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THE GLOBAL
LEADERSHIP SUMMIT

THE GLOBAL LEADERSHIP SUMMIT 2020

DAY ONE

FRI – 20/11/2020

SESSION ONE

Craig Groeschel (Leading Through the Dip)

Lady Justice Mumbi Ngugi

11.00 – 11.30 – Break

SESSION TWO

Bishop JB Masinde

12.55 – 2.00 – Lunch Break

SESSION THREE

Marcus Buckingham (How the Best Leaders Build Resilience)

Rev. Ambrose Nyang'ao

Michael Todd (The Pace of Leadership)

3.55 – END OF DAY ONE

DAY TWO

SAT – 21/11/2020

SESSION FOUR

Bishop T.D. Jakes (The Metrics of Migrative Leadership)

Bishop David Oginde

10.05 – 10.30 - BREAK

SESSION FIVE

Kaka (The Leadership of a Legendary Footballer)

Amy Edmondson (Fearless Organizations Demand Psychological Safety)

Albert Tate (Leadership that Meets the Moment)

1.00 – END OF DAY TWO



WELCOME

YOU HAVE INFLUENCE

Wherever your influence is invested in your work, your church, your home, your school you have the power to change lives.

Influence is at the core of leadership. We are living in unprecedented times navigating leadership challenges we may not have faced before, but there is still hope because men and women like you are eager to transform lives and unite their communities. Our desire is for God to use the Summit to challenge you (wherever you need to be challenged), empower you for the endless opportunities ahead of you and inspire you to turn your great God given vision into reality!



Tom De Vries

Tom De Vries

*President & CEO,
Global Leadership
Network*



CRAIG GROESCHEL

Founder & Senior Pastor, Life.Church; Best-Selling Author; Champion of the GLS

Craig is the founder and senior pastor of Life.Church, reaching a global audience for services and through their widely-used YouVersion Bible App. Glassdoor named him in the top 10 U.S. CEO's for small and midsize companies. As champion of The Global Leadership Summit, he advocates to grow leaders in every sector of society. He hosts the Craig Groeschel Leadership Podcast, the most listened to leadership podcast in the world. A New York Times best-selling author, his latest book is *Dangerous Prayers*.

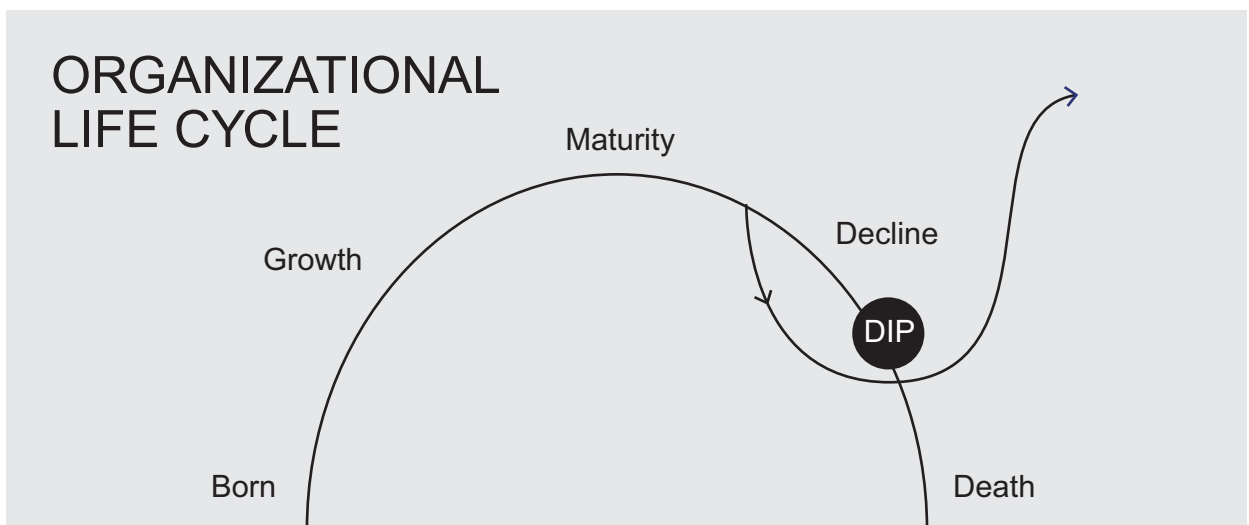
OUTLINE

- I. The Organizational Life Cycle*
- II. Change How You Think About Change*
- III. Have the Courage to Unmake Promises*
- IV. Obsess Over the Why*
- V. Lead with Confident Uncertainty*
- VI. Ask Yourself*
- VII. Leaders Lead*

SESSION 1 | NOTES

PERSONAL REFLECTIONS

Everything we lead has a life cycle. Avoiding decline requires leaders to change direction toward growth. In these times, things may have to get worse (dip), before they get better (grow). Where would you map yourself on the lifecycle curve as to your role as a leader? Circle your answer below; make some notes about why you chose that dip.



