



**welcome**

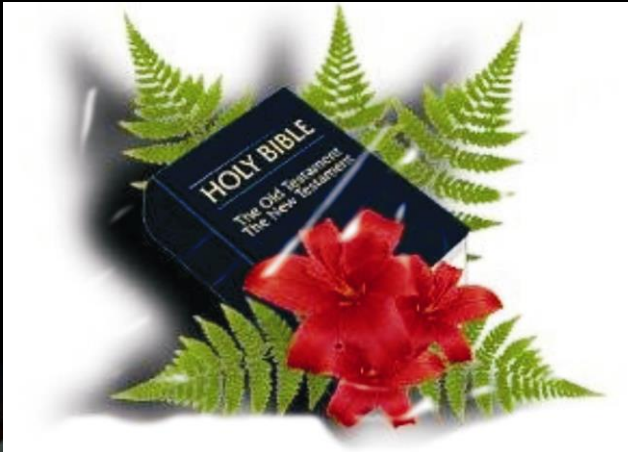
# **CHANGE AND INNOVATION**

**Mario Denton (MBA, MeCon, PhD)**

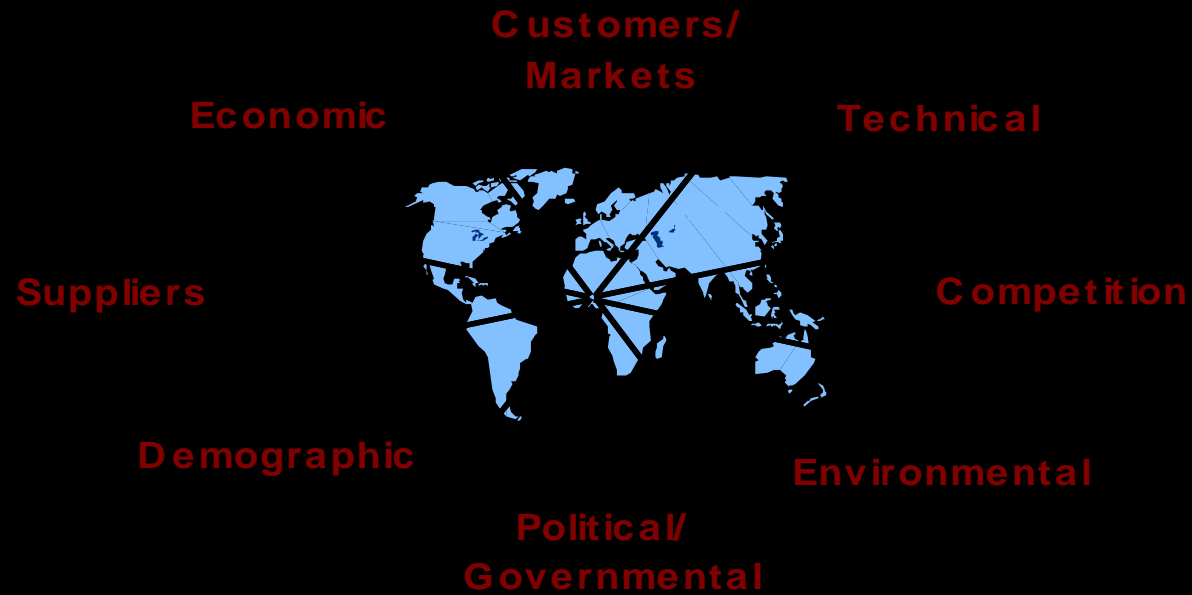
# PASSAGE TO MEMORIZE

**Philippians 3: 12-14**

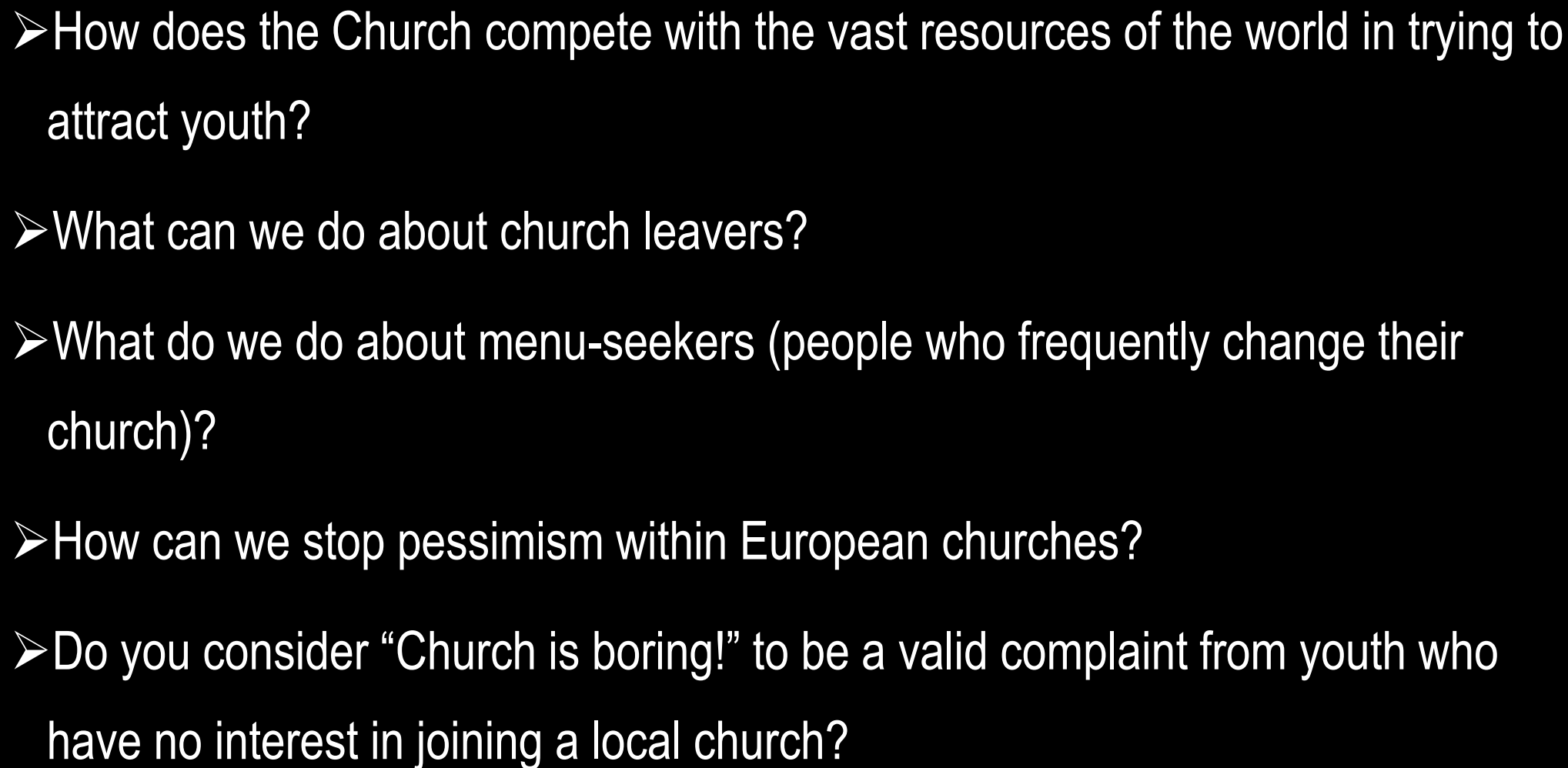
**...But one thing I do: Forgetting what is behind and straining toward what is ahead, I press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus.**



