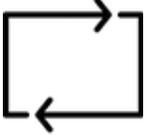


Global Leadership Summit 2016

The 4 Lenses of Leadership	2
Bill Hybels	
The Art of Working Together	3
Alan Mulally	
One-on-One	4
Melinda Gates	
Unquestionable Ways to Expand Your Leadership Reach	5
Jossy Chacko	
Emotional Intelligence 2.0	6
Dr. Travis Bradberry	
The Ideal Team Player	7
Patrick Lencioni	
The 4 Disciplines of Execution	8
Chris McChesney	
The Culture Map	9
Erin Meyer	
The One Thing to Get Right	9
John C. Maxwell	
One-on-One	10
Bishop T.D. Jakes	
Leadership Illusions	11
Bill Hybels, Dr. Henry Cloud, Shauna Niequist	
Leader Interrupted: Getting It Right	11
Danielle Strickland	
Creating an Organization of Excellence and Efficiency	12
Horst Schulze	
Stay the Course	13
Wilfredo De Jesus	

Themes

● building cultures that value efficiencies	
● executing ideas that matter most	
● harnessing the power of emotional intelligence	
● ingredients of successful turnarounds	
● navigating effectively through cultural differences	
● virtues that accelerate teamwork	

The 4 Lenses of Leadership

Bill Hybels

Founder & Senior Pastor, Willow Creek Community Church

1-Passion Lens (*bright red*)

Leadership is leading people from here to there. Help them realize they can't stay here, then move and energize them toward a preferred future.

People will feed off the passion of their leader. A motivated worker will perform 40% better than an unmotivated one. What motivates a worker? The highest inspirational effect is to work around a passion-filled leader.

Q: How does a leader get passionate?

A: Typically, this comes from one of two things:

- the mountain tops of a beautiful dream
- the depths of a valley of frustration (holy discontent)

*"That's all I can stand;
I can't stand no more."
-Popeye*

Q: How filled is your passion bucket? Do people feel the heat and energy of your passion?

A: _____

Q: Who's job is it to fill the leader's passion bucket?

A: It's the leader's job to fill his or her own bucket. It's your job to fire yourself up.

Q: How do you keep your passion bucket filled?

A: This varies by person. Some examples are:

- Read books from passionate people.
- Be around passionate people.
- Spend time in places that stir your soul.

Do whatever it takes to fill your passion bucket. When you do, everyone around you wins.

2-People Lens (*shattered*)

Do you know the state of your culture? If not, find out. Then, work on the problems.

Bill saw his dad take misbehaving workers into a sound-proof room called the Banana Room to reprimand them before he fired them. It doesn't matter where you start, you can build a beautiful, god-honoring culture.

The organization will only ever be as healthy as the top leader wants it to be.

Senior leaders have the privilege of changing the storylines of young leaders. God entrusts people to you. You must do your best to love and develop them as God desires.

- Religion = things you **do** to try to appease God
- Christianity = what Christ has **done** for you is the only thing that makes you presentable to God

Change the way you relate to your staff. Pastor them. Treasure what God treasures, people.

Transactional noise: that low-frequency rumble of discontent when people don't understand why leaders made some decisions, why they promote people who appear unworthy, and why they don't correct people who behave poorly.

Use the Lominger sorting process to help leaders increase their self-awareness and engage the team in development discussions.

Lominger cards contain key skills and qualities that a person needs to be successful in a role or organization. There is a standard list ; however, it might make more sense to develop our own set based on our LEAD categories.

The Lominger sorting process includes:

- For each person, sort the deck of cards into three piles:

- ▶ Green: thriving
- ▶ Yellow: healthy
- ▶ Red: underperforming
- Plot the cards on a chart (green, yellow, red).
- Discuss the chart with the person individually to increase self-awareness.
- As a group, discuss your charts. Consider if people are placed in the best position.

Develop the skill of Talent Observation. Sit in the back of meetings and listen and watch people.

3-Performance Lens (self-adjusting)

You must find a way to maximize performance.

People want to know if you are proud of their progress. Each person wants to know how they are doing.

You will need to constantly readjust goals. Establish a performance system.

Together, decide on goals and measures. Have each department set strategy. Measure department and individual performance. For example:

- thriving (barging ahead)
- healthy (maintaining ground)
- underperforming (losing ground)

Don't fall prey to extremes. Measure the right things (**Jas 1:5**).

