



# THE LEADERSHIP

# TRIANGLE

Thriving through Change



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“If you don’t  
like  
change...  
you’ll like  
irrelevance  
even less.”

General Shinseki





# Client Survey Results

- **Increase in members involved in ministry.**
- **Increase in giving.**
- **Increase in small group participation.**
- **Increase in worship attendance.**
- **Increased focus.**



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# Client Survey Results

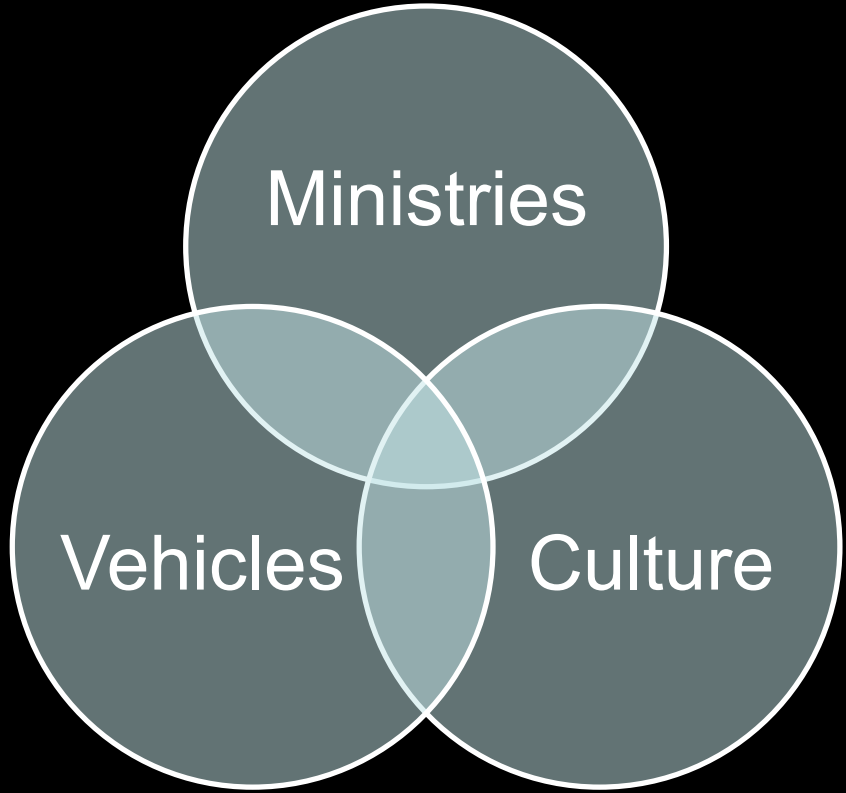
- **Enhanced sense of community**
- **Reduction in conflict.**
- **Enhanced partnership between clergy and laity.**
- **Community outreach.**
- **New Ministries.**

**Visit [www.transformingchurch.net](http://www.transformingchurch.net) for detailed results.**



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# Alignment is Critical





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# The Five Key Indicators...

