must trust their followers



# Timing

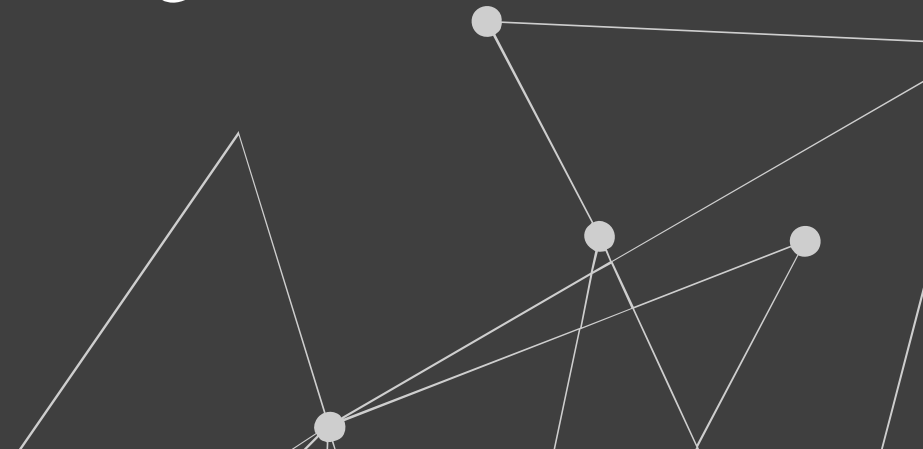
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Is the timing right for the change?

Leaders often see the need for change long before their followers.

Leaders must stay in step with God's timing.

Leaders must move decisively when the time is right.



# Completion

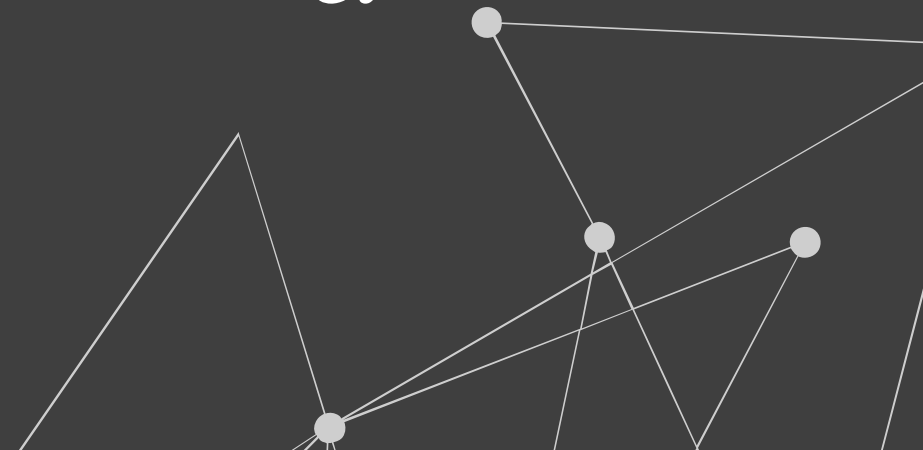
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Am I willing to see the change to completion?

Leaders must be willing to stay until the change is finished.

Leaders must recognize when major change is really finished.

- Leaders must stay until a “new normal” is established.
- Leaders must allocate emotional and physical energy over the duration of the project.





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