# THE FORCES OF CHANGE



The question used to be “what changes have you recently experienced?”  
The new question is “what changes haven’t you experienced in the past several years?”

- 
- How does the Church compete with the vast resources of the world in trying to attract youth?
  - What can we do about church leavers?
  - What do we do about menu-seekers (people who frequently change their church)?
  - How can we stop pessimism within European churches?
  - Do you consider “Church is boring!” to be a valid complaint from youth who have no interest in joining a local church?

- Should the Church be a cultural chameleon?
- What does the Church look like?
- How much does the Church need youth and children to survive and how much do young people and children need the Church?

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# IT TAKES INSIGHT TO RECOGNIZE WHEN ITS TIME FOR INNOVATION.

- Jesus certainly understood the role of change and rebuked those who stood in the way of innovation.



# **JESUS WAS AN INNOVATOR. A CHANGE MAKER. MARK 2:18-22**

- **The Lord made it clear to religious leaders that he hadn't come to patch and old system.**



# ARE YOU A CHANGE AGENT?

- What innovations have you brought to the team you lead?
- What is keeping you from proceeding?
- How can you work past those hindrances?







# **BECOME THE PEOPLE GOD MEANT TO BE**

- **All of us have an aversion to change**
- **We serve a God who says: I am making everything  
new Revelation 21:5**
- **Without change, growth is impossible.**



# **ALL BELIEVERS ARE IN THE PROCESS OF CHANGE**

- **God asked for complete overhaul of Abram's career, dreams and destiny.**
- **God even change his name to signify the dept of his change.**
- **Abraham believed the Lord. Gen 15:6**
- **This kind of change can generate great stress.**

# **ARE YOU BECOMING MORE CHRIST LIKE?**

- **The Christian life is an ongoing process of change and internal revolution, grounded in the belief. that this process is reforming us to become more Christ like.**
- **In what ways do you find yourself resisting the changes God brings into your life?**

# **CONSIDER THE FOLLOWING RADICAL CHANGES**

- **The flood, the call for Abraham, the Mosaic covenant, the new covenant, the incarnation, the crucifixion, the day of Pentecost, the second advent, the new heavens and earth- all of these illustrate the dramatic and unprecedented innovations that have been wrought by God**

# MINISTRY EFFECTIVENESS: IMPROVEMENT PROCESS MODEL

## **Contracting Stage**

- Recognise the need
- Call for help
- Scouting
- Entry meeting
- Initial assessment
- Working agreement
- Form study team
- Communication

## **Assessment Stage**

- Set goals and questions
- Select tools/methods
- Communication
- Conduct assessments
- Summarise results and root causes
- Present findings and recommendations
- Form planning team

## **Evaluation Stage**

- Progress to goals
- Results to vision
- Improvement cycle
- Communication
- Celebrate success

## **Planning Stage**

- Interpret results
- Find root causes
- Gap analysis
- Select interventions
- Implement plan

