

# Feed Forward

Tools for Improved Communication



---

---

---

---

---

---

---

---

## The Problem:

What we have discovered:

- ✓ The Church in America is not what God wants it to be
- ✓ Overworked, burned out pastors
- ✓ Dying churches



---

---

---

---

---

---

---

---

## The Problem:

What we have discovered:

- ✓ Pastors struggling to turn the church around
- ✓ Lay people with spiritual gifts, but no idea how to help the pastor or the church
- ✓ The church not impacting today's society



---

---

---

---

---

---

---

---

### **Changed Leaders:**

We envision a new breed of clergy & lay leaders grounded in scripture and spiritual disciplines and with the joy of serving in their hearts (Ps 119; Lk 8:11-15; Eph 6:10-20; I Tim 4:4-5; Heb 4:12; Jms 1:19-27). They will be spiritual leaders, living balanced lives of influence who will impact the world for Christ (Ex 33:15-16; Mat 22:37-40; 28:18-20; I Pet 5:1-11).



---

---

---

---

---

---

---

---

### **Changed Church:**

We envision churches who are freed from the desperation of ineffectiveness (Jonah 3; John 3). Instead, they are empowered by gift-based ministry (Rom 12; I Cor 12; Eph 4) and Spirit-led teams of clergy and laity leading together to change the church and thereafter the world.



---

---

---

---

---

---

---

---

### **Changed World:**

We envision an ever-widening circle of changed leaders and changed churches, who therefore begin to impact their communities. Community transformation is the first step toward cultural and national transformation.



---

---

---

---

---

---

---

---

Does your thought bubble say...?

Perhaps what we have done in the past (traditionally) worked at times, but is it time for a new way of thinking?



---

---

---

---

---

---

---

---

Or were you thinking...?

Learning all we did during the Renewal Process, what are some tools that can help us be better at accomplishing our purpose?



---

---

---

---

---

---

---

---

## FeedForward

A tool to help individuals to be better at giving and receiving suggestions.



---

---

---

---

---

---

---

---

**FeedForward**  
**10 reasons why FF works:**

1. We can change the future, not the past. Racecar drivers are told to "Look at the road, not the wall." Basketball players use visualization to imagine the ball going through the hoop flawlessly.
2. It will be more productive to prove ways to be right, rather than proving wrong by the past. Keep the focus on solutions.
3. FF works especially with successful people. They respond better to ways to be better to maintain a positive self-image.



---

---

---

---

---

---

---

---

**FeedForward**  
**10 reasons why FF works:**

4. FF can come from anyone who knows about the task. It is possible to learn so much from someone you don't know. Feedback requires knowledge about the person, FF does not, and it just requires having good ideas for achievement.
5. People do not take FF as personally as feedback. As successful people, there is a tendency to attach our identity to our work. FF cannot be offensive as it is about suggestions for the future.



---

---

---

---

---

---

---

---

**FeedForward**  
**10 reasons why FF works:**

6. FF is based on the assumption that people can make positive changes in their future.
7. We all hate to receive and give negative feedback. No matter how much training is given on how to give constructive feedback, most leaders have not done this well in the past.
8. FF can still cover most of the traditional material as feedback.



---

---

---

---

---

---

---

---

**FeedForward**  
**10 reasons why FF works:**

- 9. FF is much faster and efficient than feedback. Just ignore the ones that don't make sense for you." This way you eliminate the debate and the "buts" of why it wouldn't work. They also will not feel forced upon them and possibly accepted better.
- 10. FF can be used with (anyone) managers, peers, and team members. Feedback tends to be associated with judgment. FF is focused on being helpful rather than feedback, which gives the feeling of rejection.




---

---

---

---

---

---

---

---

---

---

**FeedForward**  
**10 reasons why FF works:**

- This does not mean to never give feedback or performance appraisals. Annual appraisals have their place, given a plan for improvement.
- In day-to-day interactions, FF can be more effective, efficient, and enjoyable.
- Works with peers, staff, co-workers, church members, board members, councils, pastors, even spouses!




---

---

---

---

---

---

---

---

---

---

**FeedForward in ACTION!**

- Decide on a behavior you'd like to change.
- Select a partner
- Follow the guide sheet
- When both are done, find another partner
- Switch four times!




---

---

---

---

---

---

---

---

---

---

**FeedForward  
Insights:**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_



---

---

---

---

---

---

---

---