4-Legacy Lens (rear-view mirror)

legacy = what people remember of you when you are gone; What kind of legacy will you leave?

Draw an energy pie to show where your energy has been going. Leadership is not about time; it is about energy.

There aren't do-overs, but there are make-overs. Start today to put energy into the things God desires.

Leadership can become a drug. It can be additive to the point of impairing your ability to have a healthy home life, to serve your community, or to reach out to others in need.

God wants us to flourish in every dimension of our lives.

Leadership matters. We all need to get better.

1. Find your passion and pursue it.
2. Repair your people lenses.
3. Adjust your lenses to put the right goals and measures in place.
4. Reflect on your legacy. Where are you willing to let God rewrite your story.

The Art of Working Together

Alan Mulally

President & Chief Executive Officer, The Ford Motor Company (2006-2014)

It is about people working together for the good of all of us.

Lessons Learned:

- people first
- everyone is included (all employees, vendors, customers)
- compelling vision, strategy, and relentless implementation
- clear performance goals
- one plan
- facts and data
- everyone needs to know the plan, the status, areas of attention
- propose a plan, positive, can-do attitude
- respect, listen to one another
- keep emotional resilience, trust the process
- have fun, enjoy the journey (no humor at anyone's expense)

Why leave Boeing?

He felt he was called to work with Ford.

Issues at Ford: brand was diffused, regionalized, lack of synergy, consumer tastes changing, not leading, slowing economy, losing money

He was their first CEO from outside the automobile industry.

Initial Start-Up Plan:

1. Selected the top 16 leaders.
2. Created the vision based on Henry Ford's original vision.
3. Created strategy - divest all brands but Ford and Lincoln; have a complete family of vehicles; best in class; worldwide; profit in new economy; get a loan.
4. Flew to NY to get a loan.
5. Established a business plan. Began reviews and status checks. Introduced using color-coding to highlight areas that needed attention. Problems must be visible. You must trust and help one another.

Improvements came across the board: consumer satisfaction, supplier relations, investor satisfaction, and employee satisfaction. At Ford today, employee satisfaction (89%) is the highest of any corporation. Employees know they are contributing and are valued.

In our world, we need leadership more than ever. We need to move from "I" to "We" and from "Me" to "Service."

Whatever you do, work at it with all your heart, as working for the Lord and not for earthly masters (Col 3:23).

One-on-One

Melinda Gates

Co-Chair, Bill & Melinda Gates Foundation

All lives have equal value.

Her spiritual practices include: silence, journaling, spiritual reading, and praying.

The Gates invest their hearts, minds, and money (plus resources from others) to give back responsibly to the world

Bill has recruited other wealthy people to give away 1/2 of their resources either now or upon their death.

Key issues they have identified are global health (food, medicine, for children), education, and the timing and spacing of pregnancies (women weren't getting the contraceptives they needed).

Progress includes:

- people in extreme poverty cut in 1/2
- child mortality rate cut in 1/2 (vaccines, malaria bed nets)
- maternal mortality rates down 43%
- undernourished cut 1/2
- people in working middle class up by 1/3

It's a challenge that requires good business practices and application of values. It was difficult to get adequate data to make good decisions. They have begun gathering and processing data to know where the needs are.

It's a privilege to be in a position to relieve suffering.

Advice: As a leader, go in as a learner.

Unquestionable Ways to Expand Your Leadership Reach

Jossy Chacko

Founder and President, Empart Inc.

Consider the parable of the talents ([Mat 25:14-30](#)).

The first and second servant doubled what the master gave them. The third servant buried the money.

God entrusts each of us with something. Where is your talent today? What have you done with it? Faithfulness is multiplying what He has given you. Are you proving to Him that He can trust you with more ([Luke 16:10](#))?

Don't let earthly complications interfere with heavenly possibilities.

God expects you to enlarge whatever He entrusts to you.

- Be fruitful and multiply ([Gen 1:28](#))
- Multiply like the stars ([Gen 26:4](#))
- Go forth ([Mark 16:15](#))

God gives you the starting point. Your legacy is determined by what you do with what He has given you.