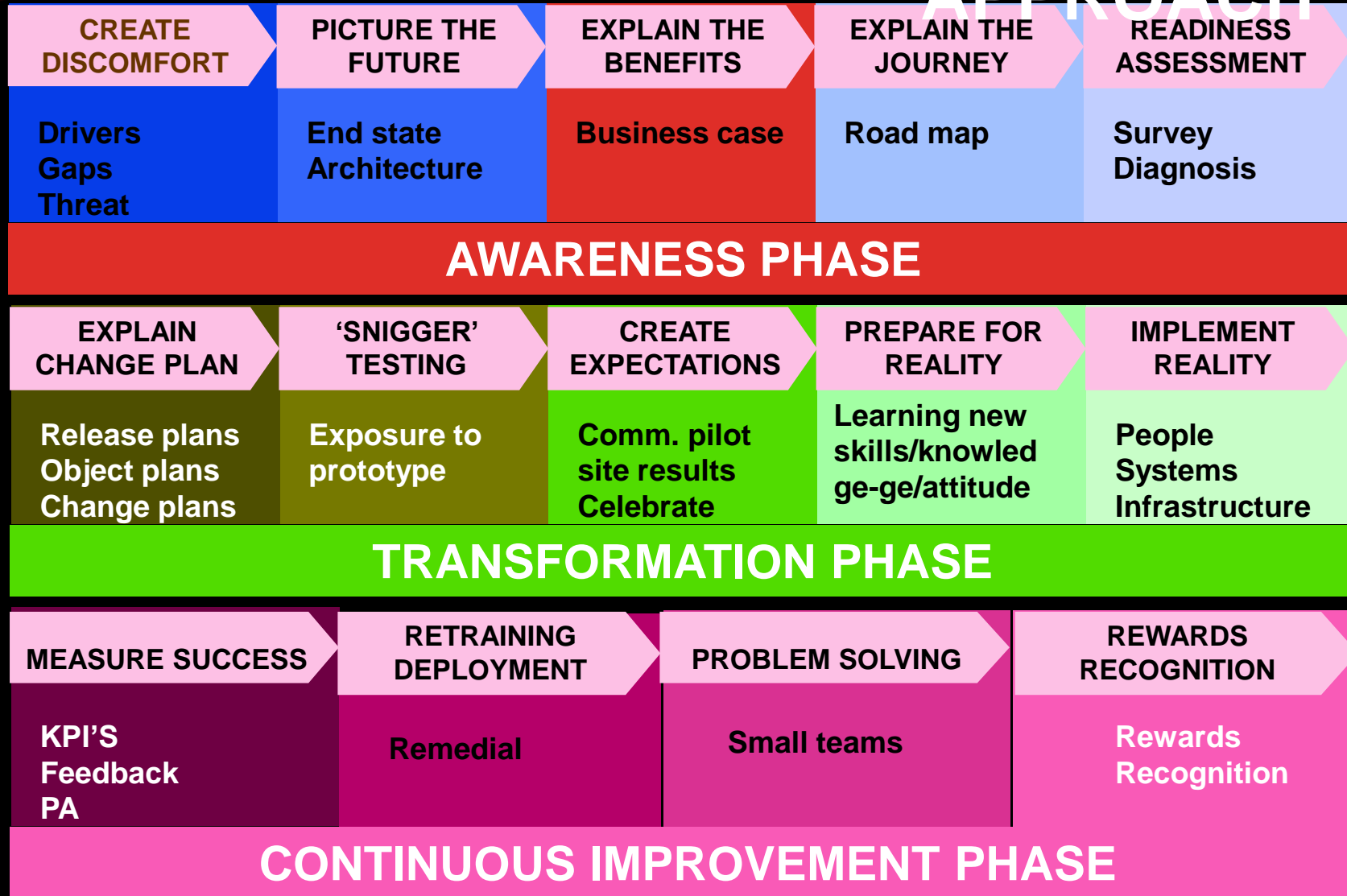
## **Implementation Stage**

- Communication
- Get employee input
- Make job assignments
- Cascading goal-setting
- Document steps
- Do-check routine

