

## Individual Growth Plan of Ken Guenther for 2013.



Priorities for growth for the coming year	Improvements you want to see in this area	Learning activities chosen to address this area (1-3 for each priority)	Date you plan to complete the learning activity	Actual completion date
<b>1. <u>Spiritual formation</u></b>  Spiritual warfare  Walking in the Spirit	I want to be more conscious of the spiritual warfare going on around me.	1. Read Spiritual Warfare by Jerry Rankin	October 30, 2013	Dec 24, 2013
	I want to more consistently live in dependence upon the Spirit for my decisions and words.	2. Memorize John 15	Dec 31, 2013	June 1, 2013
		3.		
<b>2. <u>Self-management</u></b> Emotional intelligence	I want to understand emotional intelligence, and how to recognize it in others, as well as grow in my own EQ.	1. Read Go Suck A Lemon: Strategies for Improving Your Emotional Intelligence	July 1, 2013	Aug 3, 2013
	I want our marriage to grow in our ability to communicate at a deeper level.	2. Read The Meaning of Marriage by Tim Keller (together with Bertha)	Sept 1, 2013	June 2, 2013
		3.		
<b>3. <u>Ministry Skills</u></b>  Developing my team  Church planting movements	I want to better understand the work styles of other team members and how team leaders can help those with their team members become more effective and productive.	1. Coach with Dave Wood	March 31, 2013	April 1, 2013
		2. Read Patrick Lencioni's The Advantage	May 31, 2013	Aug 15, 2013
	I want to understand church planting movements and how SEND U could help train missionaries to spawn CPMs.	3. Read T4T and review resources on <a href="http://t4tonline.org/resources/">http://t4tonline.org/resources/</a>	March 31, 2013	March 3, 2013

## Reflection on learning (at end of year)



Priorities for growth for the past year	Learning activities chosen to address this area	Significant lessons learned from these learning activities	Changes you have noticed as a result of your learning this past year
<p><b>1. <u>Spiritual formation</u></b></p> <p>Spiritual warfare</p> <p>Walking in the Spirit</p>	<p>Memorize John 15</p> <p>Read "Spiritual Warfare"</p>	<ul style="list-style-type: none"> <li>- In order to remain in Christ, we have to obey, and the primary command is to love other disciples.</li> <li>- When we remain in Christ, we should expect opposition, criticism and hatred from the world.</li> <li>- Spiritual warfare is not so much about demon possession as it is overcoming Satan's lies and deceits in our own life.</li> <li>- The effectiveness of Satan's strategy demands anonymity. We gain victory by understanding his strategies and exposing his lies.</li> <li>- Spiritual warfare is not just the temptations of Satan trying to get us to sin. His deception and lies lead us to accept defeat and believe that we don't have the power to walk in victory (p. 132).</li> <li>- The only motivation for fasting is a desire for God. Fasting is a practical way to demonstrate our longing and need for God through the denial and sacrifice of normal fleshly desires.</li> <li>- Adversity is Satan's favourite weapon because it causes us to focus on ourselves and doubt God.</li> <li>- Practical disciplines in claiming victory: feeding on God's Word, praying at all times, praising the Lord in all things, denying the flesh in fasting, being accountable to others, observing a Sabbath</li> <li>- My own long delay in reading "Spiritual Warfare" can partially be attributed to Satan's attempts to keep me from understanding his strategies. If I had not put this book on my IGP, and let others know what my IGP contained, I probably would never had read it.</li> </ul>	<ul style="list-style-type: none"> <li>- I am learning to express my dependence more frequently as I step into a ministry opportunity.</li> <li>- I can see that Satan has been trying to deceive me and this has resulted in my more critical attitude lately.</li> </ul>