2. What is not working anymore and needs to be changed?

3. Craig shares that strong promises and declarations can unify us, but they can also become our greatest limitations as we hold onto them. What promise do you need to unmake?

4. What is a risk that you need to take even if you feel afraid?

What is the RISK you need to take?	Describe the FEAR you have around this risk:	What is at STAKE if you don't risk?

GROUP ENGAGEMENT

1. At what point on the lifecycle curve is your organization or team currently? As you consider your organizational life cycle, which dip will you need to lead through to have greater impact? Developmental Dip; Efficiency Dip or Attendance Dip?

2. What is not working anymore and needs to be changed?

3. What is the promise that needs to be unmade?

4. When we lead with confident uncertainty, we need to acknowledge two important things:
 - a. We are not going to get it completely right when making changes.
 - b. The pathway to our greatest potential is leading through our greatest fear.
What is a risk that the organization or team needs to take even if they feel afraid?

TAKING ACTION

What is ONE action step you will take from this talk and when will you take it?





MARCUS BUCKINGHAM

*Best-Selling Author; Global Researcher;
Strengths Revolutionist*

Marcus is a leading expert on talent, focused on unlocking people's strengths, increasing their performance and pioneering the future of how people work. A former senior researcher at Gallup Organization, he now guides the vision of ADP Research Institute as Head of People + Performance. He is the author of nine books, including two of the best-selling business books of all time. His latest release—*Nine Lies About Work*—takes an in-depth look at the lies that pervade our workplaces.

OUTLINE

- I. Core Components of Resilience*
- II. How Senior Leaders Can Build Resilience in Teams*
- III. How Team Leaders Can Build Resilience in Teams*
- IV. How Individuals Can Build Resilience in Themselves*

SESSION 3 | NOTES

PERSONAL REFLECTIONS

1. AGENCY. You gain agency by identifying parts of your work you can control. Even in chaos, you can always find a way to create some control in your life. What are things in your life that you can control and that you can't control? List them.

Things I can control:	Things I can't control:

What activities, spaces, people in your weekly rhythm invigorate you?

- Marcus says leaders at the team level can do two things to build resilience on their teams: anticipatory communication and psychological safety. How can you adopt practices that will improve agency and compartmentalization?

AGENCY _____

COMPARTMENTALIZATION _____

- STRENGTHS AT WORK.** Marcus says that the ability to tap into your core strengths at work is a predictor of resilience. His organization is offering the 15 minute StandOut Assessment for free at marcusbuckingham.com/gift-of-standout. Take the assessment and reflect on your results. What are your strengths and how can you play to them?

- Marcus said, "resilience is not a characteristic, but a constructed capacity." How will you build resiliency?

GROUP ENGAGEMENT

1. What points of Marcus' talk most resonated with you as a team?
2. How do you evaluate the resilience of your organization's leaders and teams?
3. How can you use anticipatory communication to build the resilience of your teams?
4. How can you use psychological safety to build the resilience of your teams?

TAKING ACTION



Marcus' talk describes the key components of resilience for you as you practice leading yourself, your team and your organization. Identify ONE thing you can do this week to apply these learnings in your life.



MICHAEL TODD

***Co-Lead Pastor, Transformation Church;
Author; Social Media Influencer***

In 2015, Michael Todd and his wife Natalie were entrusted with the leadership of Transformation Church. With a vision to reach their community, city and world with the Gospel in a relevant and progressive way, they've grown rapidly—each week, their church serves 125,000 attendees both live and online. Todd's influence reaches far beyond the church walls with viral expansion on social media, including several of his talks with over 17 million views on YouTube alone. Todd is releasing his first book in April 2020, *Relationship Goals*.

OUTLINE

- I. Striving or Striding?*
- II. Moving in Unison*
- III. Setting the Pace*
- IV. Pace Changes Everything*
- V. Stay on Assignment*
- VI. Moments, Meaning, and Miracles*
- VII. How to Set a New Leadership Pace*
- VIII. Peace and Prosperity*

SESSION 3 | NOTES

PERSONAL REFLECTIONS

1. Based on Michael's talk, write down the things that are lingering in your mind right now.
2. In order to discover your pace of grace, you must identify your current pace. In the left column of the chart below, make a list of all the components of your life that currently receive your energy and time.

