



## Cultivating a culture of continuous renewal

In the book, *Enlightened Leadership*, authors Ed Oakley and Doug Krug recognize that change is here to stay. We all encounter change every day, and the foreseeable future predicts more of it, at accelerating rates. If we remain complacent and continue with “what we have always done,” we may end up in crisis or decline. Oakley and Krug’s research shows that to thrive in this era of constant and accelerating change, we must, as individuals and organizations (ministries), develop a “change-friendly” mindset that naturally anticipates and supports ongoing renewal. Enlightened leaders offer a way of creating change toward a desired future, rather than waiting to react to a challenge:

- Oakley and Krug propose that the real key to renewal of our people and our ministries is our own self-renewal. Each leader’s personal stage of growth sets the limit for what can be expected of his or her people. As above, so below.
- The leader’s challenge is to renew continuously, to anticipate change. This requires a mindset of openness and opportunity. By modeling this, and working with others to follow suit, a “change-friendly culture” can be developed.
- An essential shift is from leaders who traditionally are supposed to have all the answers to leaders whose role is to create a nourishing environment for personal growth—as teachers, mentors, developers of human potential. We traditionally have assessed the accomplishments of leaders themselves. Enlightened leadership shows up in the inspired actions and growth of others.
- As leaders, we must be able to draw from our people their own vision of greatness for the future, then inspire and empower them to take responsibility and ownership to do what is needed to make it a reality. Enlightened leaders manage where people’s energy and attention are focused.
- “Enlightened leadership is not so much about things to do as a place leaders come from with whatever they do. It is actually a state of being.”

We’ve been talking a great deal about our Enlightened Leaders program in this e-newsletter because we believe in the power of enlightened leaders to help this movement meet the changing world right where it is. That will lead to an evolution in reaching out to more and more people. Doug Krug will give the first virtual session for this program later this year. For more details, see [www.unity.org/enlightenedleaders](http://www.unity.org/enlightenedleaders). You may also email Deborah Frownfelter at [doe@unity.org](mailto:doe@unity.org), or Cyndi Swall at [leadership@unity.org](mailto:leadership@unity.org).