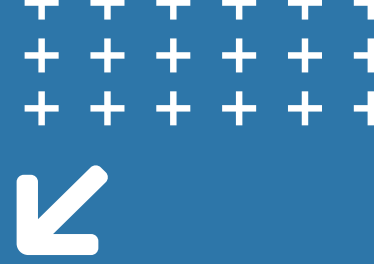


# LEADERSHIP LIFTER

EPISODE NOTES



## Episode #3: 7 Factors that Influence Culture

The strongest force in an organization is not vision or strategy – it is the culture which holds all the other components.

Culture is the strongest force in any organization. The best way to understand culture is the statement: 'This is how we do things here.'

Creating your church's culture doesn't happen by accident.

Unfortunately, few churches create their culture on purpose. Instead, they drift into a culture.

### 7 Factors that Influence Culture

#### 1. Language we use.

Words frame culture.  
Every word you speak has benefits and baggage.

#### 2. Stories we tell.

If you don't tell the right stories, the wrong stories will be told.

#### 3. Heroes we make.

Be careful who you elevate in people's eyes.  
Highlight people who model your vision and values.

#### 4. Things we celebrate.

What gets celebrated gets repeated.

#### 5. Rituals we have.

The routines and rhythms you have should be intentional to influence a culture that supports your vision and values.

#### 6. Things we tolerate.

You can't change what you're willing to tolerate.

#### 7. Example we set.

You can shout vision from the rooftops and deliver your core values with inspiring speeches, yet still develop a culture disconnected from your aspirations. How? By behaving in a way that's inconsistent with what you say.

# DISCUSSION QUESTIONS

What areas of your leadership has culture been created on accident? What areas has cultured been created on purpose?

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What routines and rhythms could you bring that can influence a culture that supports your vision and values?

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Where in your leadership can you set the example better?

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