Components of your Life	Too Slow	Sustainable	Too Fast
Examples: relationship with daughter; work hours on the weekend; diet and exercise			

Now, based upon the list you've created, place an 'x' in the box next to the component identify the speed of that factor in your life (i.e. too slow, sustainable or too fast).

3. What changes do you need to make? Write them down.
4. Who is the person you will ask to hold you accountable?

GROUP ENGAGEMENT

1. What has been the pace of your organization's leaders - slow, adequate, or fast? What would be a proper or appropriate rhythm?
2. How can you adjust the rhythm to create a pace that works for the people and the organization?
3. What would be the advantages for your organization to lead at an appropriate pace?
4. What would be the advantages for the people?
5. What would be the challenges for the organization to adjust its pace? How can you as an organization deal with them?

TAKING ACTION



Michael's talk describes the importance of creating a sustainable pace personally and for the organization/team. What will be your first step in living at the right pace for your leadership?



BISHOP

T.D. JAKES

*Senior Pastor, The Potter's House;
Visionary and Entrepreneur;
Best-Selling Author*

Bishop T.D. Jakes has a proclivity to disrupt the status quo. He is one of the most globally-recognized influencers in business, education, film and entertainment. With his earnest approach, Jakes has been able to reach millions of people from all socioeconomic backgrounds, races, nationalities and creeds. Senior pastor of The Potter's House, a global humanitarian organization and 30,000-member church, his presence spans digital media, film, television, radio and books, including his most recent book, *Crushing: God Turns Pressure into Power*.

OUTLINE

- I. Migrative Metrics*
- II. Willful Blindness*
- III. Migrating Truths*
- IV. Adaptability Quotient*

SESSION 4 | NOTES

PERSONAL REFLECTIONS

With some practical and tangible tools, Bishop T.D. Jakes challenges us to migrate our thinking into worlds that are often uncomfortable for us. By increasing our AQ, or "Adaptability Quotient," we can start to listen and learn from others and expand our influence outside and beyond our current context.

1. Think of a person/organization/group you don't agree with. How are you similar- not different? Write down where you are similar.
2. What can you learn from that person/organization/groups' perspective?
3. Reflect on a situation where you listened to build empathy, but did not listen in order to try to think like them?
4. How could you listen differently in order to prepare your future with them in mind?

GROUP ENGAGEMENT

1. T.D. explains that leaders often get to live in a willful blindness, that we get to choose to see or ignore those around us because we live “within cubicles of our own control,” and that we often assume that our “clients” (customers, church attenders, etc.) are just like us. What assumptions does your organization or team make of your attendees, customers and service providers that may be wrong?
2. There's a difference between listening to someone in order to build empathy and listening to them to “prepare for your future with them in mind.” How could your team or organization listen in a better way to prepare for a more desirable future with others?
3. As we migrate out thinking, we begin to notice those we have not seen before. For a few minutes, brainstorm with your team: Whose voices are currently missing in your organization or team? What would it look like if they were invited to join the conversation?



TAKING ACTION

Bishop TD Jakes' talk describes the importance of migrating your thinking. Identify ONE thing you plan to do this week to apply this talk in your context.



KAKÁ

Brazilian Retired Soccer Phenomenon;

FIFA World Player of the Year

A Brazilian football (soccer) legend, famously known as Kaká, is one of only eight players in history to have won the Ballon d'Or, the FIFA World Cup and the UEFA Champions League. As the first sports person to amass 10 million followers on Twitter, he is considered one of the most famous athletes in the world. Listed to Time's 100 Most-Influential list for two consecutive years, he is also a UN Ambassador for the World Food Programme.



**INTERVIEW WITH
CLAUDIA TENÓRIO**
*Brazilian Television and
Radio Host*

OUTLINE

- I. Leading the Team Forward*
- II. Staying Motivated*
- III. Staying Humble*
- IV. Talking About Faith*
- V. Dealing with Criticism*
- VI. Leading Based on Love Versus Fear*
- VII. Leading with Different Cultures*
- VIII. Helping People*
- IX. A Parting Message*

