

MOVEMENT LEADERS COLLECTIVE

MOVEMENT LAB

A LEARNING JOURNEY IN ADAPTIVE
ECCLESIOLOGY & MOVEMENTAL LEADERSHIP

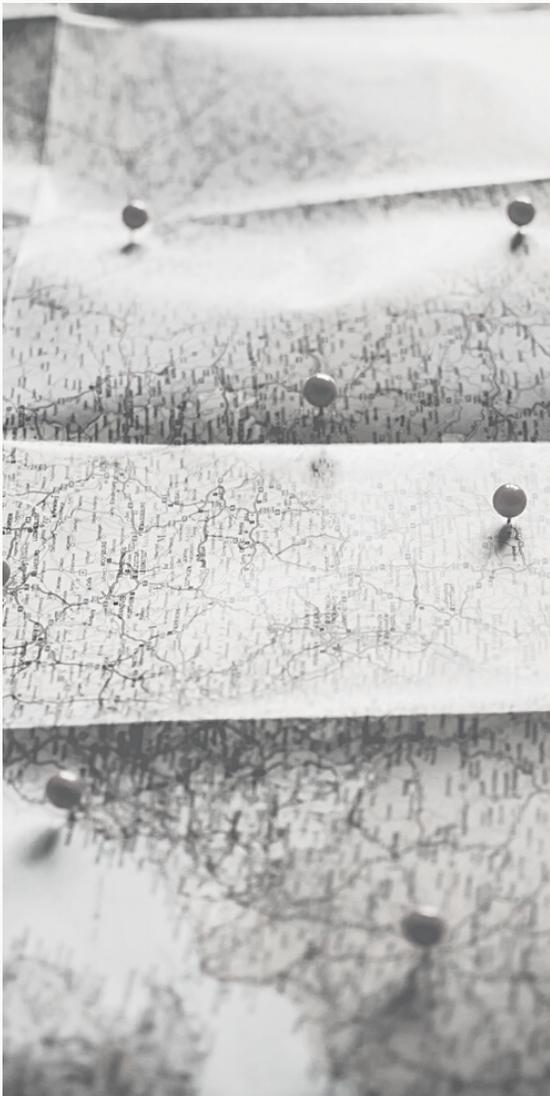


WHO?

THE TYPE OF LEADERSHIP INVOLVED

This six month online coaching experience is for selected reflective practitioners within a church/organization/denomination who are most likely and able to adapt quickly to the changed conditions and pioneer (explore new frontiers and innovative expressions) and articulate new forms (laying new pathways/tracks) for the organization to follow.

This learning journey is for movement-ready leaders within the organization.



IDEAL MIX OF THREE GENERATIVE LEADERSHIP TYPES PARTICIPATE

Pioneers: leaders who are willing to pioneer and experiment on new frontiers and create viable pathways for others to follow

Mapmakers: leaders who can decode the learning and help chart the mental maps and viable models for others to follow

Trainers: leaders who can articulate and disseminate learning across the whole

We would like to get a full APEST representation in each cohort, but will lean towards empowering the generative leaders described above.

WHY?

RE/FRAMING THE CHURCH AS AN ADAPTIVE, APOSTOLIC, MOVEMENT



mDNA coaching and training for a leader or core group of strategic leaders within an organization to understand, translate, integrate and multiply mDNA awareness and application across the whole.

CATALYTIC

It would be specific, intentional and an empowering investment and training in movement thinking, culture and practice for the strategic leader (or leadership team) of the organization.

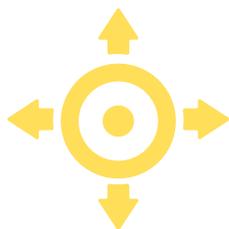


MOVEMENT

The learning experience will be framed around the six components of mDNA (The Forgotten Ways) and how to meaningfully integrate these into the system, and follow the Movement Journey (U/Turn curve for organizational metanoia and change).

CONTEXTUALIZATION

It will aim at understanding, translating, and embedding mDNA culture throughout the organization. This will include figuring out pathways for movement-thinking to be multiplied into the next generations of leaders, and how to develop tools for training and contextualizing movement thinking across the organization (departments, leaders, geography and ministries).



MULTIPLICATION

This will be undertaken with a view to influence and impact the organizational paradigm, as well as the missional strategy, culture, and practice of the organization.

HOW?

PROCESS

- 12-25 key leaders in 12 intensive bi-weekly sessions covering six months (this will be made up of 6 x Input sessions and 6 x Coaching sessions). Each month there will be one input session and one coaching session.
- An intentional Learning journey through the Movement Journey Curve (U/Turn process of Organizational Metanoia).



SCHEDULE



- 1 x 90-minute session every two weeks for 24 weeks.
- Total of 12 sessions over 6 months.
- One input session covering each of the 6 headline Movement Leadership topics, and one coaching group for each of the 6 topics to translate, integrate and apply content and concepts.

