PWOC LDP
Leadership Development Program

TOPIC: FAILURE IS NECESSARY

The Bottom-Line Up Front:

- Innovation regards failure as a necessary part of the creative process.
- Failure and learning go hand in hand. A learning environment is one in which it is safe to experiment and fail. This growth mindset is essential for leaders' development.
- Each Board member is in a learning process and can calculate next steps using the Learning Process Wheel included in this training.

1. Read and Mark (5 minutes): *Read the paragraphs below and mark what stands out to you.*

> Innovation explores new territory, and figuring out what works also means figuring out what doesn't. There is a litany of mottos in the tech industry using the idea of failing fast and often. Implied is the notion that failure is necessary. What is more, this perspective does not view failure as final—at least, not for motivated entrepreneurs and forward-thinking innovators. Whether developing a new business model or inventing a ground-breaking piece of technology, failure is synonymous with the learning process.
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> By definition, failure is the absence of success. Businesses face numerous pitfalls in growing and innovating, and to develop the best products and business models, entrepreneurs and innovators need to continually learn how best to compete in the market place. This takes investigation and experimentation. There is no roadmap for creating and growing something new, making failure an inevitable, important step in the entrepreneurial process.
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> When we first learn to ride a bike or use ice skates, we expect to fall. Why? Because it takes most people a few tries to get the hang of it, learning how to balance one's body and control our movement. In trying, falling, and trying again, the right mix of experience, knowledge, perseverance, and bumps and bruises eventually combines to unlock a new ability, and with that comes an overwhelming sense of confidence.
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> *https://www.uschamberfoundation.org/blog/post/without-freedom-fail-entrepreneurs-lack-freedom-learn/33916*

- **What did you mark? Why?** *Discuss as a Board.*

2. A Safe-to-Fail Environment (5 minutes): *Choose 5 items you consider most important in creating an environment in which it is safe to fail. Talk about your choices as a Board.*

- ☐ The Board has my back.
- ☐ Creativity is encouraged.
- ☐ Failure=Learning
- ☐ I know I will not be called out.
- ☐ Risk is rewarded.
- ☐ We look for the positives.
- ☐ My voice is heard.
- ☐ I can ask questions.
- ☐ I can do things my own way.
- ☐ Collaboration is encouraged.
- ☐ I know I am not alone.
- ☐ My strengths are valued.
- ☐ My President will go to bat for me.
- ☐ My ideas are validated.
- ☐ I can try something new.
- ☐ We're a team. Your success is my success. Your failure is my failure.
- ☐ Thinking outside-the-box is good.
- ☐ I can ask for help.
- ☐ I can make mistakes.
- ☐ I will get a second chance.

3. PWOC Learning Process Wheel (10 minutes): *Take a moment to study the Learning Process Wheel. Work in a group of 2-4 people. Read each scenario on the following page. Determine which step the leader is at on the Learning Process Wheel. What are her next steps? What do you recommend?*

- **Scenario 1:** You are the Watchcare Coordinator. Your President has decided to have moms keep their children with them during the whole-group opening time; watchcare begins after the fellowship time. You notice how chaotic the whole-group time is, with kids acting like kids, and wonder if anyone can even hear the devotion or truly engage in worship. It seems like something should be done. *Where is the Watchcare Coordinator on the Learning Process Wheel? What are her next steps?*

- **Scenario 2:** You hold the Inreach position and have plans to do a craft night. The President and Board are supportive of your idea. It's time to firm up the location and figure out how to order supplies. You also need to coordinate with Publicity to get the word out. *Where is Inreach on the Learning Process Wheel? What are her next steps?*

- **Scenario 3:** Yesterday was the Fall Kickoff. As 2VP of Programs, you are feeling somewhat unsettled about how things went. You are second-guessing some of the decisions you made and wondering if you should have done some things differently. Still, attendance was great and there were no big issues. *Where is the 2VP Programs on the Learning Process Wheel? What are her next steps?*

- **Scenario 4:** You hold the Titus 2 position. Part of your job is to encourage the Board to put their families ahead of their PWOC responsibilities. Lately, you have been part of some conversations about different time-consuming PWOC projects. You are concerned about personal priorities within the Board and have been in prayer, but you're not sure what to do. *Where is the Titus 2 on the Learning Process Wheel? What are her next steps?*

- **Scenario 5:** You have been thinking outside-the-box about your Prayer responsibilities. So far, you have been up front to pray a general prayer over the PWOC body as part of the whole-group time. There's nothing wrong with the approach, but you just don't feel like you're meeting people's needs. You have discussed this with the Board and have brainstormed with your team. You decide to try an altar call this week. Your team is ready and supportive. *Where is the Prayer Board member on the Learning Process Wheel? What are her next steps?*

- **Your Scenario:** What about you? Think about your own role on the Board. Are you in the Learning Process right now? Is there something God has laid on your heart that you have not yet pursued? How can you use this process for your position?