**Inertia → Reinvention**

**Cloister → Missional**

**Autocracy → Shared Leadership**

**Incongruence → Code**

**Consumers → Community**



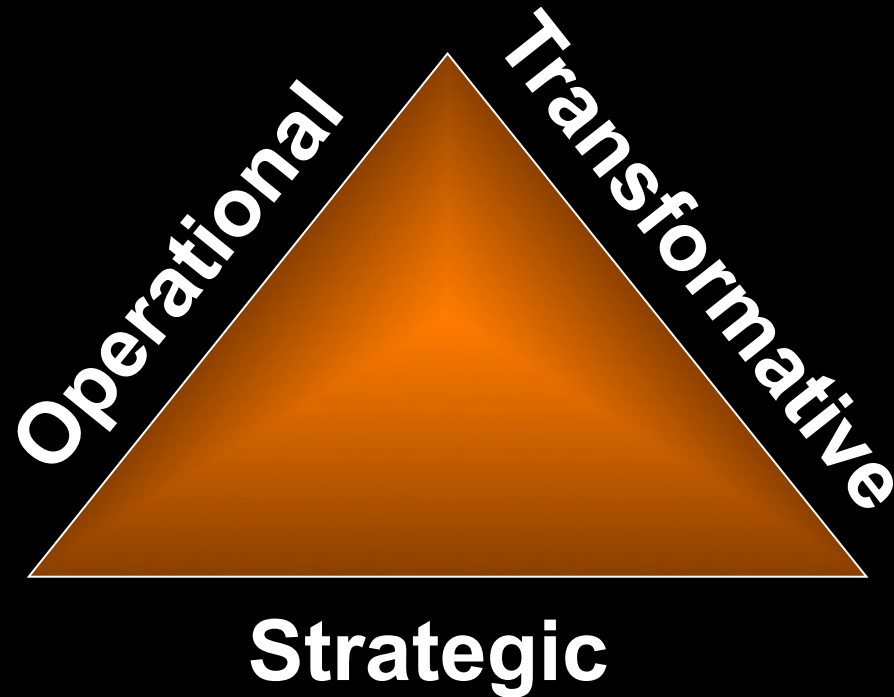
# Not all challenges are equal

If the only tool in your toolbox is a hammer...



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# The Leadership Triangle





	<i>Operational</i>	<i>Strategic</i>	<i>Transforming</i>
Role	Expert	Synthesizer	Facilitator
Tone	Confident	Vision-casting	Creative
Key Question	What's wrong?	What's the focus?	What's the question?
Problems are to be	Solved	Planned	Re-framed
Interaction	Training	Inspiring	Free flowing and robust
Tense	Present	Future	Past, Present, Future



# It Starts with the Diagnosis

- Identify what kind of issue you're dealing with: operational, strategic, or transformative.
- Typically, strategic direction surfaces the transformative issues.



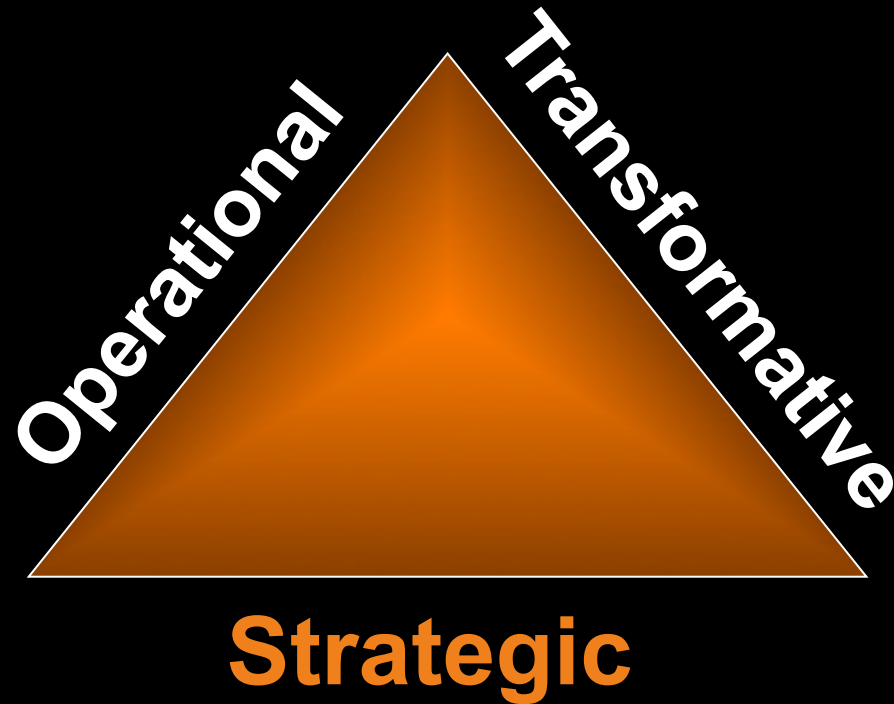
# Build a Balanced Triangle

- Senior leader should work on all three sets of skills.
- The team should reflect the diversity of the triangle.
- Process (meetings, decisions, communications) should reflect the triangle.



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# The Leadership Triangle





# Key Components

## *Preserve*

- **Values** What makes us unique?
- **Beliefs** What are the non-negotiables of our theology?
- **Mission** What do we do and what do we not do?

## *Transform*

- **Strategy** Where do we focus our resources?
- **Vision** Where we're going and how we'll know we arrived?
- **Initiatives** What action will we take?