DYNAMICS

- **Commitment** - All participants must be committed to doing all the background reading, pre-reading and assignments (wherever possible) and come intellectually prepared for an informed conversation.
- **Peer Learning** - The group itself will offer peer review along the way, accessing best practice.
- **Multiplication** - Participants with the capacity and competency to multiply this training process by themselves leading a second cycle (and subsequent cycles) within the countries, thus embedding it in culture and praxis of key leaders within each country moving forward (we can coach the initial group in their delivery in context).



HOW? (continued)

DESIRED OUTCOMES



By the end of the Accelerator, each participant will have growing competency in the following:

MOVEMENT FRAMEWORK

Defining and communicating the environment and framework in which movemental leadership happens most effectively and fruitfully, and applying movement thinking to current individual and organizational circumstances

DYNAMIC LEADERSHIP ENVIRONMENTS

Creating dynamic leadership environments and processes for innovation, risk and entrepreneurial activity within an organization

DYNAMIC LEARNING ENVIRONMENTS

Creating dynamic learning environments for experiential learning, rapid prototyping, and iterative design, including micro-culture (proof of concept), mind maps (architecture of change process) and wider engagement processes (mechanics of engaging wider team, leaders and organisation)

CLARITY

Clarifying and solidifying the culture of the organization - creating narrative, language, practices and marks for the core values and DNA

COMMUNICATION

Communicating with clarity and accessibility the core values and DNA of the movement - creating a clear cultural commitment and reality, and creating training pathways for leaders (both pioneering and all leaders across the organization) with codified and contextualized learning.

WHAT?

SESSION OUTLINES AND OVERVIEW

Session 1 - IDENTIFYING THE ADAPTIVE CHALLENGE (RECOGNIZING THREAT/OPPORTUNITY)

Understanding and clarifying the nature of the adaptive challenges we now face: defining the threat, naming the anomalies/system flaws, seeing the opportunity, and leaning into paradigm change.

Session 2 - mDNA SYSTEM OVERVIEW AND METANOIA (PARADIGM SHIFT)

Deep dive on the 6 elements of mDNA for framing the imagination to reconceive the nature and function of the church as transformational movement. Becoming aware that the challenge is won or lost at the level of paradigm - seeing the church/organization through the movemental frame/lens (examining the nature of the metanoia and its importance for paradigm shift).

Session 3 - DEFINING MOMENT: MOVE/MENTAL LEADERSHIP (MOVEMENT RESPONSE)

Exposing our paradigm and system and opening ourselves to the defining moment (meta-mind/metanoia) that changes everything. At this point, beginning to develop viable move/mental models (a working map, hypothesis or narrative) to guide the reimagination and restructure of the organization towards movement dynamics. This move/mental model helps the organization identify the prize/vision and set culture and direction of the organization.

Session 4 - FORMULATING MOVEMENT CULTURE AND VISION (DEVELOPING VIABLE ALGORITHMS)

Working to re/construct the organization by clearly stating the move/mental model that drives the movement. We will also seek to gain clarity around the next phase of clarifying the operational paradigm and principles (the DNA/Meta-ideas) that will form the core culture. We will look into the issue of factoring scalability into all aspects, and how we might activate the innovation processes necessary to adaptive response (prototyping, dynamic learning and iterating the design to strengthen and prepare for scale).

Session 5 - DISCIPLING THE WHOLE ORGANIZATION (PLATFORM AND PRACTICES)

Creating a cultural platform to enable change to come about within the heart and brain of the organization. Working on developing a platform (like a computer Operating System) which involves the development of a vigorous culture that all the Apps (algorithm and code) will rely on to function. Within this Operating System, we will explore how to take 'algorithm to code' and make it inevitable and practical throughout the organization. This will involve how to create engagement, ownership and usage around the various tools and algorithms.

Session 6 - THE UNFOLDING STORY (BEST PRACTICES)

We will cover areas of leadership development and training resources to create sustainable growth and scale - laying tracks and developing pathways for scale. Creating intentionality around design, strengthening and then scaling the mDNA ethos, culture and praxis across the whole organization.

RESOURCES

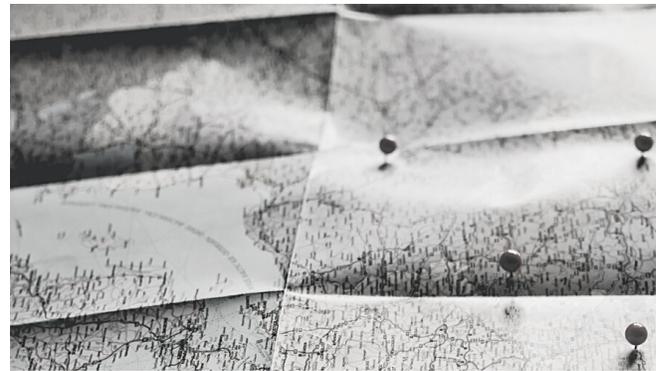


PRIMARY SOURCES

- Alan Hirsch, *The Forgotten Ways (Second Edition)*
- Alan Hirsch, *The Forgotten Ways Handbook*
- Alan Hirsch & Dave Ferguson, *On The Verge*

ONLINE PLATFORM

There are overview videos, tools, frames, articles, reflection questions and exercises all held on TEACHABLE (our online learning system).