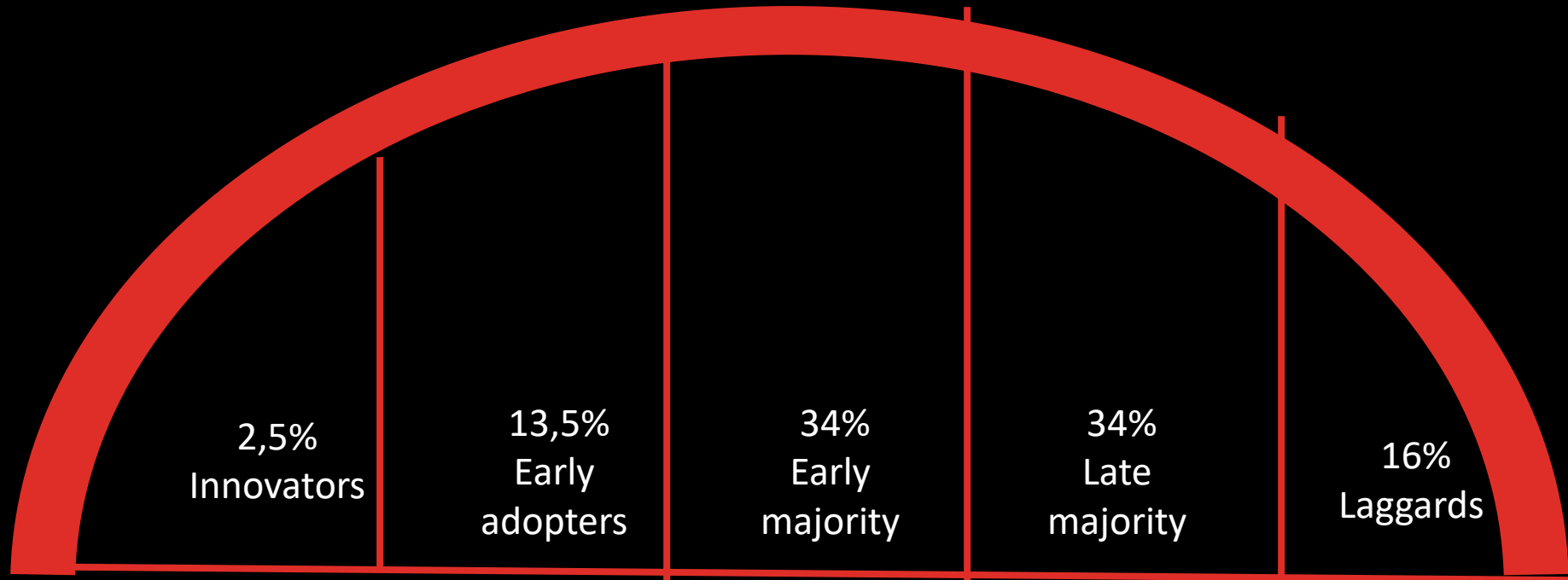




# OVERALL PEOPLE CHANGE APPROACH



# THE CHANGE PROCESS WITHIN GROUPS

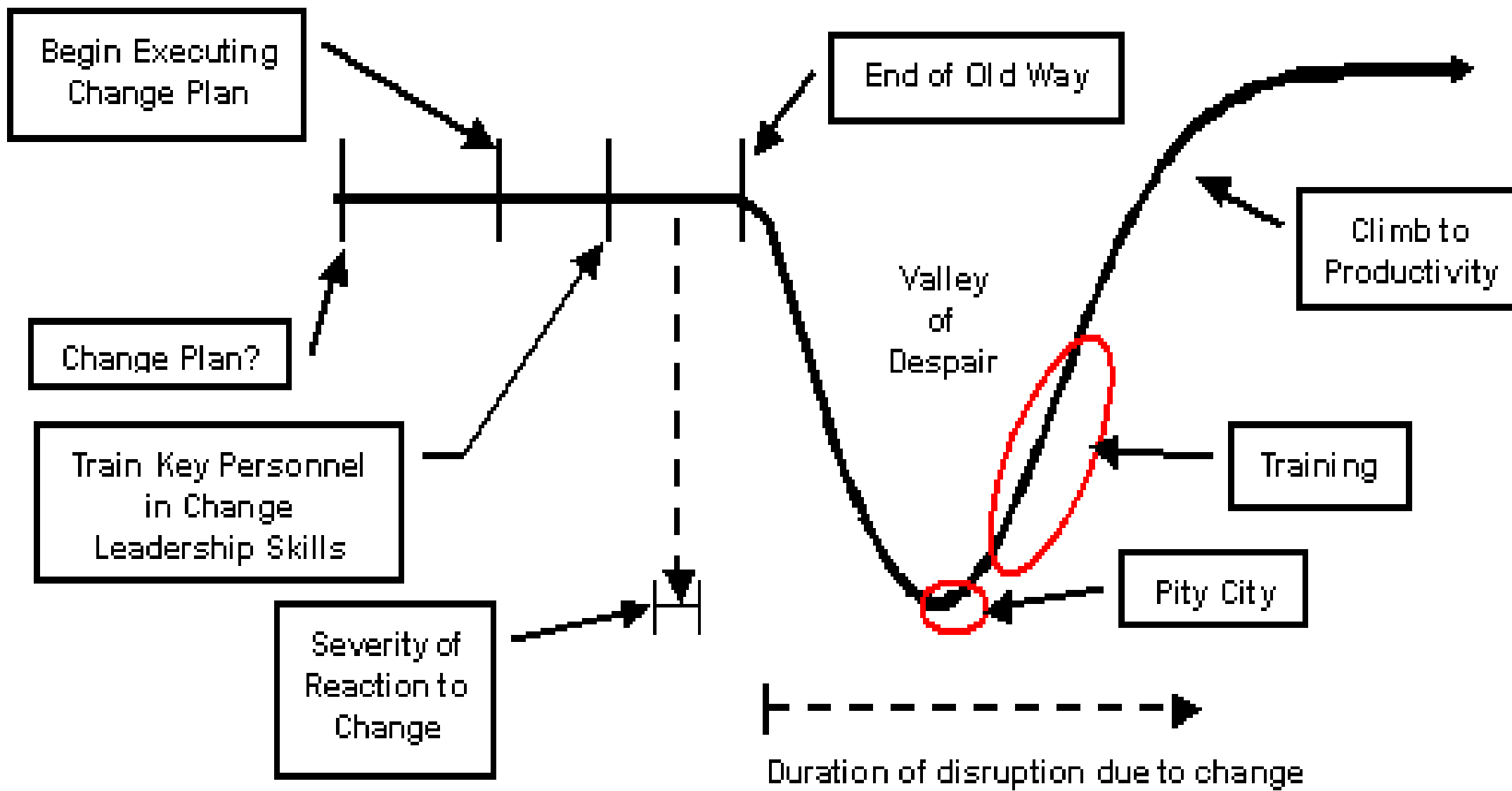


Common characteristics  
of the transition  
stage

**Vision**

**Present  
State**

- ❑ Confusion with roles, decision making, authority
- ❑ Holding on to the past
- ❑ Cynicism distrust
- ❑ Difficulty with ambiguity
- ❑ Back sliding to old behaviours
- ❑ Skills/knowledge gaps



◆ Bridges, Enhancements From Val Larson 2002  
◆ iSix Sigma LLC 2002





# CRITICAL QUESTIONS

- 1. What should you do more of?**
- 2. What should you do less of?**
- 3. What should you do differently?**
- 4. What should you do faster?**
- 5. What should you do better?**

# REQUIREMENTS FOR CHANGE



**=**

# CHANGE

# Requirements for change

(Continued)



=

# PLODDING

# Requirements for change

(Continued)



=

# MARKING TIME

# Requirements for change

(Continued)



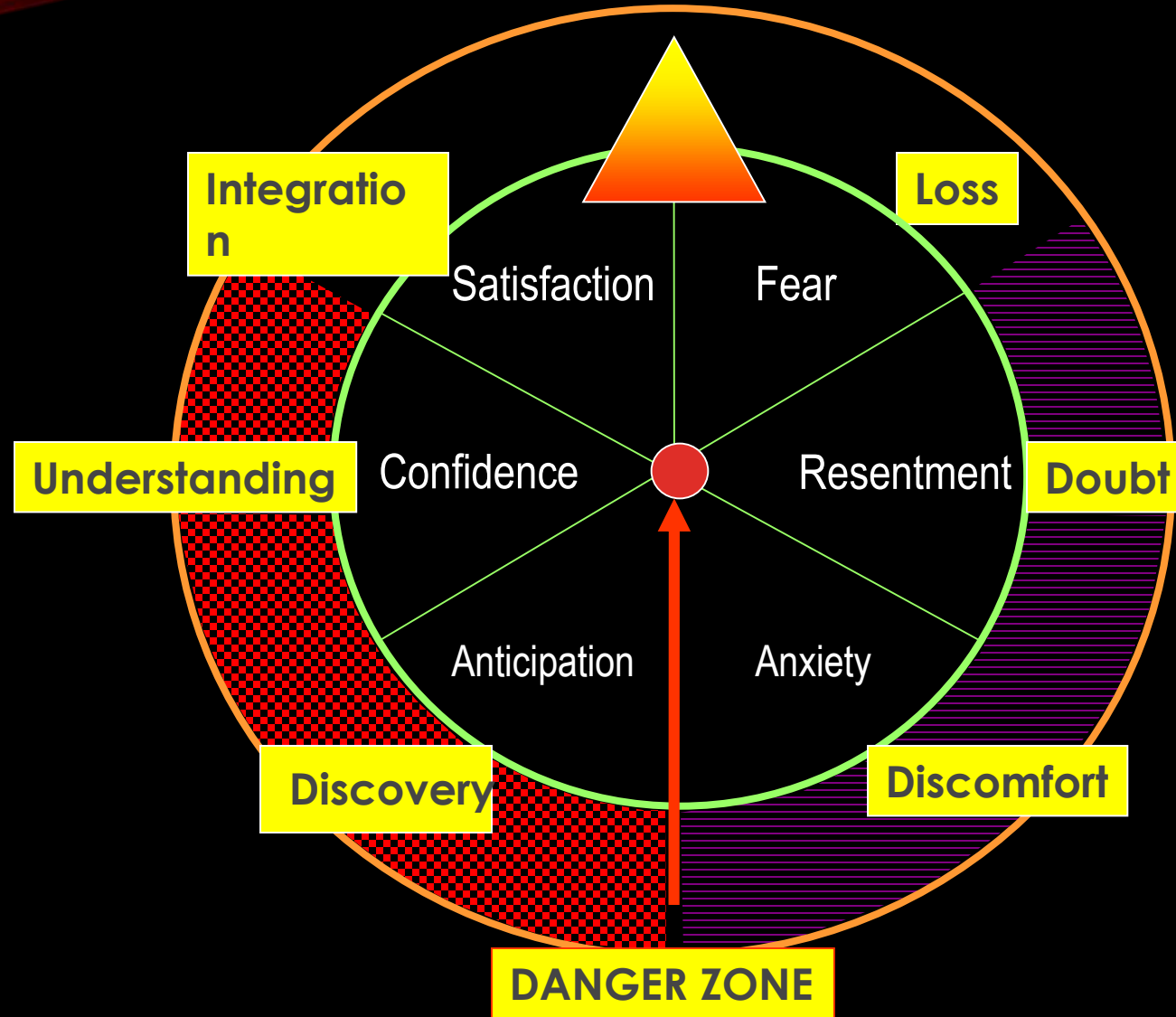
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# DUST GATHERING

