Leading Change
5 Big Messages

1. Action/V Movement
2. Being before doing
3. Make
4. Now is the time for emergence
5. Belonging is Primal

People Support what they create
- Cathedral
- Local
- Global
- Wider Context

Leadership
- CEO and Chair
- Delineation of roles
- Nolan Principles and Christian Virtues in the cathedral
- Who oversees the team?
- Every single member of the team
- Clear roles, responsibilities, and decision-making processes

Change and Good Challenges
- Always room for God
- Burning Bridges

The Church of England

Still Moving: How to lead Mindful Change

Effective Church Leadership
- No Cathedrals too big to fail?
- Lay Voices, how can we ensure equally heard?
- lay people, voices, ask questions, agree on a set of values, work together!

Projects and Perspectives
- Effective in change that is long term and ongoing
- Most effective for speed in high change
- Different, local, focus

5 Star stories
- Complex, Systemic
- Template, emergent, self assembly
- Associated with failure in all contexts, especially big change: Never Recommended!