



# Cultivate Mission

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## LEADERSHIP COACHING

*“As a leader, very few people understand what I do...”*

Leadership can be a lonely, trail-blazing, and sometimes misunderstood journey. Those who provide support in our lives don't always have the capacity to give the help we need for greater effectiveness and growth as leaders. Seminars and books aren't always tailored to our reality. And experience alone won't produce growth; studies show that the correlation between years of experience and effectiveness as a leader is zero.<sup>1</sup>

Do you long for someone who can listen to your passion for leading people and provide resources that are immediately applicable and relevant?

### Coaching provides:

- ✓ A trained sounding board for your leadership issues.
- ✓ Help in framing the complex organizational dynamics you encounter.
- ✓ Insight into your unique personality, strengths and blind spots as a leader.
- ✓ Integration with spirituality—drawing insight from scripture and spiritual discernment.

### How would we do this?

We chart a plan is based on mutually set goals between coach and the leader. This plan uses:

- ◆ Leadership assessments:
  - 360 degree, personality and conflict styles assessment
- ◆ Issues identified by the leader
- ◆ Assessment of the organizational situation by the coach.
- ◆ Provision of relevant reading material

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<sup>1</sup> Morgan McCall, Michael Lombardo, and Ann Morrison, *The Lessons of Experience: How Successful Executives Develop on the Job* (New York: The Free Press, 1988).



## Common Areas for work:

- ◆ Managing others, both paid staff and volunteer leaders.
- ◆ Leading Change.
- ◆ Leveraging the leader's expertise and influence.
- ◆ Building a shared vision that inspires ownership and initiative on the part of others.
- ◆ Keeping God in the picture...or am I just a "baptized" CEO, cruise ship director, etc...?

## My Philosophy:

Leaders are best served by self-awareness, the ability to frame complex organizational issues, and creativity in thinking out of the box. Using the following **resources**, we seek to increase these capacities.

**Social Science:** Researchers use scientific methodology to study God's world, particularly human organizations and leadership. Thus this field has much to offer us in framing issues.

**Scripture and Theology:** Integrating these with our leadership decisions and practices is a key part of the discussion.

**The Leader's Experience:** Certain types of experience, past and present, provide the fodder for greater learning.

**The Spirit's Guidance:** Leadership is a process of spiritual discernment, continually asking where God is in all of this, in light of God's calling for the church.

It's a journey of combining these ingredients and seeing what God does in the life of the leader. The ultimate goal of coaching is to equip leaders to draw others into a fuller participation with what God is doing in the world.

## Testimonials:



*"One of the main things I appreciate about Stephanie is how well she listens. Her approach is definitely not "one size fits all." Stephanie has a great knack for asking good questions, making accurate assessments, and offering tailor made suggestions for moving forward."*



*"Stephanie's working knowledge of the leadership research, and her talent for applying it to the church are excellent!"*



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