



# CHRISTIAN LEADERSHIP REFLECTIONS

DISCUSSION GUIDE

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## Corporate History – Resource or Constraint?

[https://www.cccc.org/news\\_blogs/john/2012/12/16/corporate-history-resource-or-constraint/](https://www.cccc.org/news_blogs/john/2012/12/16/corporate-history-resource-or-constraint/)

### Discussion Questions

1. Set aside some time with your leadership team to reflect on your organization today compared to how it was in the past. What has changed and what has not changed? Are you comfortable with what you discovered, or do you see untapped possibilities for your ministry going forward?
2. Has your ministry faced internal resistance to change in the past? How did that work out? If you were to implement a big change now, how do you anticipate your team, board, and stakeholders would react?
3. The more you know about your organization's past, the more context you'll have as you lead into the future. If you haven't already, prepare for moving forward by analyzing major changes made throughout your organization's history. Keep in mind that the people involved in past changes might no longer be present, but their experiences may have left a lingering effect on corporate culture that continues to affect the people who are with you today.

Tip: You might consider forming a temporary committee within your team to compile historical information and analyze it. Involving others from the beginning can help with buy-in for change because they'll better understand the purpose of the project and have the opportunity to contribute.