



**NEXT GENERATION
LEADERSHIP PROGRAMME**

Creating servant leaders for the African Church

The Shifting Paradigm of Leadership



Our Learning Agenda


- Distinguish between traditional theories and emerging styles and theories of leadership
- Identify your leadership paradigm shift



A Brief History of Leadership

Leadership Themes Over Time (Rost)

Decade	Leadership Themes
1920's	The Ability to Impress the Leader's Will on Those Led
1930's	Influencing People to Cooperate
1940's	Dynamic Relationship
1950's	Leadership by Objective
1960's	Exercising Influence Over Others
1970's	Leadership Behavior (as opposed to traits, characteristics)
1980's	Leaders as Agents of Change
1990's	Relational Leadership, Shared Purpose
2000's	Co-creating a vision, Collectively Oriented



“The primary responsibility of leaders is to promote the well-being of people, not themselves.”

- Juana Bordas

Individually Oriented

Personal Drive to Achieve

Dispassionate

Controls Information to Maintain Power

Value Comes from Individual Talent

Ethnocentric

Focused on Immediate

Collectively Oriented

Desire to Serve Others

Compassionate

Shares and Distributes Power – Leader Among Equals

Value Comes from Collaboration

Pluralistic

Focused on Immediate and Long-Term Vision



Servant Leadership Paradigm Shift



LEADERSHIP PARADIGM SHIFT



Traditional



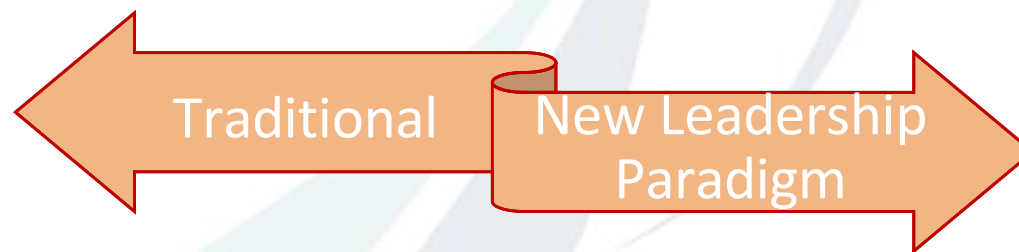
New Leadership
Paradigm



ACTIVITY: Reflect Individually in your journal

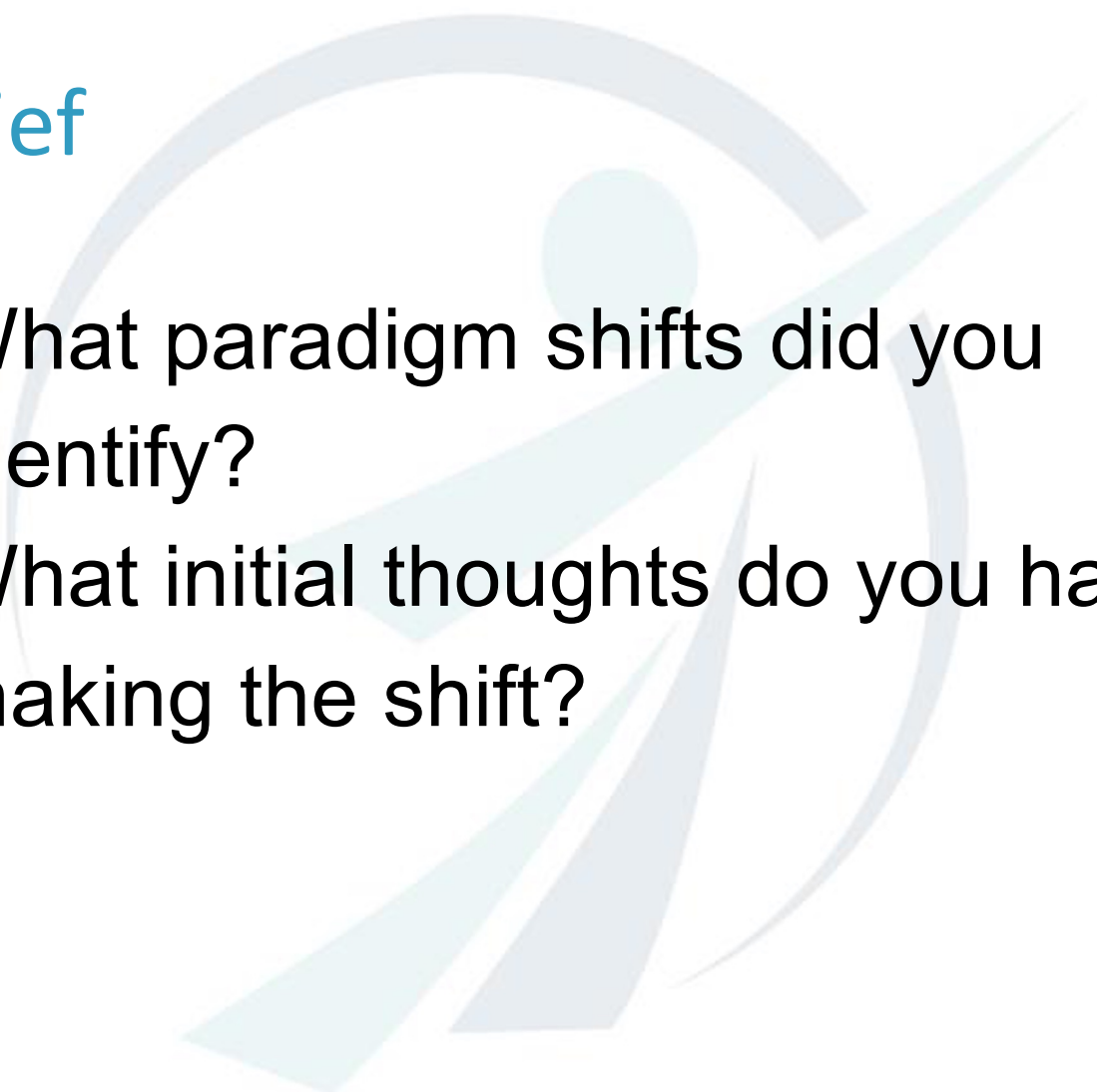
*What are your shifting leadership **paradigms**?*