3 Es in Expanding Your Leadership Reach

1-Enlarge Your Vision

- What is your vision? Is it about maintenance or multiplication? It's time to reactive your gifts and talents, take some risk, and invest it all.
- When people hear your vision it should help them know the size and scale of God.
- Beware of the vision poppers. Trust what God has put into you. Don't worry about what people say.
- Stay focused. Allow your horizon to get bigger. Have eyes to see the opportunities around you.

Become a "passionary," a visionary with a passion.

2-Empower Your People

- The master gave the money and left them to manage it. This is empowerment. Sometimes, it backfires on you. Leadership is about taking wise chances and giving people opportunities.
 - Don't be fooled by the package which contains people. Be looking for potential in people.
 - Your empowerment abilities are a key to your leadership potential. Lay the foundation. Empower people. Move to the next horizon.
1. Focus on building their **character** before you empower them.
 2. Empowerment is based on **relationships**. You need to know them. Keep your followers alongside you.
 3. Establish the right **KPIs** (kingdom performance indicators). Know what outcomes you desire. Put the right controls and measurements in place.

3-Embrace Risk.

Without faith, it is impossible to please God.

3 Paradigms to Change

1. See risk as your friend to love, not your enemy to fear. God has not given us a spirit of fear ([2Tim 1:7](#)). Embrace faith. Go after the vision God has given you.
2. See comfort and safety as your enemies in leadership. Step out of your comfort zone. Increase your pain threshold to enlarge your leadership reach.
3. **Don't let earthly practicalities keep you from living out heavenly possibilities.**

Application Exercise:

- Make a list of all the dreams, ideas, and visions for which you have made no progress.
- Put a time frame next to each one.
- For each one, put the name of person who will hold you accountable for it.

Emotional Intelligence 2.0

Dr. Travis Bradberry

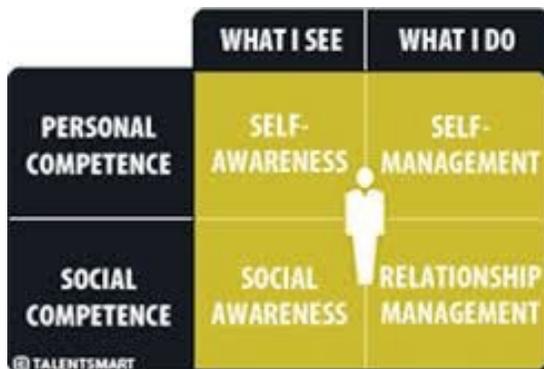
Bestselling Author; Co-founder of TalentSmart

Emotional Intelligence is your ability to recognize and understand emotions in yourself and others, and your ability to use this awareness to manage your behavior and relationships.

Physical Aspects of Emotional Intelligence

Your primary senses enter through the spinal cord, come through the limbic system, and finally enter the rational brain. The limbic system is where the brain generates emotions. That means, we have emotional reactions to events before our rational brain engages.

EQ, IQ, and personality are not related.
IQ is fixed about age 15.
Personality is fixed in our late teens.
EQ is not fixed and can grow over time.



Emotional intelligence is made up of four core skills.

Personal Competence is a combination of self-awareness and self-management skills.

- **Self-Awareness:** your ability to accurately perceive your emotions and stay aware of them as they happen
- **Self-Management:** your ability to use awareness of your emotions to stay flexible and positively direct your behavior

Social Competence is social awareness along with relationship management skills.

- **Social Awareness:** your ability to accurately pick up on emotions in other people and understand what is really happening
- **Relationship Management:** your ability to use awareness of your emotions and others' emotions to successfully manage interactions (be aware of how your behavior affects others and make adjustments to support the relationship)

The Business Case for Emotional Intelligence

- EQ affects how you handle change, stress, and work in teams.
- 60% of job performance is related to EQ.
- Within a group, 90% of top performers are high in EQ.

Tips to Increase Your Emotional Intelligence

It requires practice. Behaviors must become habitual. We all need to work on 3 things.

Silver Bullets

1. Get your stress under control. Intermittent mild stress is helpful. Prolonged high stress diminishes self-control. Strategies: take walks, turn off phone at night, take deep breaths, cultivate an attitude of gratitude (set alerts to remind you to think of things for which you are grateful).
2. Clean up your sleep hygiene. Don't take things to help you sleep. It interferes with sleep stages. Avoid blue light waves (phones and computer screens) in the evening.
Tip from Pam: Try blue-light blocking glasses.
3. Get your caffeine intake under control. It can make you more aggressive and unable to manage your emotions. It interferes with your sleep cycles. Stop caffeine at noon.

