

Effectively Navigating Change

Scott Grabendike 3/08/26



“The Only Constant is Change.”

-Heraclitus (535-475 BCE)





“Leadership is the art of disappointing people at a rate they can stand.”

John Ortberg

Who is this Man? The Unpredictable Impact of the Inescapable Jesus

5 VOICES



Nurturer

Champion of...
People, relational harmony, and values

43%
of the population

Present Oriented

Creative

Champion of...
Future ideas, innovation, and organizational integrity

9%
of the population

Future Oriented

Guardian

Champion of...
Due diligence, resources, and efficient systems and processes

30%
of the population

Present Oriented

Connector

Champion of...
Relational networks, collaboration, and effective communication

11%
of the population

Future Oriented

Pioneer

Champion of...
Strategic vision, results-focused, and problem-solving

7%
of the population

Future Oriented

BUILD THE BRIDGE

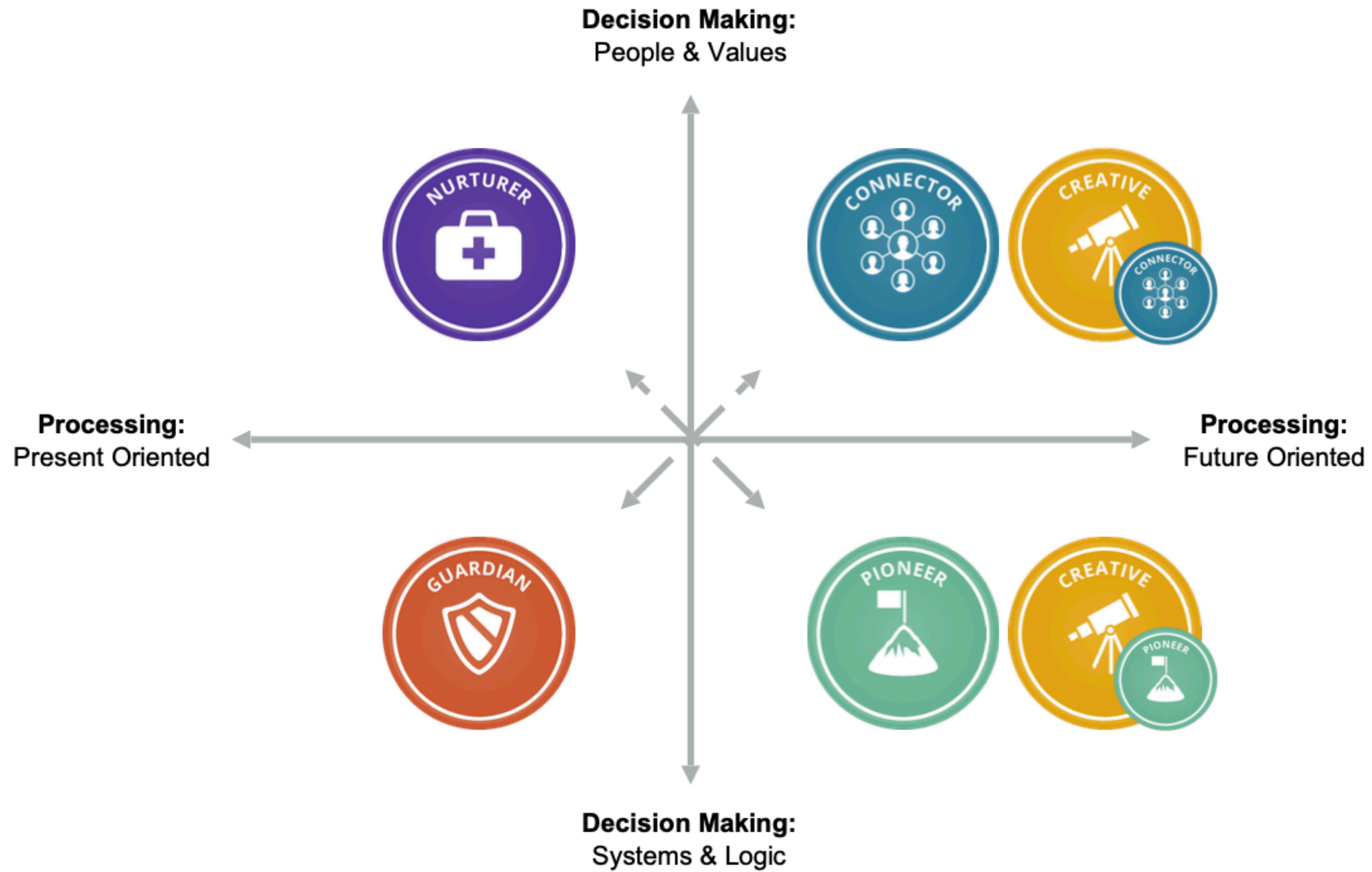


Future
Oriented



Present
Oriented

5 VOICES DYNAMICS

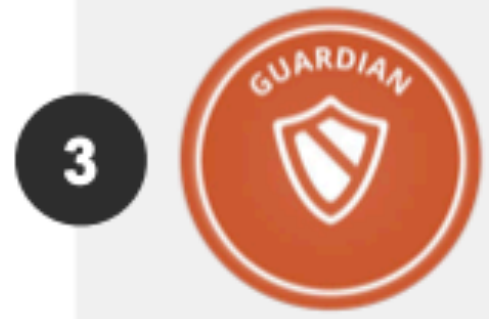


5 VOICES DECISION-MAKING FILTERS



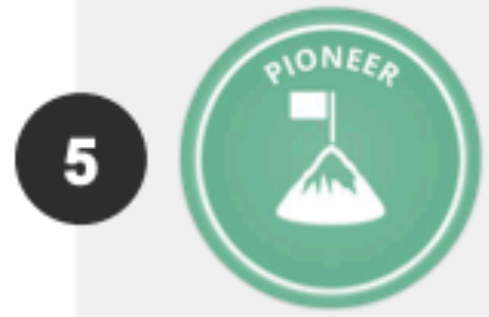
1

1. How will this decision impact people?
2. Are we compromising our values?
3. Who is going to hate this?



3

1. Have we done sufficient due diligence?
2. Have we run a robust pilot project?
3. Is it worth the investment of time and money?



5

1. How will this help us win?
2. If it is successful, will it scale?
3. Why won't this work?



2

1. Are we in danger of playing it too safe?
2. Are we compromising our integrity?
3. Does this help us achieve our bigger vision?

