

Kingdom Leadership Foundations

By Dr. Michael Brodeur

KLF - Module 6.4 Notes

Welcome - Reverse Engineering: Writing Your Future in Advance

A compelling vision must be **clear, structured, and actionable**. Reverse engineering helps leaders break down a long-term vision into **realistic steps** that can be followed over time.

A. The Vision Needs to Be a Vivid Picture

- A **blueprint** provides design details, but a **rendering** presents a compelling **visual** of the final outcome.
- Vision must be communicated in a way that **engages the heart** and inspires action.
- Leaders should **paint a clear picture** of the future to help others grasp the vision.

B. My Story - Called to Be a Leader of Leaders

- Vision often unfolds in **stages**.
- Example: Receiving prophetic words about **becoming a pastor to pastors**, but only after first serving as an evangelist and local pastor.
- Leadership growth happens **incrementally**, not all at once.

C. Reverse Engineer: Start with the End and Work Backwards

- Think **practically** about the desired outcome, then **map out the steps** to get there.
- Example: Growing a church from **100 to 500 members in five years**:
 - **First 2.5 years**: Slower growth (1/3 of the goal → 133 new people, totaling 233).
 - **Second 2.5 years**: Momentum builds (2/3 of the goal → 267 new people, totaling 500).
 - Understanding this pattern **prepares leaders for the effort required upfront**.
- Business, ministry, and personal goals **follow the same principle**—identify the end goal and create **measurable steps** to get there.

D. Help Your Team See and Understand the Vision

- **Clarify and communicate** the steps and milestones needed.
- People process goals best when they are broken into **bite-sized, manageable pieces**.
- **Momentum builds through small victories**—create an environment where each success fuels the next.

Reflection Questions:

1. Can you recall how the principle of momentum worked in the past in an organization you were part of?

2. Was it positive momentum or negative momentum?

3. What seemed to make the difference in producing positive momentum?



Activation:

1. What is the five-year goal for your organization? (Attendance, customers, impact, etc.)

2. Working backwards and applying the 1/3-2/3 principle, what is the 2.5-year goal?

3. What is the one-year goal?

Great leaders don't just dream about the future—they break it down into achievable steps and guide their team toward success!