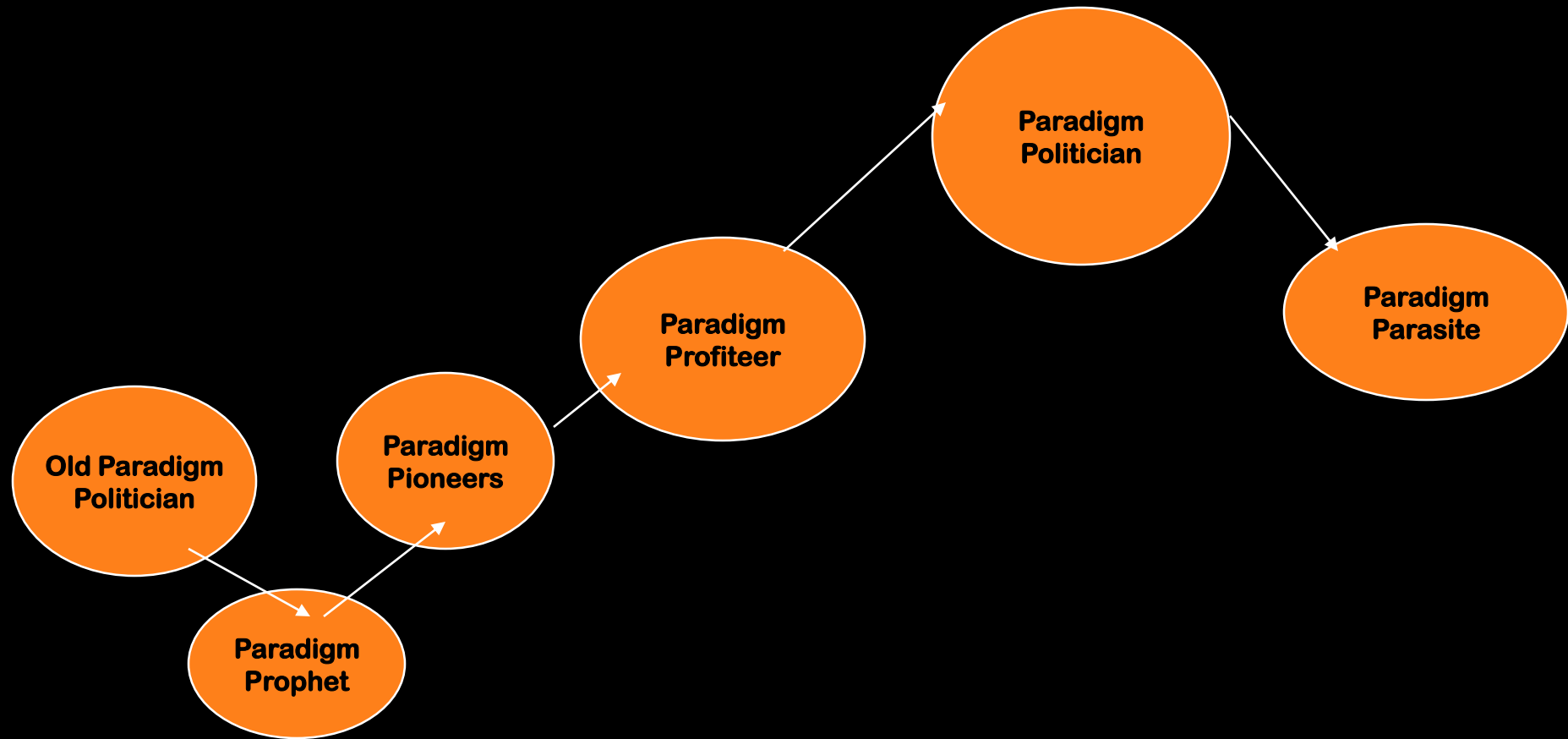




# ANALYSIS OF CHANGE CYCLE



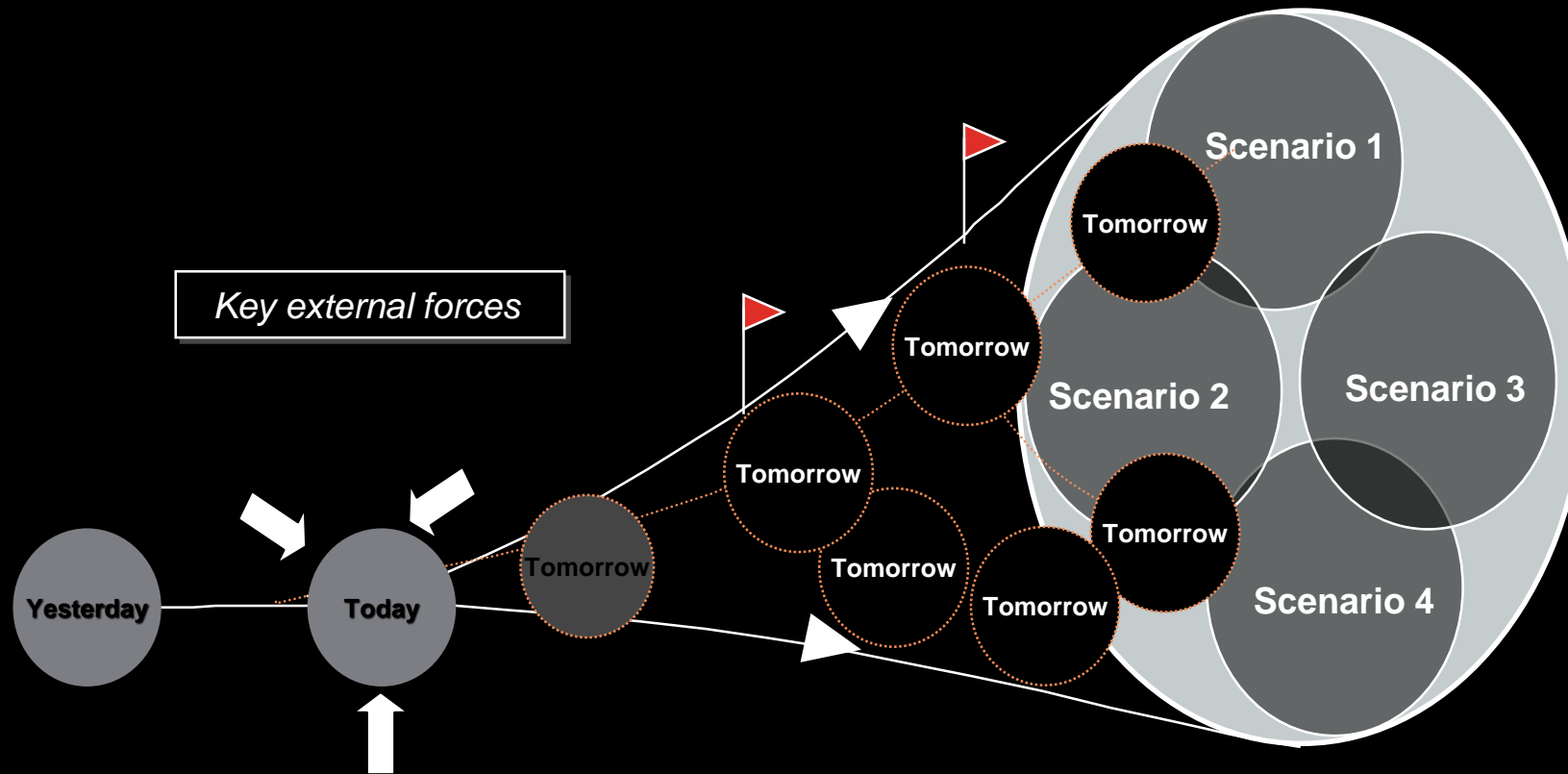
# DYNAMICS OF CHANGE THE GROWTH (OR S-) CURVE