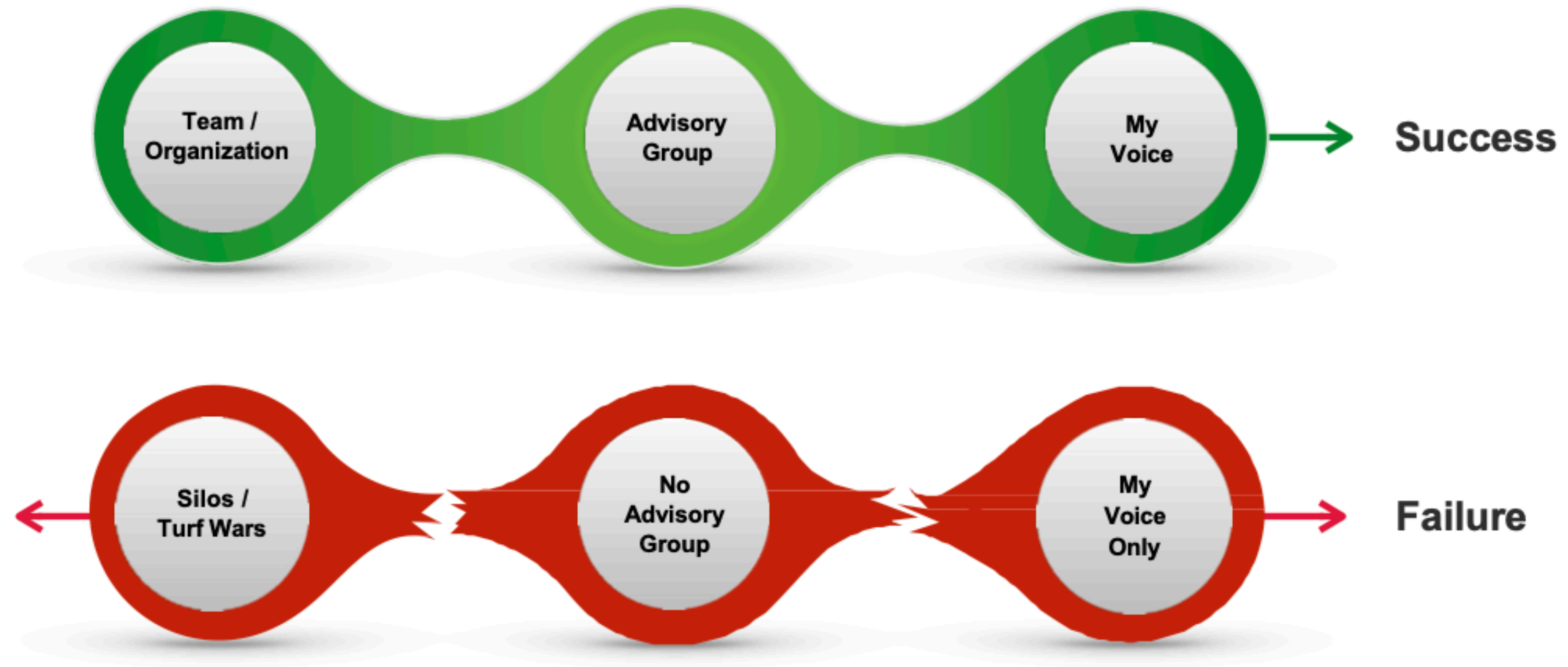


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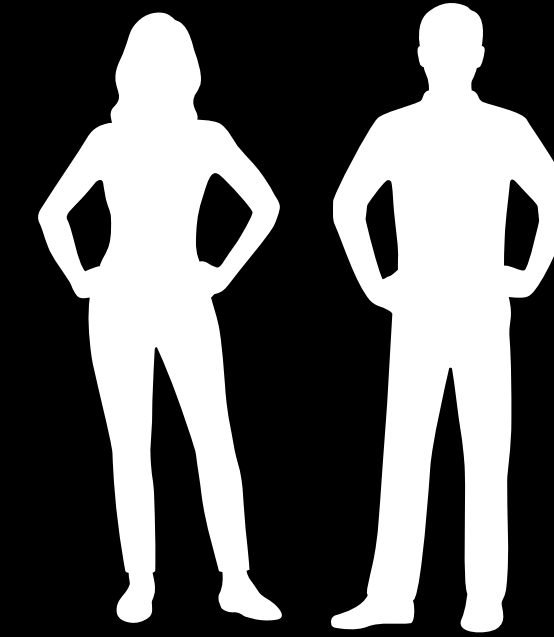
1. Will this connect with our target audience?
2. Who in our network can help make this better?
3. Do I believe in this and can I "sell" it?

LEADING CHANGE

Which **Key Voices** need to be in your Advisory Group to complement your voice?



Pairs Exercise:

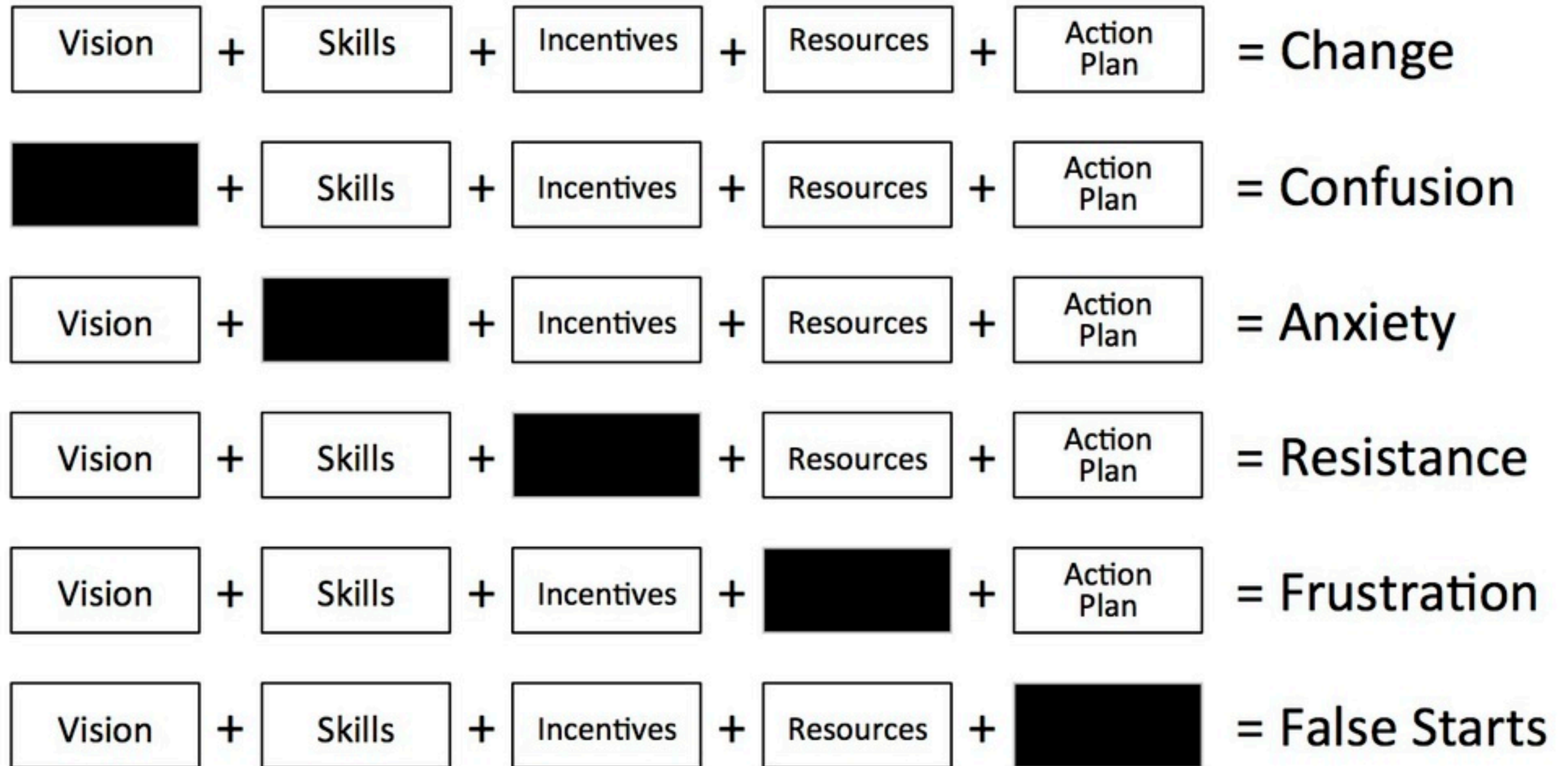


Who are the missing voices on your team right now (Pioneer/Connector/Creative/Guardian/Nurturer)?

In what ways is their absence negatively impacting your ability to navigate/implement change?

(8 minutes)

Managing Complex Change



Group:

Which component(s) are you currently missing in order to effect change?

Vision, Skills, Incentives, Resources, or Action Plan?

Effectively Implementing Change

What Is Needed?

Effectively Implementing Change

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- All 5 Voices (Pioneer, Connector, Creative, Guardian, Nurturer)

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- A Bridge for Present and Future Oriented Voices

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- Vision, Skills, Incentives, Resources, Action Plan= Change!

Effectively Implementing Change

What Is Needed?

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- A Bridge for Present and Future Oriented Voices
- Team/Org+Advisory Group+Your Voice= Success
- Vision, Skills, Incentives, Resources, Action Plan= Change!
- PRAYER!!!