<p><b>2. <u>Self-management</u></b></p> <p>Emotional intelligence</p>	<p>Read “The Meaning of Marriage”</p> <p>Read “Go Suck a Lemon”</p>	<ul style="list-style-type: none"> <li>- Marriage is learning to love the stranger, because both of us are changing</li> <li>- Marriage is not about finding someone completely compatible with you, but a journey with a friend that will help you become more like Christ</li> <li>- Self-talk, the way you talk to yourself, greatly impacts your emotional life.</li> <li>- Learning to change your inner language is similar to the difficulties of learning a foreign language. It takes time and dedication. Force of will.</li> <li>- We need to differentiate between what we prefer and what people should do or what we need.</li> <li>- Emotional intelligence is not a process for becoming emotionless: This program for improving your EQ is designed to address emotions that are unmanageable, debilitating or overwhelming, like rage, anger, hatred and depression.</li> </ul>	<ul style="list-style-type: none"> <li>- I am recognizing the lack of emotional intelligence in others and how this inhibits their ability to give leadership.</li> <li>- As a result of reading “The Meaning of Marriage” and mentoring others based on its principles, Bertha and I have had good conversations that have enriched and deepened our own marriage.</li> </ul>
<p><b>3. <u>Ministry Skills</u></b></p> <p>Developing my team</p> <p>Church planting movements</p>	<p>Coach with Dave Wood</p> <p>Read T4T and review resources on <a href="http://t4tonline.org/resources/">http://t4tonline.org/resources/</a></p> <p>Read “The Advantage” by Lencioni</p>	<ul style="list-style-type: none"> <li>- I need to meet regularly with the Eurasia RD to discuss the intersection of training and strategy</li> <li>- I need to do a better job of clarifying my expectations for those on my team.</li> <li>- Vision casting and training must be a part of the discipleship process from the very beginning</li> <li>- Missionaries starting CPMs do not seek to add people to their group but rather equip their trainees to start their own groups</li> <li>- Organizational health is very important to the success of a company. “The key ingredient for improvement and success is not access to knowledge or resources, as helpful as those things may be. It’s really about the health of the environment.”</li> <li>- Importance of vulnerability. “The only way for the leader of a team to create a safe environment for his team members to be vulnerable is by stepping up and doing something that feels unsafe and uncomfortable first. “</li> <li>- “Although every case is a little different, generally I believe that on cohesive teams, accountability is best handled with the entire team.”</li> <li>- Need clarity on the leadership team about six questions: 1. Why do we exist? 2. How do we behave? 3. What do we do? 4. How will we succeed? 5. What is most important, right now? 6. Who must do what? More than getting the right answer, it is important to simply have an answer—one that is directionally correct and around which all team members can commit.</li> </ul>	<ul style="list-style-type: none"> <li>- I have given better leadership to my staff over the past year, as I have learned more about their work styles.</li> <li>- The Eurasia Regional cohort is addressing team health and what team leaders can do to build better team health.</li> <li>- Our SEND U Leadership Team is working on a process of onboarding new team members and new team leaders, and because of our emphasis, SEND leadership and SEND areas are more focused on addressing onboarding</li> </ul>

		<ul style="list-style-type: none"><li>- Need to have a single priority for a given period of time. A thematic goal that the whole leadership team takes responsibility for.</li><li>- The only way for people to embrace a message is to hear it over a period of time, in a variety of different situations, and preferably from different people. That's why great leaders see themselves as Chief Reminding Officers as much as anything else.</li><li>- Onboarding: The most memorable time of an employee's career, and the time with the biggest impact, are his or her first days and weeks on a new job. The impact of first impressions is just that powerful, and healthy companies take advantage of that to move new employees in the right direction. That means orientation shouldn't revolve around lengthy explanations of benefits and administration but rather around reinforcing the answers to the six critical questions.</li><li>- Healthy organizations believe that performance management is almost exclusively about eliminating confusion. They realize that most of their employees want to succeed, and that the best way to allow them to do that is to give them clear direction, regular information about how they're doing, and access to the coaching they need.</li><li>- If an employee's behavior is consistent with the core and permission-to-play values, there is a good chance that it would be a mistake to let him go.</li></ul>	<p>issues.</p> <ul style="list-style-type: none"><li>- I made a presentation to the ILT on CPM. SEND is learning about CPM from a variety of other sources as well.</li></ul>
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