

# How Change Happens and the Curious Call from the Burning Bush

2009-2012 Quadrennial Training  
Event

“Sharing God’s Abundance”

# The Call of Moses - A Test

“Moses said, “What’s going on here? I can’t believe this! Amazing! Why doesn’t the bush burn up?”

God saw that he had stopped to look.  
God called to him from out of the bush,  
“Moses! Moses!”

Exodus 3, *The Message*

# How Change Happens:

## 1 Systems Alignment

- You get what you pay attention to.
- The system attends to what the leader is looking at.
- What you appreciate appreciates. (Abundance)

## 2 You Can Change the System from Anywhere in the System

- Locus of Control
- The Power of Agenda
- Poise

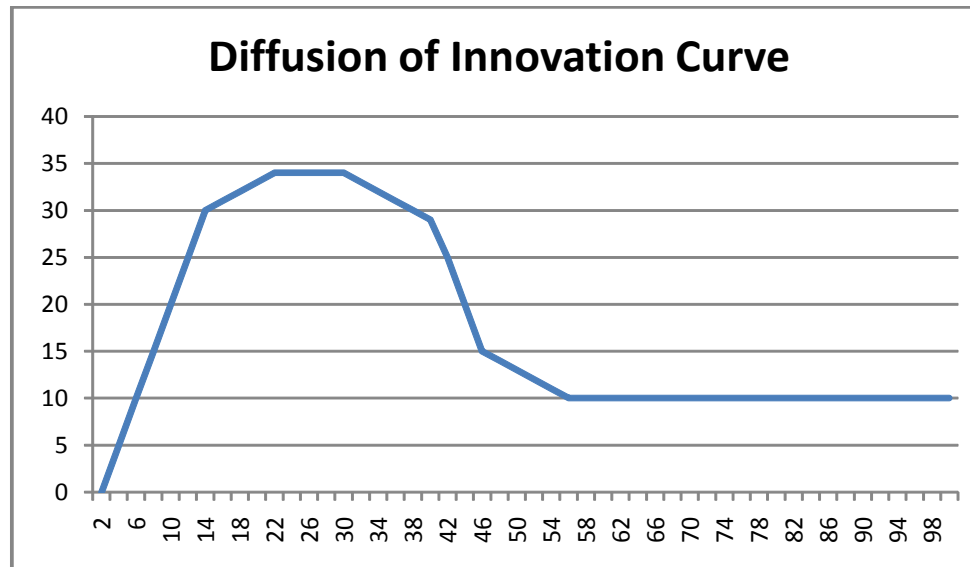
# How Change Happens:

## 3 Giving Up Control:

- Agility Over Neatness in White Water
- Leaving Room for the Movement of the Spirit of God (The limits of terminal seriousness.)
- The Tyranny of the All
- Non-Synoptic Leadership

# How Change Happens

- The Tyranny of the All:



# Nonsynoptic Planning - Calvin Pava

	<b><i>Low Task Complexity</i></b>	<b><i>High Task Complexity</i></b>
<b><i>Low Conflict</i></b>	<p><b><u>Straightforward linear planning</u></b></p> <ul style="list-style-type: none"> <li>○ define the problem and the preferred solution</li> <li>○ move to action plans</li> </ul>	<p><b><u>Normative Systems Redesign</u></b></p> <ul style="list-style-type: none"> <li>○ reformulate the problem</li> <li>○ involve widespread participation</li> <li>○ seek ownership of the process</li> <li>○ redesign the system</li> </ul>
<b><i>High Conflict</i></b>	<p><b><u>Incremental Nonplanning</u></b></p> <ul style="list-style-type: none"> <li>○ bargain</li> <li>○ negotiate</li> <li>○ vote</li> <li>○ adjudicate</li> </ul>	<p><b><u>Disorderly (“nonsynoptic”) Planning</u></b>                      (an indirect approach to system wide change)</p> <ul style="list-style-type: none"> <li>○ use unclear objectives</li> <li>○ use imprecise methods</li> <li>○ encourage disorderly action</li> <li>○ use tacit emphasis on changing the system</li> </ul>

# How Change Happens:

*Courage:*

Nashon, son of Amminiadab

*Hope:*

St. Augustine