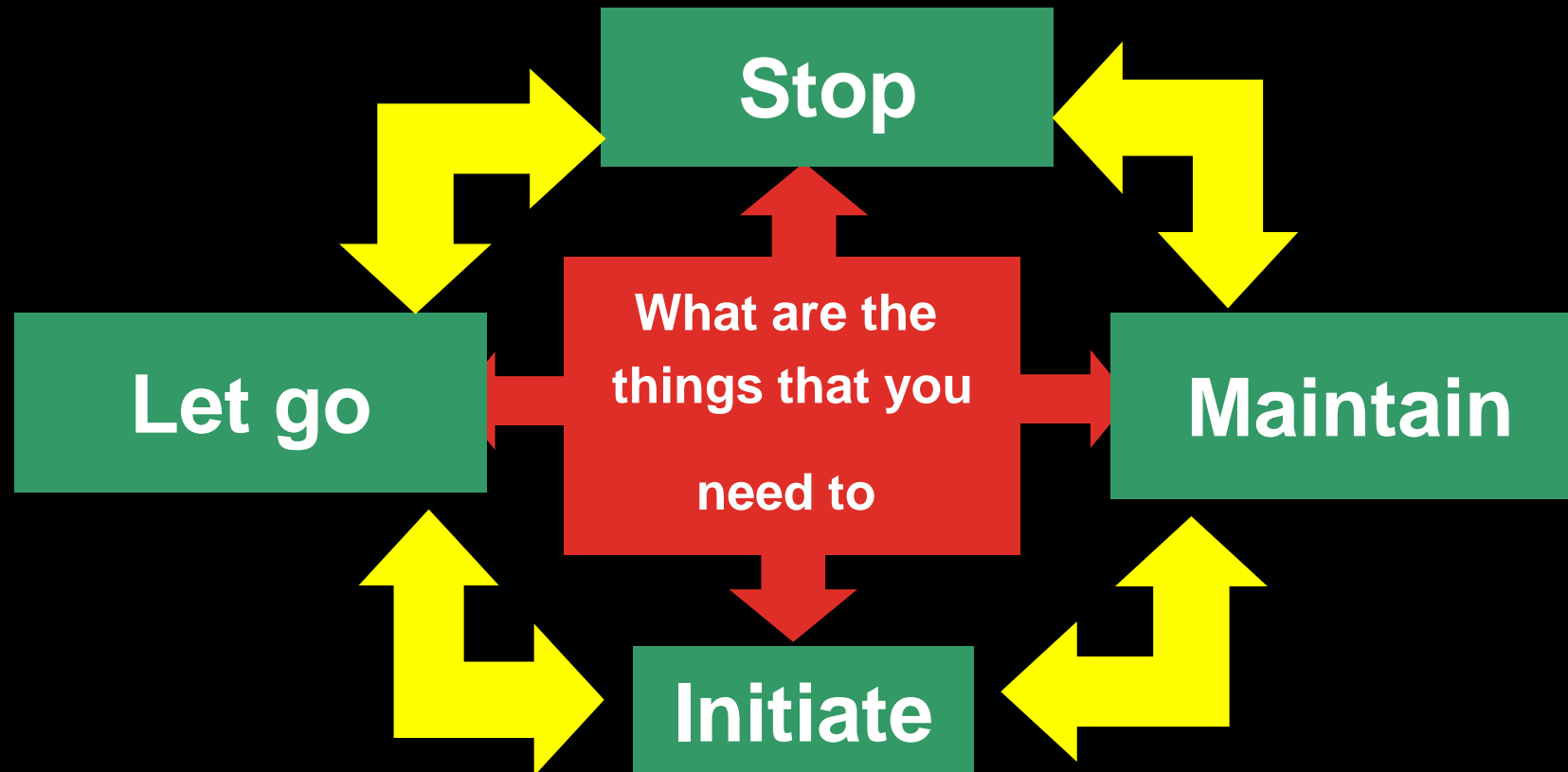
# THE GROWTH CURVE - TERMINOLOGY

- **Old Paradigm Politician** - Defends the old ways while avoiding the need for change
- **Paradigm Prophet** - Conceptualises new ideas and is ahead of the game
- **Paradigm Pioneer** - Turns new ideas into action
- **Paradigm Profiteer** - Finds profit through the implementation of new ideas into ministry context
- **Paradigm Politician** - Does not understand the ministry and need for continuous change
- **Paradigm Parasite** - Lives off the old ideas and the fat of the old times