SESSION 5 | NOTES

PERSONAL REFLECTIONS

1. Kaká shares how much of our highest highs and greatest moments of achievement stem from overcoming difficulty and lessons learned during loss. How have past failures or difficulties provided you with the focus and endurance to achieve success today? List 2-3 below
2. Often our emotions can go to the extremes with feelings of greatness when we are praised and feeling down when we are criticized. Kaká shares about learning to accept when criticism about his performance might be true (even when not so good), and how to respond to critics who are not helpful. He also cautions against over-valuing praise. How do you deal with criticism?
3. Throughout his life, motivation (which comes from the outside) was critical to his success. He also shares about the importance of inspiration (which comes from the inside) and its ability to connect us to our purpose, our beliefs and our desires. What do you do to remain inspired and motivated?
4. Fear-instilling leaders can drive results, but leaders who lead with love get the best out of their team. How would you rate your leadership style? How would you like it to be and how can you achieve that?

GROUP ENGAGEMENT

1. What leadership principles can you and your teams draw from the sports field reality to the workplace reality?
2. Kaká describes his relationship with his coaches and how he discovered that leaders can lead from a place of fear or a place of love. In your organization, is a love-based or a fear-based style the prevailing way in which leadership is given?
3. How can you bring more aspects of love-based leadership into the organizational context?
4. Share as a team some of what motivates and inspires you in challenging times.

TAKING ACTION



Kaka's interview challenges us to consider where our leadership is coming from—Love or Fear; to chase after humility; and to stay centered when going through waves of criticism or praise. Identify ONE thing you will put into practice this week.



AMY

EDMONDSON

Novartis Professor of Leadership and Management at the Harvard Business School; Author

Amy has been recognized by the Thinkers50 global list of top management thinkers since 2011. She is the author of four books, including *Teaming: How Organizations Learn, Innovate and Compete in the Knowledge Economy*, exploring why teamwork is so important—and why it is so challenging. Her most recent release, *The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth*, offers guidance for those who are serious about finding success in today's modern economy.

OUTLINE

- I. *Recognize life in a V.U.C.A. World*
- II. *Defining Psychological Safety*
- III. *Understanding Failure*
- IV. *Creating Psychological Safety: Frame the Work*
- V. *Creating Psychological Safety: Invite Engagement*
- VI. *Creating Psychological Safety: Respond Productively*
- VII. *Leadership that Builds Psychological Safety*

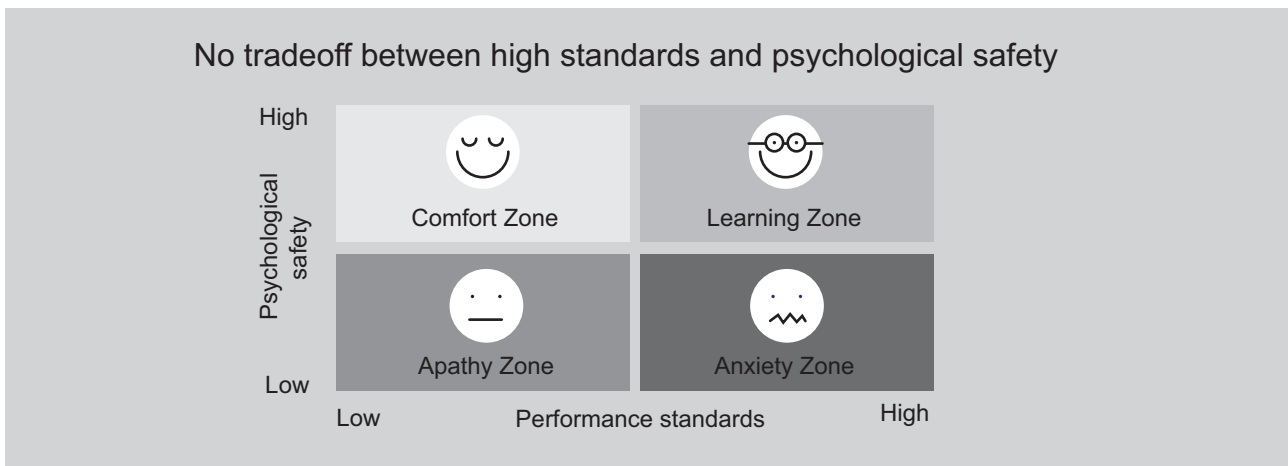
SESSION 5 | NOTES

PERSONAL REFLECTIONS

1. If impression management at work is almost second nature, how can you move it from driving you into the back seat? Which of these behaviors do you recognize in yourself when you don't want to look ignorant, incompetent, intrusive, or negative?
 1. Don't ask questions
 2. Don't admit errors or weaknesses
 3. Don't offer ideas
 4. Don't criticize status quo

2. In which context(s) are these behaviors most prevalent?

3. There are four zones, Apathy Zone, Comfort Zone, Anxiety Zone and Learning Zone.



Which of the four zones are you most often in?