***“The harvest is plentiful, but the workers are few.
Ask the Lord of the harvest, therefore, to send
out workers into his harvest field.*”**

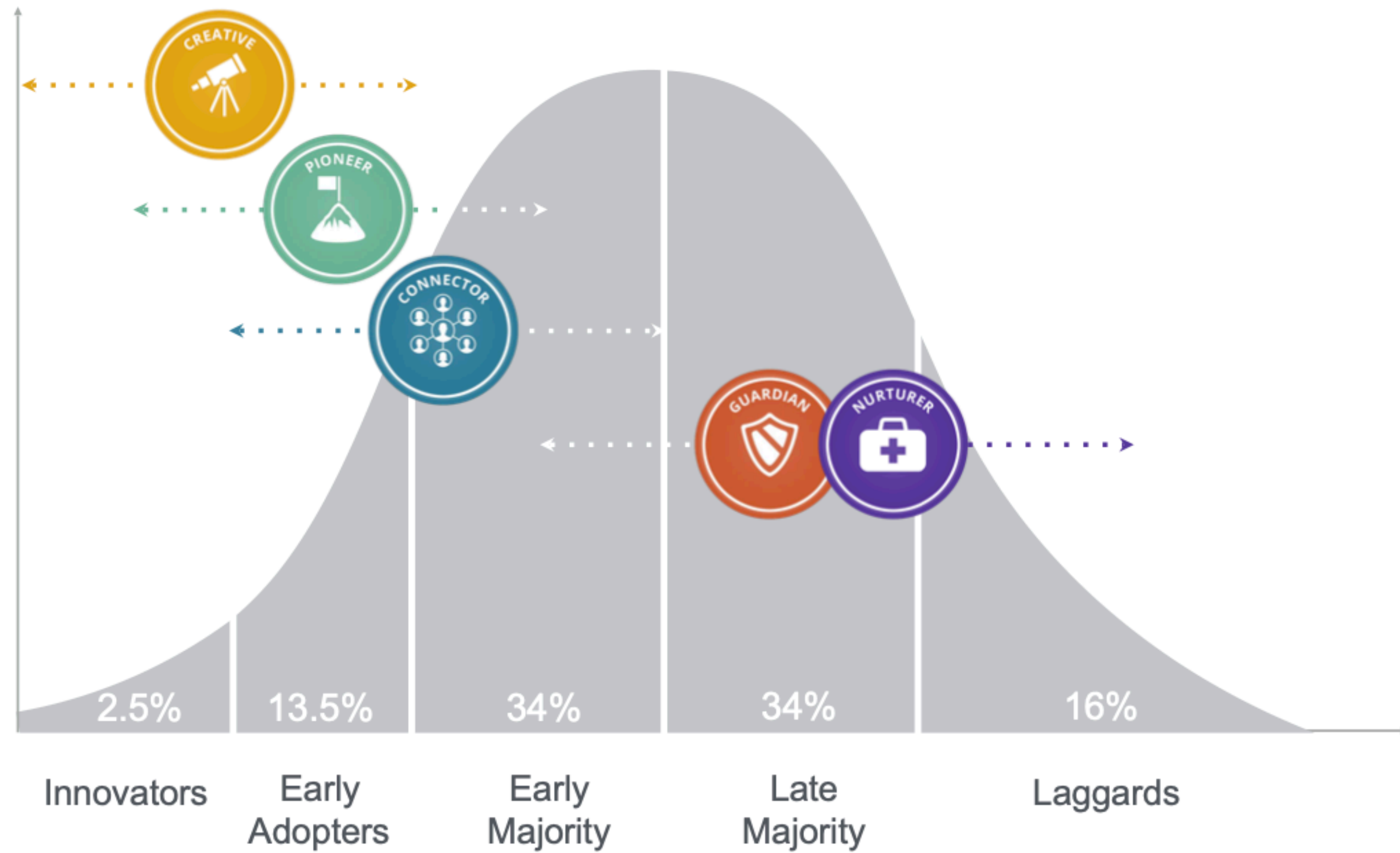
Luke 10:2





Community
Bible Church

COMMUNICATING VISION



CHANGE EQUATION

Change: $D \times V \times N > \text{Resistance}$

D

Dissatisfaction with the Status Quo

V

Vision of the Future

N

Natural Next Step

OVERCOMING RESISTANCE

Resistance = Barriers, Hurdles, Gaps



Barriers are things you can't change.

WHO / WHAT



Hurdles are things you have to overcome.

WHO / WHAT



Gaps are things you need to fill in before moving on.

WHO / WHAT