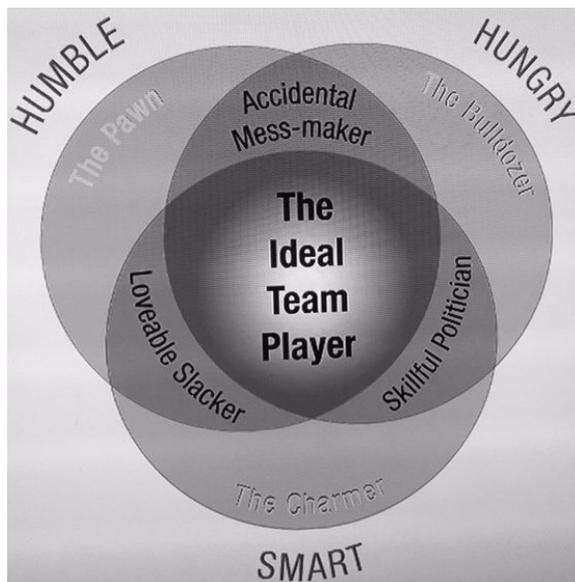
The Ideal Team Player

Patrick Lencioni

Bestselling Author; Founder of The Table Group

3 Virtues in the Ideal Team Play:

- Humble: more interested in the greater good and others than self. (Humility isn't thinking less of yourself. It is thinking of yourself less often. -C.S. Lewis)
- Hungry: strong work ethic, goes above and beyond, is passionate
- People Smart: knows how their behaviors affect others; can see when others are reacting poorly



When a Person Has Only 1 of 3

- The Pawn: Just humble. Sweet, but doesn't understand people and has no drive.
- The Bulldozer: Just hungry. Has lots of drive, doesn't care about or understand others.
- The Charmer: Just people smart. not hard-working, doesn't care about others.

When a Person Has 2 of 3

- Accidental Mess-maker: Humble + Hungry (Not People Smart . Means well, but aggravates others.)
- Lovable Slacker: Humble + People Smart (Lacks Hunger. Has no drive and work ethic is poor.)
- Skillful Politician: People Smart + Hungry (Lacks Humility. Cares only about self, but can convince everyone they care about them. This is a dangerous combination.)

Use the model to develop your people. Which virtue is under-represented on your team. Rank yourself. Which virtue is most like you and which is least like you. Then tell one another. Let the top leader share first.

Help one another get better

You must give one another permission to call-out people when they do the undesirable behaviors. Overtime, they will get better or they will leave. If not, you will need to remove them.

Hiring

- Make it clear to people what we expect, not just technical skills. Look for humble + hungry + people smart.
- Take prospects into a setting out of the office where you can see them interact with people (ex. shopping mall, school event).
- Ask questions more than once in more than one way, especially if you have nagging doubts about their behavioral patterns.
- Do group interviews.
- Scare people with transparency about what it takes to fit into your organization.

This is a golden age in leadership with opportunities to not back down from witnessing for Christ. Rejoice in being worthy of suffering for Jesus.

The 4 Disciplines of Execution

Chris McChesney

Bestselling Author; Executive at Franklin Covey

What do leaders struggle with more, strategy or execution? It's execution.

W. Edwards Deming, the father of the quality movement, taught that any time the majority of people behave a particular way the majority of the time, the people are not the problem.

There are four laws for execution: focus, leverage, engagement, and accountability.

1-FOCUS on the wildly important

The whirlwind is the enemy of execution. It is the massive amount of energy you require to keep your daily operations going. It destroys the focus you need to move your team forward.

Focus on 2-3 goals in addition to the whirlwind. If you focus on more than 3, you will experience the law of diminishing return. There will always be more worthy goals than capacity to achieve them. You must make choices. Separate the energy you need to do the regular stuff from the wildly important goals.

WIG = wildly important goal = depends on the treatment you give it

1. What are the fewest number of battles necessary to win the war? Go narrow.
2. Agree on one WIG per team at the same time.
3. You can veto, but let the sub-teams pick.
4. Determine how to go from x to y by when.

Execution doesn't like complexity. The two best friends of execution are simplicity and transparency.