4. What can you do differently or improve in to remain the Learning Zone and maintain high performance in the areas in which you operate?

GROUP ENGAGEMENT

1. There are four zones: Apathy Zone, Comfort Zone, Anxiety Zone and Learning Zone. What kind of environment does your organization usually create in its teams?
2. How is this manifested in the day-to-day life of your teams?
3. In her talk, Amy identifies several key factors of a psychologically safe workplace. Using the chart below, rate the following factors on your team using the following scale:

- 1= Never happens on my team
- 2= Rarely happens on my team
- 3= Sometimes happens, but not often, on my team
- 4= Mostly happens on my team
- 5= Always happens on my team

Psychological Safety Factor	Rating				
People speak up about things that go wrong (not just successes).	1	2	3	4	5
People are not afraid to disagree, even with the boss.	1	2	3	4	5
People offer half an idea so that someone else might build on it.	1	2	3	4	5
People are not afraid to ask for help.	1	2	3	4	5
Failure is accepted as part of the learning process.	1	2	3	4	5

4. Based upon your ratings, which ONE factor could your team work on to foster more psychological safety?
5. Of the three tools presented, which one should your organization or team start with to create a psychologically safe workplace: Framing the Work, Inviting Engagement, Responding Productively.



TAKING ACTION

Amy's talk describes the importance of psychological safety in the workplace. What will be your or your team's first step in putting into practice what you have reflected on in this talk?



ALBERT

TATE

*Founder & Senior Pastor,
Fellowship Church*

Tate held strategic pastoral leadership roles before founding Fellowship Church in 2012—one of the fastest-growing multiethnic, multi-site churches in the U.S. He serves on the board of multiple organizations including Azusa Pacific University, Fuller Youth Institute's Advisory Council and the Global Leadership Network. A dynamic communicator and sought-after speaker, he is known to combine biblical challenge with humor. He was recently published in *Letters to a Birmingham Jail: A Response to the Words and Dreams of Dr. Martin Luther King Jr.*

OUTLINE

- I. A Tale of Authenticity*
- II. A Table-Flipping Leader*
- III. A Foot-Washing Leader*
- IV. A Limping Leader*
- V. Lead for a Legacy*

SESSION 5 | NOTES

PERSONAL REFLECTIONS

1. Pastor Albert Tate shares that what is most needed today is your authentic leadership. Not your expression of someone else's leadership, but you leading authentically. He gives three leadership essentials for us to carry on that journey. How would you rate the quality of your leadership on the three essential Albert suggests?
 - a. Table flipping (dealing with injustice)
 - b. Feet-washing (serving others)
 - c. Limping (humility)
2. What kind of leader do you want to be for this moment?
3. What are two resolutions you want to make to become the leader you want to be?



TAKING ACTION

Albert's talk describes the importance of pursuing authentic leadership. Identify ONE thing you plan to do this week to apply this talk in your life.

ALBERT
TATE

AUTHENTIC LEADERSHIP

• AUTHENTIC LEADERSHIP- Leadership that dwells within & leadership that is grown, that is cultivated

• Leadership isn't something we do, leadership is something we be, it's something we become

3 LEADERSHIP ESSENTIALS



1. Flip the Table of Injustice

- we should look for systems of injustice
- we should look at places where people that should be at the table aren't & turn those systems over
- it's hard to turn over a table of injustice if you're sitting comfortably at it

3. Don't Lose Your Limp

- Limping in your own loss so that you can walk in God's win on your life
- we need leaders walking in vulnerability
- failure isn't fatal, it's an invitation for God's grace to show up in your life.
- limps mark where you lost and God won



2. Be Foot Washing Leaders

- Do drastic acts of compassion wash the feet of both enemies & allies, coaches & critics
- who would be surprised by your compassion if you poured into them?



LEGACY LIMPING LEADERS

- Lead as leaders who flip over systems of injustice
- Lead as leaders who wash the feet of friend & foe, enemy & ally
- Lead as leaders limping as a sign of what we lost & how God won



ABOUT US

FUSION IS A PRIVATE EQUITY FIRM FOCUSED ON REAL ESTATE INVESTMENT AND FUND MANAGEMENT. SINCE 2006, WE HAVE GROWN INTO A LEADING AND PIONEERING REAL ESTATE AND FUND MANAGEMENT FIRM IN EAST AFRICA.



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