



Leadership for the 21st Century:

Feeling Like You Can't Keep Up?

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Leadership Industry in the USA

- amazon.com
 - Keyword: “leadership”—71,000 entries
 - Keyword: “management”—200,000 entries
 - Do we really need the Leadership Secrets of Santa Claus?
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New Design of Church & Shifting Leadership Roadmaps in the USA

- Cling to the old framework and impose it on a new reality
- Engage in denial and pretend external changes are not profound
- Attempt to understand and change our internal mode of reality

Dee Hock

Cycle of Traditional, Pragmatic & Younger Evangelical Histories (cont.)

- Evangelical groups follow a cycle of birth led by charismatic leaders.
- Each new movement follows the pattern of becoming organized and eventually institutionalized.
- A new group breaks from the parent group and the cycle begins again.
- The younger evangelicals represent the first new cycle of the twenty-first century.
- Older cycles continue to exist and minister, generally with decreasing effectiveness.
- Many sub-groups exist within evangelicalism, but the traditional, pragmatic, and younger evangelicals represent the main voices.

Implications for the 21st Century

- Clueless disciples in Mark 10:35-45
 - They were people captive to the leadership models they had access to.
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Quote from Paulo Freire

- **“If to be is to be like, then to be is to be like the oppressor.”**
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Organizational Dilemmas

- **Mixed motivation**

- Single-mindedness is replaced by professionalism

- **Administrative order**

- Structure becomes elaborate and organization becomes an unwieldy machine
- Structures solidify and refuse to change

- **Power**

- Close relation between religion and cultural values to reinforce the position of religion
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Organizational Dilemmas (cont.)

■ Delimitation

- Running the gauntlet between “translating” the original message and holding a rigid position that kills the spirit of the movement

■ Symbolism

- Objectify the original charismatic moment with routine
 - How does spontaneity rule beyond the first generation experience?
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Continuing Tasks

- A grid to evaluate our continuing legitimacy
 - Do our structures and strategies...
 - Facilitate ministry based on divine gifts and endowments, not arbitrariness and self-will?
 - Build up, not disrupt, the work of the Holy Ghost to build community?
 - Facilitate witness to the world in need of redemptive mission?
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