2-LEVERAGE: Act on the lead measures

- A LAG measure tells about progress on the goal.
- A LEAD measure is predictive. (the things that if you do them will ensure that the goal will happen) To make this happen, you will need to measure and track the behaviors.

Bad news = useful data is hard to get. People will forget what you said in 3 days

3-ENGAGEMENT: Keep a compelling scorecard

People play differently when they are keeping score. It's better to let them keep score instead of you doing it for them. A good scorecard is:

- simple
- highly visible
- uses the right lead and lag measure

The number one driver of morale and engagement is whether people feel they are winning. Do our people feel like they are in a winnable game?

4-Create a cadence of ACCOUNTABILITY

- Have people select 1-3 things they can do that would impact the lead measure.
- Each week, have them report on last week's commitment. What needs to change? Review and update the scorecard.
- Have them give their commitment for next week.

Let people set their own commitment. The game is about pulling, not pushing.

The Culture Map

Erin Meyer

Professor at INSEAD; Author and Consultant

Focus on the relative difference between the cultures.

To be a good COMMUNICATOR, focus on the amount of shared context, whether criticism is direct or indirect, and comfort with silence.

Low vs High Context Communication

- Low context cultures, like the U.S., assume a low level of shared context. They focus on clarity and simplicity. They like to put agreements in writing. With low context people, be as clear as you can, and, if possible, put it in writing.
- High context cultures, such as Asian, assume many shared context points. They are more subtle. They leave things open for verbal interpretation. With high context cultures, repeat less, ask clarifying questions, and do your best to “read the air.”

Multi-cultural teams need low-context processes.

Direct vs. Indirect Negative Feedback

- Direct negative feedback: (France) Use words such as definitely, absolutely.
- Indirect negative feedback (U.S.): Use words such as sort of, perhaps, maybe. Give praise before criticism.

High Comfort vs. Low Comfort with Silence

- High comfort with silence: (Asia) Perceive silence as good listening or neutral, 7-8 sec pause is typical, no overlapping conversations.
- Low comfort with silence: (U.S., Germanic) Have overlapping conversations. 2-3 sec pauses are typical.

The One Thing to Get Right

John C. Maxwell

Leadership Expert; Bestselling Author and Coach

When you change your thinking from, “What am I going to receive?” to “What am I going to give?” your entire life begins to turn around.

- Good leaders lift. When there are bad leaders, things fall.
- You have to find the person before you lead them.

There is a thin line in leadership between motivating people and manipulating people.

3 questions that followers ask leaders:

1. Do you like me? (compassion)
2. Can you help me? (competence)
3. Can I trust you? (character)

- Everything worthwhile is uphill. Life is not easy. It's uphill all the way.
- People have uphill hopes and downhill habits. The only way to break a downhill habit is to get intentional with our life. Most people don't lead their lives, they accept their lives. That's unintentional and downhill.

There is no accidental achievement. Intentional living is consistent. The first step of leadership is to think intentionally. Every day, intentionally, add value to people. That should be the beginning of your leadership. It is the core of true leadership.

Significance is about others. Selfishness fights against significance.

Do 5 Things Each Day to Promote Significance

1. Value people. Follow Jesus' example. Will you spend your time connecting with people or correcting people?
2. Think of ways to add value to people. Prepare rather than have to repair. Who

am I going to see today and how can I add value to them?

3. Look for ways to add value to people. As you are with people, look for opportunities. If you are an added value liver, you will be an added value looker.
4. Add value today. Make sure you add value to someone every day.
5. Encourage others to add value to people.

One-on-One

Bishop T.D. Jakes

Founder & Senior Pastor, The Potter's House

We let our titles trap us. People put us in categories. Don't let yourself be trapped by those labels and what others say. Find the common denominator of who God has made you to be.

Many of us are frustrated because we don't feel challenged. If everything is predictable, we aren't living up to our potential.

It's the things you learn along the way that make you who you are. Haters shouldn't hold you back. Listen for anything that might be valid and move forward. It's a waste of time to try to change their minds.

Storytelling is a tool to reach people. It's not about getting people to come to church, it's about going out to where they are. There are many non-church goers who hunger for the things we have, but resist being part of a church. We can use media to reach these people.

You are no greater than the people you have around you. If you can fulfill your own dream by yourself, your dream is too small.

Our perspectives are narrow when we only associate with people exactly like us.

