


Congregations Organizing Themselves

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The world is flattening



Thomas L. Friedman, *The World is Flat: A Brief History of the Twenty-First Century*, 3rd ed, (New York: Picador, 2007)

- Thomas Friedman concludes *The World is Flat* because **globalization in leveling the playing field**, giving individuals the power to collaborate and compete globally.


The world is flattening



Clay Shirky, *Here Comes Everybody: The Power of Organizing Without Organizations*, (New York: Penguin Books, 2008).

- *Here Comes Everybody*, by Clay Shirky, identifies how the **Internet's decentralizing communication** has provided new ways for groups to organize without formal structures.


The world is flattening



Nicholas A. Christakis and James H. Fowler, *Connected: The Surprising Power of Our Social Networks and How They Shape Our Lives - How Your Friends' Friends' Friend Affect Everything You Feel, Think, and Do*, (New York: Back Bay Books, 2009).

- And Nicholas Christakis and James Fowler acknowledge how *Connected* we are and the profound ways **social networks form and shape us**.

The world is flattening




The breadth and depth of these changes is **qualitatively changing our experience**.

As hierarchies become **networks**,

- globalization connects all sectors of life,
- communication becomes decentralized, and
- social networks give people easy access to one another
- the world is becoming ever more flat.

The world is flattening

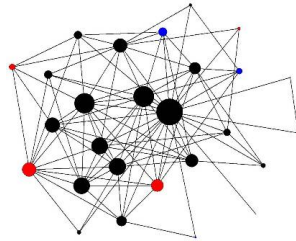


The breadth and depth of these changes is **qualitatively changing our experience**.

And because this flattening process is happening "at warp speed and directly or indirectly touching a lot more people on the planet at once," **organizations that "lack the leadership, flexibility, and imagination to adapt" are at risk.**

Organizations 1.0 to 3.0

Functional Organizational Structure



Organizations 1.0 to 3.0

Yesterday's Organizational Values	Contemporary Organizational Values
Authoritarian	Democratic
Hierarchically structured	Fluidly networked, improvisational
Authority determined by degree and professional training	Influence determined by expertise, passion and experience
Honor tradition	Value innovation
Membership based	Community driven
Commitment to institution	Commitment to cause
Self-sufficiency	Interdependence and collaboration
Denominational	Post-denominational
Limited local orientation	Expansive, global orientation
Exclusive	Inclusive
Closely-held knowledge	Distributed knowledge
Bureaucratic	Agile
Choice by group consensus	Self-directed choice
Monologue	Dialogue



Are congregations willing to rethink the way they organize for the sake of accomplishing their mission?

Rubric for rethinking how we organize



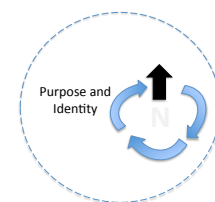
Platforms

Think of a digital platform you use.

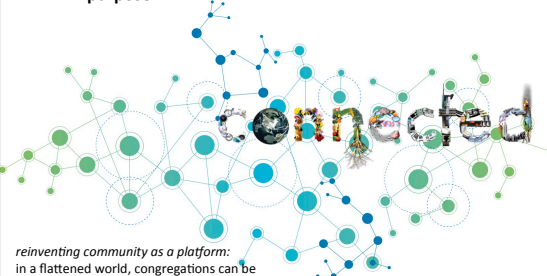


Mission is central
Structure is simply
the holding space.

Do you know your mission?
Are you engaging people in
meaningful ways around
that mission?



Platforms with purpose



reinventing community as a platform:
in a flattened world, congregations can be platforms for cultivating community and making meaning.

People



**Lead people.
Manage flow.**

Are you rightly ordering your leadership and management?



Set direction and generate momentum.


**Steward a tradition
and lead People to a
new future**



reclaiming faithful leadership:
leadership within our religious traditions ultimately is about guiding people around a particular mission and vision.


Posture

What impact do you hope to make on the world?
What impact is worthy of a God-size vision?



For the sake of what?

Tomorrow will not look like today or yesterday.
Are we positioning ourselves for a vital future?



Open
Collective Intelligence
Eye to the Future
Risking today for the sake of tomorrow

Posture



reimagining our posture to the world:
leading well entails becoming a
community of learning, open to
risking and experimenting for the
sake of a vital future.