ADDITIONAL WORK

Content is covered in each of our Accelerator training sessions in a discussion based and interactive forum. Therefore, expect pre-reading and post-call assignments for dynamic learning during the webinar times and the whole Accelerator.

COST OPTIONS

Due to the relational dynamic and personal commitment, the costing is a ballpark figure and a two-way conversation to agree on an amount which is sustainable and a win/win.

Special MA student discount when you register

COSTS

Accelerator

- INDIVIDUAL Leader - \$2,000/person
- GROUP (5-8 leaders): \$1,650/person
- GROUP (9-12 leaders): \$12,500 total for the whole group

Ongoing Coaching

- \$350-\$500 per 75 minute session for team coaching (post-Accelerator)



OUTLINE - ADDITIONAL INFORMATION ON KEY TOPICS

Session 1 - IDENTIFYING THE ADAPTIVE CHALLENGE (THREAT/OPPORTUNITY)

- **1.1 Adaptive Leadership in the Adaptive Challenge:** Creating the perspective and capacities for the leader and team to lead with agility, purpose, and awareness into an ever-changing future and terrain .
- **1.2 Future-Focus:** Initiating the process of the 'Discerning the prize, problem or paradigm shift' desired, and architecting the dream and design phase for the future movemental reality for the leader, team, and their organization.
- **1.3 Introduction into the Process of Metanoia:** design thinking, systems awareness, and paradigm shifts for leaders and organizations.

Session 2 - mDNA OVERVIEW (6 ELEMENTS) and METANOIA (PARADIGM SHIFT)

- **2.1 mDNA Overview:** Cover the 6 components with definitions and an overview of movement ethos and dynamics.
- **2.2 Metanoia - Wholehearted Change:** Change of heart and mind of the leader and organization to reframe current and future reality.
- **2.3 mDNA Marks:** Understand mDNA as marks for awareness and application of Movement Leadership for a leader, team and their organisation; undertake an initial assessment and analysis utilizing mDNA marks.

Session 3 - DEFINING MOMENT: MOVE/MENTAL LEADERSHIP (MOVEMENT RESPONSE)

- **3.1) Movemental/adaptive ecclesiology:** We will checklist your developing organizational DNA against mDNA to ensure movemental capacities are contextualized and laced into the entire community.
- **3.2) Identify and name the meta-Ideas.** This will aid in the gaining of clarity around the paradigm (mental map) and principles (muscle memory) of the organization going forward. We will seek to understand the place of narrative, language, common practices, and metrics based on core values.
- **3.3) The power of DNA as core ideas:** Clarifying and communicating core ideas to be embedded throughout the movement. Identifying redundancy and non-specialization of core functions. Harnessing the order in the chaos by dispersing and releasing power and function across the whole, and towards the edge with a low control/high accountability culture.

OUTLINE (continued) - ADDITIONAL INFORMATION ON KEY TOPICS

Session 4 - FORMULATING MOVEMENT VISION & CULTURE (DEVELOPING VIABLE ALGORITHMS)

- **4.1) Rewiring how the organization thinks and acts:** Grounding the DNA of the organization through dynamic, experiential and communal learning. Creating micro-cultures, harnessing the power of celebration & story-telling, intentional investment of resources, utilising the four social spaces and developing communal practices.
- **4.2) Culture of Experiential learning:** Catalyzing the spirit of innovation, discovery, entrepreneurship, embracing risk, and empowering experimentation. Dynamic learning and iteration.
- **4.3) Chaordic Culture & Structures:** Here we will seek to find order in the chaos, and think about ways to balance chaos and order, to empower creativity within a flexible structure, to legitimize creativity but to do it within a sustainable organisation.

Session 5 - DISCIPLING THE WHOLE ORGANIZATION (CODING THE ORGANIZATION)

- **5.1 Contextualizing and Embedding:** Working to develop the platform to contextualize the mDNA and meta-idea content, principles and processes across organizational culture in a scalable form - moving from intellectual model into viable cultural practices accessible to all.
- **5.2 Change Dynamics for Organizational Engagement:** Initiating small band (micro-culture) and whole system (macro-architecture) change for holistic and healthy change dynamics. Utilising the four relations spaces for dynamic engagement and application.
- **5.3 Training Infrastructure:** creating intentional R&D environments for dynamic and experiential learning (prototypes, testing, validated learning) and tool-making (creating training tools from core ideas) to create maps, vehicles and data for the benefit of the whole organization.

Session 6 - THE UNFOLDING STORY

- **6.1 Contextualized Tools & Practices:** Starting to create a contextualized and integrated movement leadership pathway/pipeline. Ensure toolkit for accessible discipleship/training across the whole organisation and across generations.
- **6.2 Networks and Webs:** Creating and maintaining regional and relational networks across center and edge that enable scale, maintain meaningful connection, and facilitate ongoing learning across the organization.
- **6.3 Forward Planning:** Developing a plan for personal, organizational, and context-focused change towards movement (including generational growth) and received Peer Review.