When you can't do it all, you must let something go in the moment. Never allow the thing you let

go be the same thing twice, otherwise that key thing will deteriorate.

Sometimes you can get overwhelmed when you take on something new. Let it be a signal to restructure things so you can keep things in balance.

The biggest problem is knowing what are you willing to leave behind to get where God wants you to go. How can He give you this day's bread when you won't let go of yesterday's bread?

Pain is a gift that let's us know there is a problem. The issues in our society are drawing our attention to problems we need to address. We have created pockets of infection where people are trapped. It's not just about race. When people can't eat or get a job, they strike out. Our legal system traps people who can't afford attorneys. Once they have been convicted, they can't get a job or place to live. We need a strategy for helping the people who are trapped. The problem is worldwide (hunger, poverty, disease).

Who is my neighbor? We have no excuse. Climb down and help someone. The problem is not fixable without faith. We have to be intentional about love.

We were created by a creator to be creative. He does not intend us to simply be consumers. Give people a strategy instead of a check.

What are you going to do with what God gave you? He wants you to invest it and multiply it.

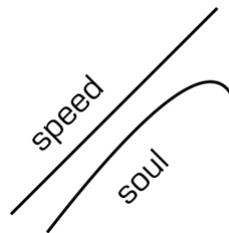
Leadership Illusions

Bill Hybels, Dr. Henry Cloud, Shauna Niequist

There is a universal blindspot in leaders. We need to spend some time reflecting about what is going on in our life. We need to take inventory.

Illusion of speed and soul

It's an illusion to think that you can continue to increase speed while also increasing the growth of your soul. At some point, you will lose touch with your soul. You sometimes focus on the speed and ask God for help in that area when you should be asking for help with your soul.



- How do you keep the soul growing as you take on more responsibilities?
- Where are you on the diagram? What does God want you to do about it?

Illusion of connection

One factor drives everything, connection. It's all about connectedness.

1-No Connection	2-Bad Connection (the Banana Room)
4-Real Connection	3-Fake Good

1. No connection: When you aren't connected, your soul searches for connection.
2. Bad connection: You have people around you who drag you down, leaving you discouraged.
3. Fake good: You find something that makes you feel good, but it isn't real. It's like eating sugar. You feel bad that you ate it, but you crave more.
4. Real connection: The only way to thrive is to work toward real connection.

- Which corner do you find yourself in most often?
- What would prohibit you from coming home to corner 4?

Illusion of achievement

We often believe the myth that achievement will make us feel safe and of value. The more you achieve, the more you become exhausted and isolated. You give your best to work instead of God and loved ones.

Love is never found in the hustle. You can simply make space for it and allow God and loved ones to bring it. Love is not in the numbers. You can't buy it or measure it. Be exactly who you are and let God love you.

☹️ 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10 ☺️

- How satisfied are you?
- Is the hustle worth it?

God likes to make all things new [[2Cor 5:17](#)]. Give Him that opportunity.

Leader Interrupted: Getting It Right

Danielle Strickland

Officer in The Salvation Army; Advocate and Author

How God Sees You

- How God sees you is not dependent on the world's lenses.
- Jesus is love, and love is poured out.
- Love is the ultimate form of discipleship.
- Do you see the wonder of God in His imprints on the smallness that is humanity?

Spiritual Leadership

There is a difference between good traditional leadership and spiritual leadership.

Judges 6:11-24

- Gideon built a memorial called The Lord is Peace. True peace is not the absence of conflict; it is justice. Shalom is the fullness of justice in God.
- Immediately after that, Gideon began a battle. The world is crying out for goodness and rightness.

Shifts that Gideon made

Gideon had to get in the right alignment.

True Humility is agreeing with God about who you are

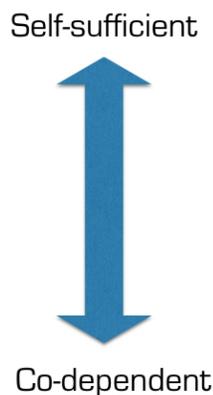
insecurity \longleftrightarrow arrogance

Gideon began in insecurity. God called Gideon out for being who he really is. Gideon pushed back, pointing out his circumstance. God told Gideon to go in the strength that he already had.

True Dependency is agreeing with God about who He is.

We often begin the story in Genesis 3 with the thought of depravity. We forget that the story began in Genesis 1. God made us good.