# So why aren't we getting there?

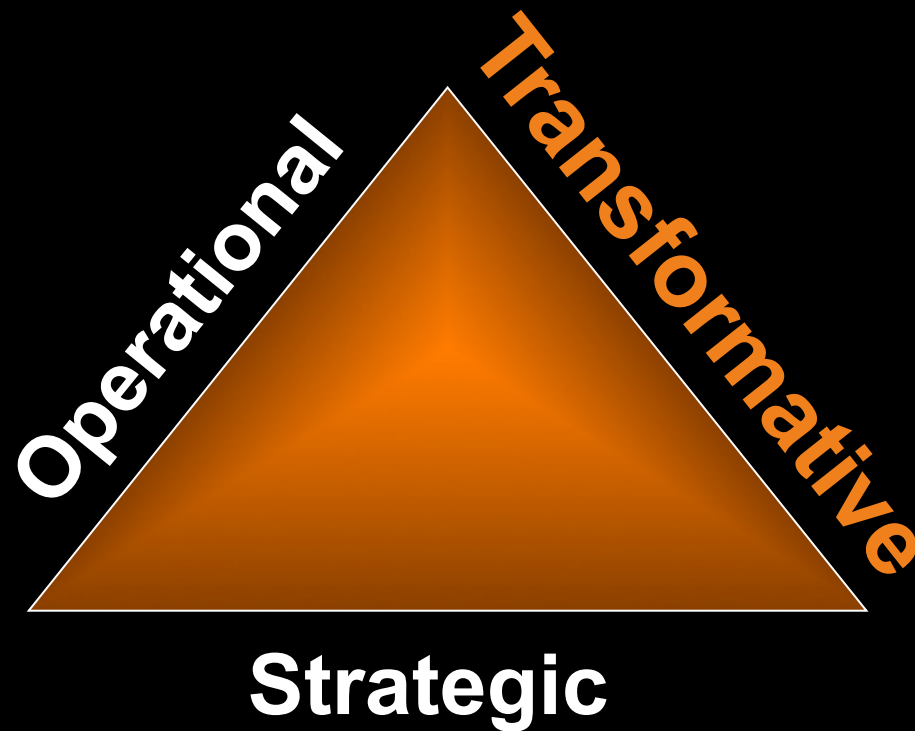
Strategies and vision are blocked for five reasons:

- It's the wrong strategy for your context;
- You're not allowing enough time;
- It represents a transformative issue, and you are using an operational approach;
- You lack the operational expertise to pull it off.
- Your strategic planning process wasn't effective at creating focus and ownership.



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# The Leadership Triangle

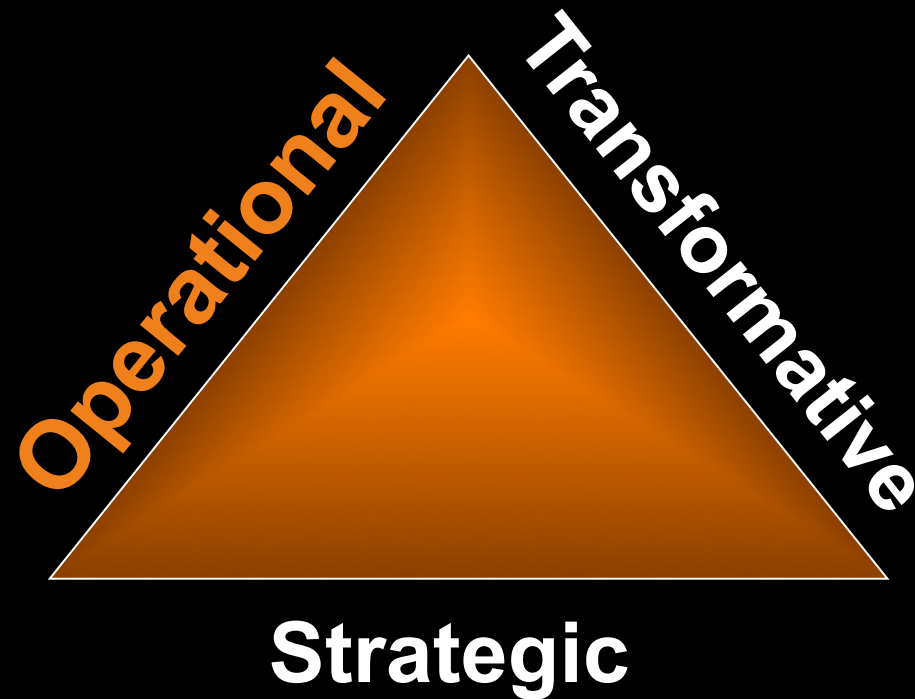






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# The Leadership Triangle





# Operational Leadership

- Building People
  - Recruiting the Right People
  - Empowering
  - Team-building
- Building the Organization
  - Benchmarking
  - Financial Alignment
  - Organizational Alignment
  - Facility Alignment



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# Thank You

- Stop by the TAG Consulting booth and meet us.



ALIGNMENT<sup>4</sup>  
MARCH 3 2009 INDIANAPOLIS

A  CORNERSTONE  
Church Building Event