# CREATE A RANGE OF POSSIBLE FUTURE ENVIRONMENTS



# UNFOLDING STRATEGY





# THE RULES ARE CHANGING

## The Why

Environmental, societal  
change

- Technology
- Economy
- Government
- Society
- Customer, competitors

## The What

Ministries change

- Strategies
- Structures, delayering
- Practices
- Processes
- Products

## The How

Personal change

- Role
- Responsibilities
- Habits
- Thinking
- Values
- Behaviours

## Trigger questions for the ministry change puzzle

**Roles**

**Teams**

**Structures  
Functions**

**Relation-  
ships**

**Energy**

**Paradigms**

**Technologies**

**Ideas**

**Business  
Systems**

**Work  
Processes**

**Knowledge**

**Status &  
Power**

**Information**

**Communi-  
cations**

**Team  
Spirit**

**Rewards**

**Skills**

**Vision/  
Strategy**

**Culture/  
Values**

**Conflict**

# TO CONTINUALLY IMPROVE A MINISTRY REQUIRES...

- Defining where you want to be
- Understanding 'what is'
- Taking action
- Monitoring progress



# **A Butterfly's Lesson**

**"One day, a small opening appeared on a cocoon; a man sat and watched for the butterfly for several hours as it struggled to force its body through that little hole.**







**Then, it seems to stop making any progress.**

**It appeared as if it had gotten as far as it could and it could not go any further.**

**So the man decided  
to help the butterfly:  
he took a pair of  
scissors and opened  
the cocoon.**

**The butterfly then  
emerged easily.**

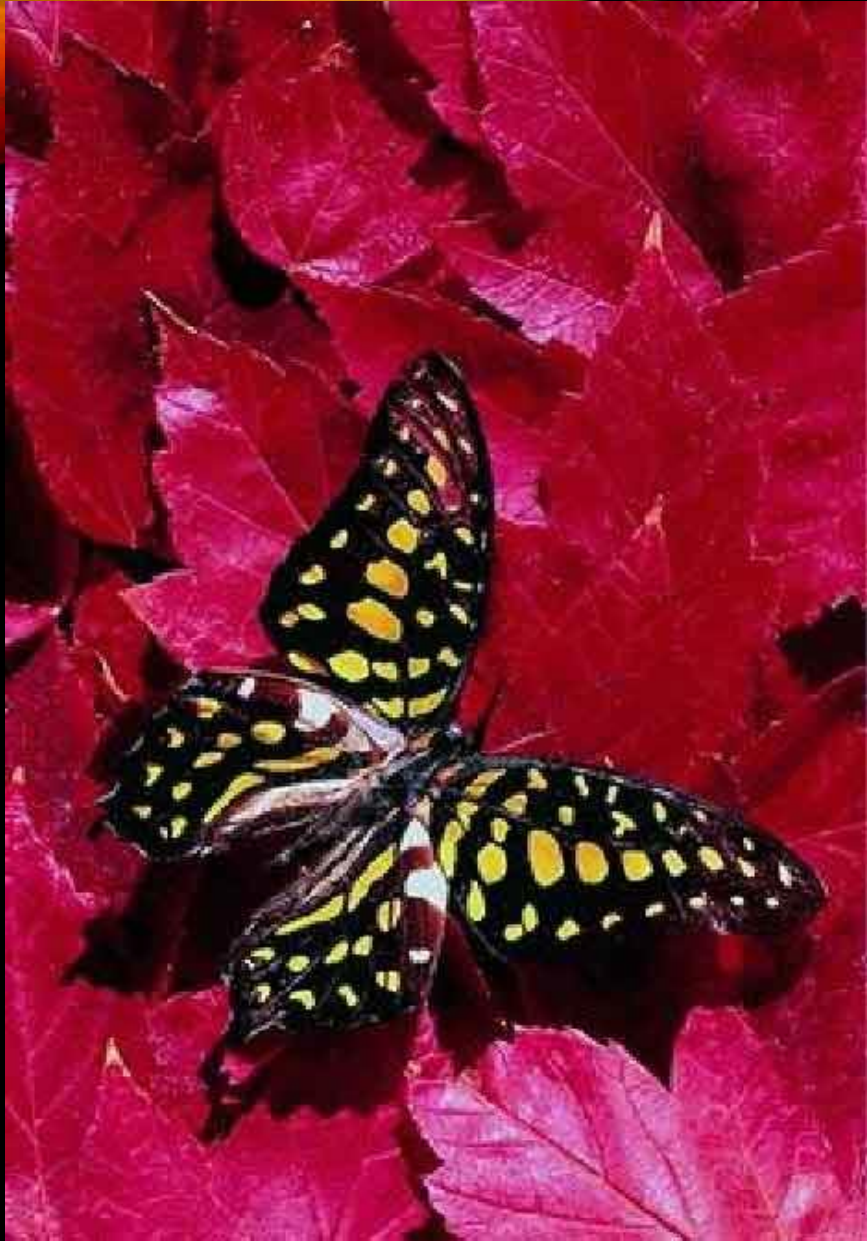
**But it had a withered  
body, it was tiny and  
shrivelled wings.**







**The man continued to watch because he expected that, at any moment, the wings would open, enlarge and expand, to be able to support the butterfly's body, and become firm.**



**Neither happened!  
In fact, the butterfly  
spent the rest of its  
life crawling around  
with a withered body  
and shrivelled wings.  
It never was able to fly.**



**What the man, in his kindness and his goodwill did not understand was that the restricting cocoon and the struggle required for the butterfly to get through the tiny opening, were God's way of forcing fluid from the body of the butterfly into its wings, so that it would be ready for flight once it achieved its freedom from the cocoon.**





**Sometimes, struggles are exactly what we need in our life.**

**If God allowed us to go through our life without any obstacles, it would cripple us. We would not be as strong as we could have been. Never been able to fly.**

