

Advanced Kingdom Leadership

Module 8 – Session 2: Culture Creation and Momentum

Overview

This session continues the discussion of culture and momentum in leadership.

Momentum is one of the most powerful but intangible forces in an organization, and it grows out of a healthy culture.

The Importance of Culture

Culture determines how people behave, make decisions, and relate to one another inside an organization.

Leaders who understand culture can intentionally shape the environment so that the organization moves forward with unity and clarity.

John Wimber's Influence

Michael shares how he was influenced by John Wimber, who combined spiritual leadership with practical organizational wisdom.

Wimber emphasized that strong organizations are built by intentionally shaping culture rather than leaving it to chance.

The Leadership Pyramid

Wimber described a pyramid that explains how healthy organizations develop.

At the base of the pyramid are values, followed by priorities, practices, programs, and personnel.

Each level builds upon the level beneath it and reflects the deeper cultural foundations of the organization.

Vision as the Foundation

Michael expands on Wimber's model by suggesting that vision must sit at the very bottom of the pyramid.

Vision creates the initial unity that allows shared values to emerge and function properly.

When leaders share the same vision, they are able to build the same organizational 'house.'

The Master Builder Analogy

Paul describes leadership using the analogy of a wise master builder in 1 Corinthians 3.

God is the architect, and leaders serve as builders who follow His design.

Multiple builders may contribute to the structure, but everyone must build according to the same plan.

Unity Through Shared Vision

Organizations experience unity when leaders clearly understand the vision they are building toward.

Without shared vision, people may work hard but build in different directions.

Leadership Application

Leaders must continually communicate vision so that everyone understands the direction of the organization.

A clear vision helps shape culture, align values, and generate momentum.

Questions

What vision is guiding your organization or leadership context?

How clearly has that vision been communicated to the people around you?

What steps could you take to strengthen unity around a shared vision?

Activation

Reflect on whether the people around you understand the vision of the organization.

Consider how you could communicate that vision more clearly and consistently.