Gideon played the tape in his mind. He felt worthless. He was the youngest member of the smallest family of the weakest tribe in Israel. We need to listen to God instead of the tapes in our head. God wants us for who we are.



Co-dependents wait for someone to rescue them. Self sufficient people don't think they need anyone. Gideon made pockets of dependency in his life so he could be the person God desired him to be.

You have to create spaces in your life where only God can defend you. Carve out a pocket of dependency in your own life. Learn to agree with God about who you are and who He is.

Consider our spiritual armor [[Eph 6:11-18](#)]. Look at what we are to put on our feet - the gospel of peace. Step into true dependency. Take the peace of God into the world, lobbying to have Him make things right.

Creating an Organization of Excellence and Efficiency

Horst Schulze

CEO, Capella Hotel Group; Founding President, The Ritz Carlton Group

Congratulations on making the commitment to grow.

Remember the difference between leadership and management.

Management: origin: Taylorism in industrial revolution, quick mass production, workers should do a specific task, no thinking or awareness of overall process, thinking for managers only

Leadership: care of people, involvement of people, make workers aware of overall process and goals of organization; care of workers, suppliers, customers, society

Get Focused

Know why your organization exists and what it means to be successful.

True efficiency is about getting focused. Rather than focus on cutting costs, focus on eliminating work that adds no value. This will not only give customers what they want, it will naturally begin to cut costs.

Empower the Frontline

Select employees who will support the mission. Be sure they know how they can join you in your dream. It has to be more than a job. Show them how they belong and how they have a purpose.

Every day, repeat the key elements of your organization.

Challenge them to do what it takes to achieve the mission and goals.

Improve the Process

Often the real problem begins several steps away from where it becomes visible. You need to get all key players involved in walking through the process to find the root cause. Get everyone aligned with the desired destination.

Stay the Course

Wilfredo De Jesus

Senior Pastor, New Life Covenant Church;
Community Leader and Author

God chooses to use the weak, the outcasts, and the powerless to accomplish His purposes. Prayer must convert into action. The moment you decide to stand in the gap, there will always be opposition, but God is with you.

A leader who stops learning stops leading ([Heb 2:1](#)). We have a culture that is drifting. No one drifts upstream. No one drifts toward holiness. We drift when we focus on the world's problems. We must remember that our God is alive and well.

Going upstream takes work. You don't drift against the tide. You have to row your boat. It takes determination. Staying the course will get you there.

- We must establish a true north. A map can change, but a compass always points due North.
- The Word of God does not change even if culture is changing. The Word of God is true north ([Psa 119:11](#)).
- With a map, you can take alternate routes. A compass only points directly to north.
- Without God at the center of our lives, we drift and are never satisfied.

How we respond to culture drift matters.

4 Responses

1. People begin to **accommodate**. They begin to think culture changes are no big deal. They don't think they should judge. We will know them by their fruits ([Mat 7:15-20](#)). They lose truth.
2. People **oppose** change because they are afraid. They only listen to those who feed their fears. They lose their love of others.
3. People **withdraw**. They think there is no point in doing anything about it, that there is nothing they can do. They lose their opportunity to share Christ.
4. People **engage** culture ([John 17:13-16](#)). We are not of the world. God intends for us to be salt and light ([Mat 5:13-16](#)). Being salt and light requires commitment to both truth and love. It's a responsibility.

"We drift toward compromise and call it tolerance; we drift toward disobedience and call it freedom; we drift toward superstition and call it faith. We cherish the indiscipline of lost self-control and call it relaxation; we slouch toward prayerlessness and delude ourselves into thinking we have escaped legalism; we slide toward godlessness and convince ourselves we have been liberated." -D.A. Carson

3 Things We Must Do

1. Know who you are. You are the church. Don't let them define us. Our identity is in Christ. We must know our purpose (**Acts 2:24**).
2. Watch the undercurrent (anything against the Word of God.) We belong to another King who has establish true north.
3. Keep coming back. If we continue in this culture and never come back to God's original plan, we will drift. We must continue to make adjustments in our life as He directs (repentance). No one likes the word repentance because we don't like to admit we are wrong, but it's the only way to stay on God's life plan (**Acts 3:19**).

Stay the course. The world is afraid and needs a fearless church. Let's engage and keep coming back if we want to get from here to there.