**I asked for Strength...**

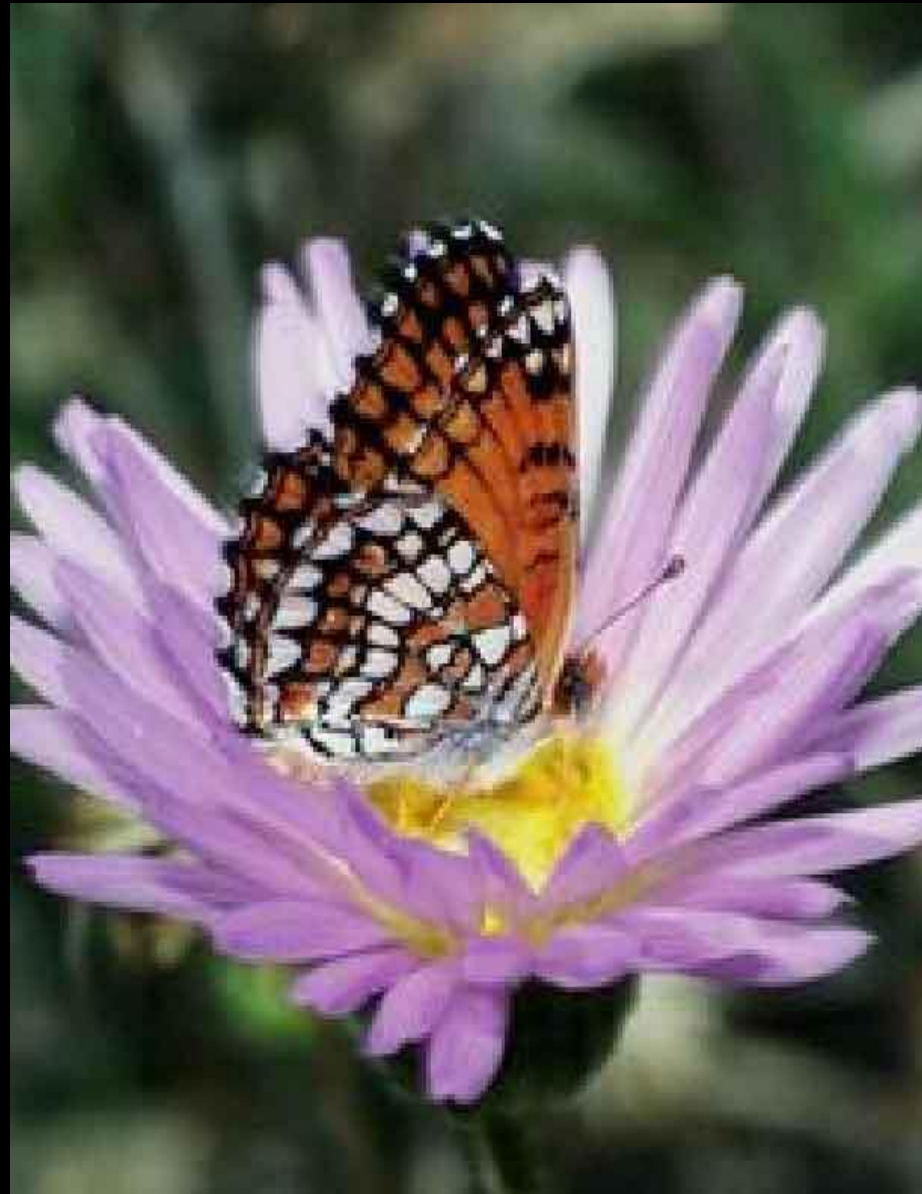
**And God gave me difficulties to make me strong.**

**I asked for Wisdom...**

**And God gave me Problems to solve.**

**I asked for prosperity...**

**And God gave me a Brain and Brawn to work.**







**I asked for  
Courage.....  
And God gave me  
obstacles to  
overcome.**

**I asked for Love...  
And God gave me  
Troubled people to  
help.**

**I asked for Favors...  
And God gave me  
Opportunities.**

**“I received nothing I  
wanted...  
But I received  
everything I needed.”**





# WE HAVE COME

We Have Come Just To Praise  
Our Awesome Father In This Place  
It's His Love That Makes Us Sing  
He's Become Our Everything  
So Let Us Dance Before Him  
And Make A Joyful Noise  
So Let Us Shout Aloud  
For He Is Our Delight  
He's The Giver Of New Life  
Awesome Father It's You We Praise  
Precious Jesus In This Place  
Holy Spirit, Holy Fire  
Help Us Lift His Name Up Higher  
Praise Almighty God  
So Praise Him Praise Him  
Praise Him Praise Him

# PRAYER FOCUS

- **Father, In the name of Jesus, I surrender myself to walk in the Word. Your word living in me produces the Life in this world.**
- **The word is a lamp to my feet and a light to my path. It makes my way plain before me.**
- **I boldly and confidently say that my heart is fixed and established on the solid foundation – the Living Word of God!  
Amen**

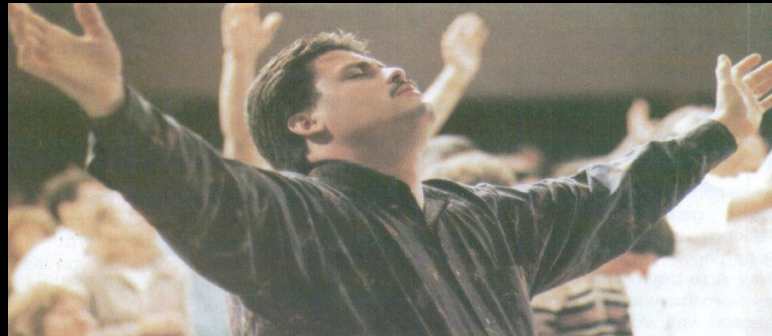


# **LEARNING, APPLICATION AND COMMITMENT: JAMES 1: 22-25**

- **“Do not merely listen to the word, and so deceive yourselves.**
- **Do what it says.**
- **Anyone who listens to the word but does not do what it says is like a man who looks at his face in the mirror and, after looking at himself, goes away and immediately forgets what he looks like.**
- **But the man who looks intently into the perfect law that gives freedom, and continues to do this, not forgetting what he has heard, but doing it - he will be blessed in what he does.” (NIV)**

# PASSAGE TO MEMORIZE

- **Proverbs 4: 25-27**
- **Let your eyes look straight ahead, fix your gaze directly before you.  
Make level paths for your feet and take only ways that are firm.**
- **Do not swerve to the right or the left; keep your foot from evil.**



# LEARNING, APPLICATION AND COMMITMENT

- One of the Biblical truths (principles) that I have learned from this lesson was ...
- I intend to apply this truth (principle) in my business/Ministry by: .....
- With the help of the Holy Spirit, I will begin applying this truth immediately. I ask and expect my group to hold me accountable for this and to check with me periodically to determine if I am doing so. Please ask me .....



**Jesus said: Take what I have given  
you and change the world!**



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