

RESEARCH FOR ACTION

OVERRIDING THE AUTOMATIC SYSTEM

1. The first step is to identify the automatic system that is currently in place. This involves a thorough analysis of the existing processes and structures within the organization.

2. Once identified, the next step is to challenge the assumptions underlying the automatic system. This requires a willingness to question long-standing practices and to explore alternative perspectives.

3. The final step is to implement the changes that have been identified. This involves a careful and deliberate process of restructuring and redefining roles and responsibilities.

DESIGNING LEADERSHIP TRAINING

1. The first step is to define the specific competencies and skills that are required for effective leadership in the current context.

2. The next step is to design the training program to address these specific needs. This involves selecting appropriate methods and materials that will facilitate the development of the required skills.

Type	Functions & Context	Characteristics
Type 1 leader	Small group or ministry	Intensive, face to face, not extensive
Type 2 leader	Coordinator of ministries	Intensive, direct and indirect
Type 3 leader	Pastor of the church/district	Less intensive, direct and indirect
Type 4 leader	Regional context	More extensive, mostly indirect
Type 5 leader	International context	Very extensive, mostly indirect

11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92
93
94
95
96
97
98
99
100

101