*What initial thoughts do you have for how to make this **shift**?*





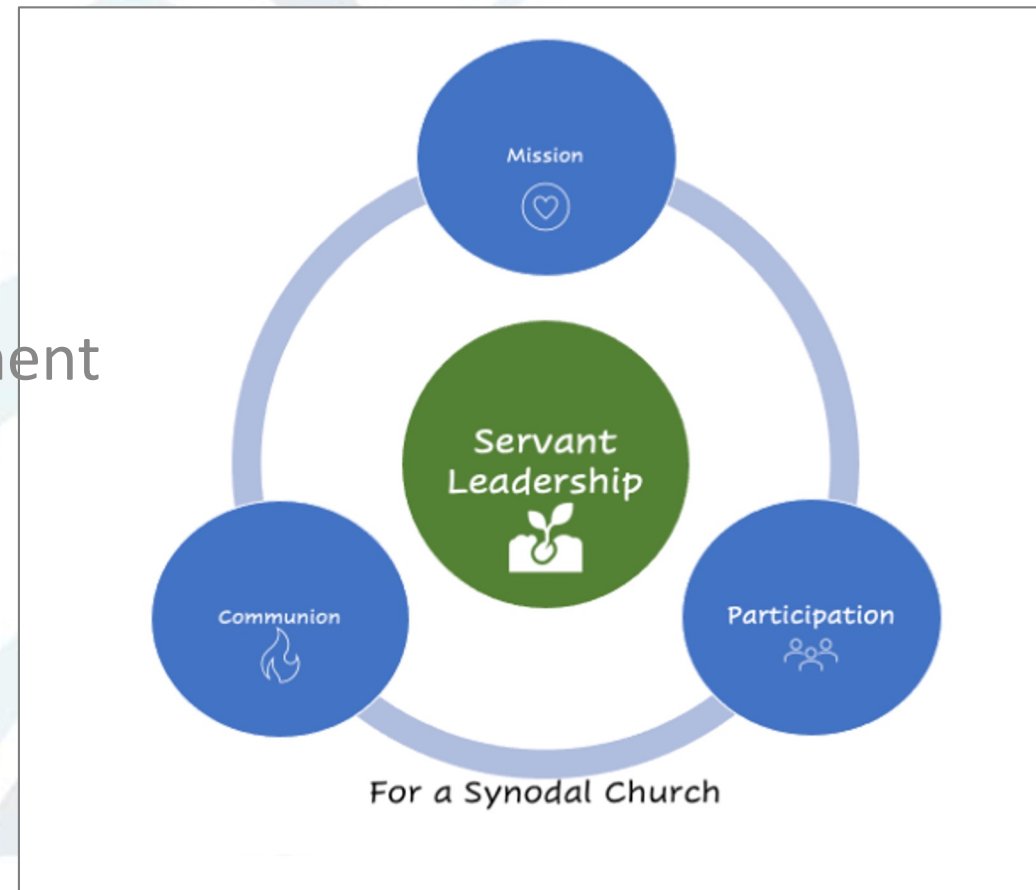
Debrief

- What paradigm shifts did you identify?
 - What initial thoughts do you have for making the shift?
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Tenets of Synodality: **Courage**

Courage

Humility
Dialogue
Openness / Non-judgement
Discernment
Belonging
Visionary
Hope
Agency



Courage

“But Jesus immediately said to them: “Take courage! It is I. Don’t be afraid.”

Matthew 14:27

Reflect: Changing our mindsets and behaviors from the way we have always done things, or from the way things have always been done, takes courage. Jesus invites us to step into this fear and draw our courage from Him.

