LEADING IN CRISIS:

Feeling like you didn't sign up for this, and other pastoral realities of 2020

Nurturing Leaders. Changing Lives.

HIGHER EDUCATION & MINISTRY
General Board of Higher Education and Ministry

THE UNITED METHODIST CHURCH

GALLUP RESEARCH SHOWS FOLLOWERS HAVE 4 BASIC NEEDS:

- Trust
- Compassion
- Stability
- Hope

SELF-DIFFERENTIATION

In a season of stress we are called to pursue *self-differentiation*, rather than consensus or charisma. Self-differentiation is the capacity of the leader…
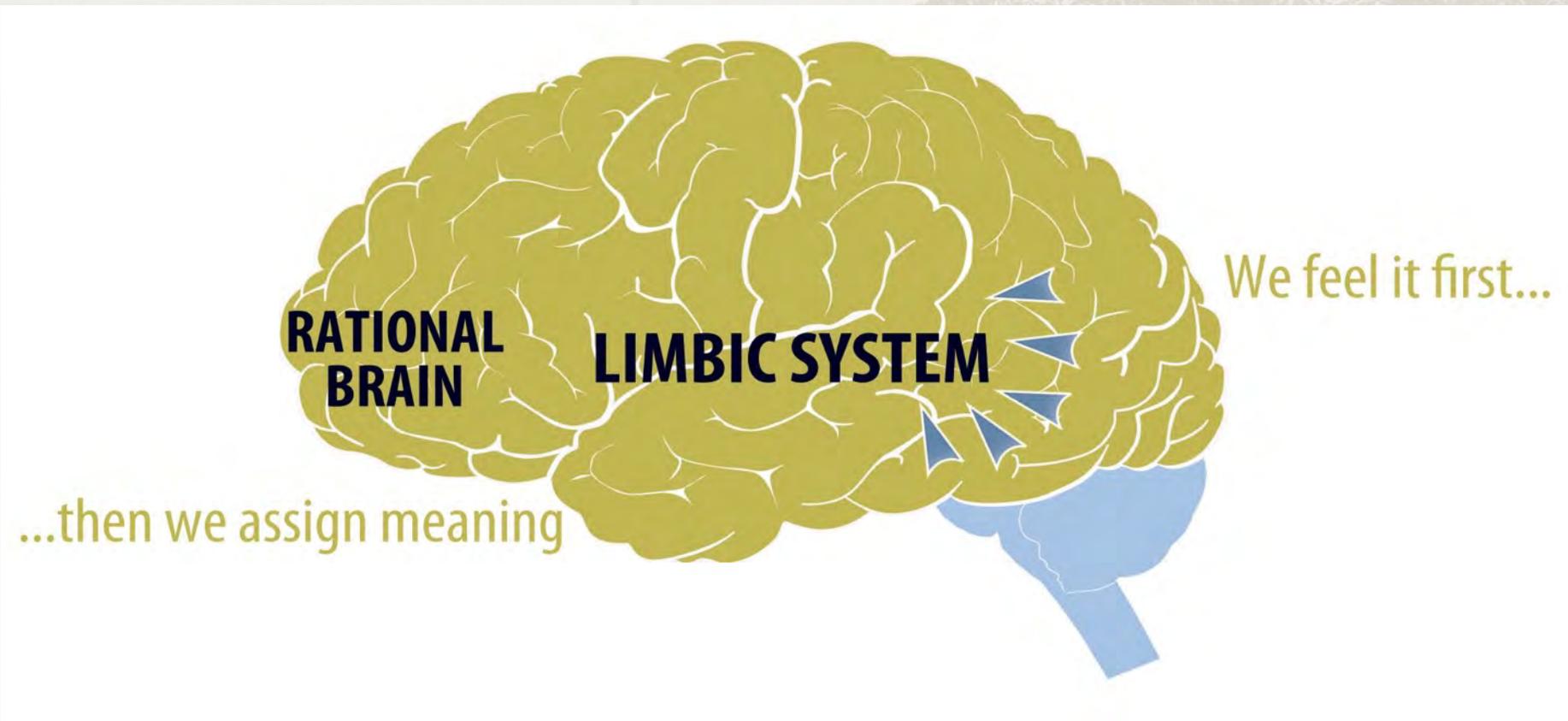
- to discern his or her position,
- to state that position clearly,
- and to stay in touch with others in the system (not withdraw)

A differentiated leader will make any leadership development program seem brilliant!

CONFRONTING ANXIETY & STRESS

- All of us have a range of responses to life, based on our levels of anxiety.

- We should not try to diagnose or change other people.

- A leader's role in the organization is to preserve the integrity.

- Stress is not so much a matter of amount of work but of being triangulated.

- Think about the future and move in that direction.

- Don't try to keep the peace. Challenge people. Expect more from them.

- The higher our threshold for pain, the more we are likely to grow.

BRAIN PROCESSING

THE PHASES OF A CRISIS: HEIFETZ, LINSKY, & GRASHOW

- **The Emergency Phase:** "Stabilize and Buy Time"

- **The Initial Adaptive Phase:** "Tackle underlying causes and build capacity"

- **The Long-term Adaptation Phase:** "Foster adaptation: Next practices"

LEADERSHIP PLANNING FOR THE NEXT 12-18 MONTHS

- Regulate our own anxieties through spiritual practices, attention to health

- Clearly state who we are and our dream for the Church

- Avoid reacting to the least mature among those present

- Expect sabotage

- Understand that the stress of clergy may show up in our spouses or children

- Spend as much time thinking as we spend feeling

- Think about the future—God's dream—and move in that direction in a non-anxious way