

Servant-Leaders in Times of Rapid Change

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Definitions

- ◆ Change can mean change, reform, transform (for the better or worse)
- ◆ 變是改變、變化(好/壞)；革是改革、改善(好的)

Casualty of 'Bad' Change

- loss (of the familiar and stable) (失去常態及穩定)
- disillusion (幻想破滅), disappointment & frustration
- anxiety and fear
- disorientation (迷失方向)
- busyness (忙亂、慌亂)
- a sense of defeat & helplessness (無助感)
- psychosomatic problems (e.g. 肩周炎)

How to Cope

- 領袖應如何**自處**，才可不失初心，重新或繼續上路，處理好壓力，並採取適當策略引入變革，也幫助**團隊**應付變革
- Servant-Leaders' Self-leadership & Self-management

3 Statements of R. Greenleaf

- ***“The problem is in here, not out there.”***
- ***“Keep your private lamp lighted.”***
- ***“Respite in the thick of action.”***

“The problem is in here, not out there.”

- The problem (of coping with problems) is in here; no blame on the circumstances or people as an escape mechanism or a scapegoat
- Even if it is not caused by you at all, the responsibility of resolving it lies in you
- The change may be imposed as well as self-generated
- No action in the past to pre-empt, mitigate the problem or plan the change well can lead to the problem arising (lack of foresight)
- When capabilities go up, crises go down or vice-versa
- 三不態度：不推卸、不逃避、不退縮
- 祂教導我的手爭戰，教導我的指頭打仗 (詩144:1)

“Keep your lamp lighted.”

Private lamp means “entheos” - deeper than enthusiasm

- Entheos answers the question: “What are you on earth for?” Is “serving by leading” part of your entheos? Is it still there?
- Can we still serve (God and man) in times like these?
- Re-examine and re-orient yourself; re-affirm your purpose and goals in life and take purpose-driven actions only; like a skipper in a storm and navigating dangerous waters, what is your destination and how to get there?
- Toughen or steel yourself in the face of change, non-stop and rapid change; Counter “*Why me?*” positively with “*Why not me?*”
- 作活祭；不要效法世界，只要心意更新和變化 (羅12:1-2)
- 上帝所賜的是顆剛強、仁愛、謹守的心 (提後1:7)

“*Respite in the thick of action.*”

Respite (暫緩) in the thick of action (行動當中、鎗林彈雨之下)

- Quotes from Camus
- Withdrawal to seek *the optimum*
- Acquire the habit of *withdrawal*; daily prayer, retreat, break, pause, change of pace, survival & effectiveness; Jesus’ model of going into the wild to pray
- Learn coping skills: the urgent and the important; handle stress; find partners to talk and pray
- Prayer: “O God, grant me the *Serenity* to to accept the things that I cannot change, *Courage* to change the things that I can, and the *Wisdom* to know the difference”
- Learn more about the change strategy (from Michael Fullan, for example)
- 你們要休息，要知道我是神 Stand still - Get out of the traffic (詩 46:10)

Conclusion

- **FROM THE INSIDE OUT (有諸內，形於外)**
- **先自處，後處人**
- **我靠著那加給我力量的，凡事都能作 (腓4:13)**