

Three Zone Model

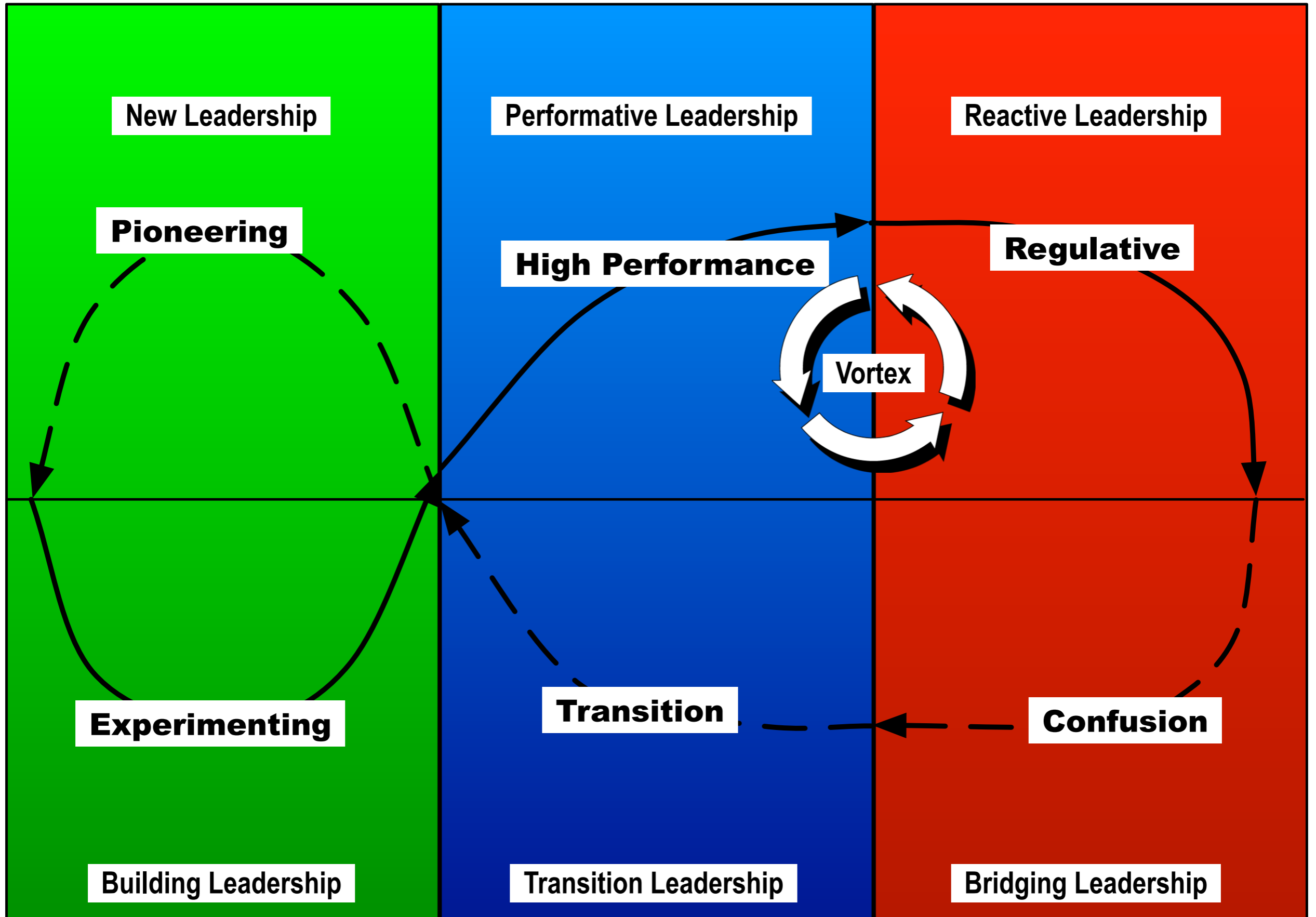
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Green Zone

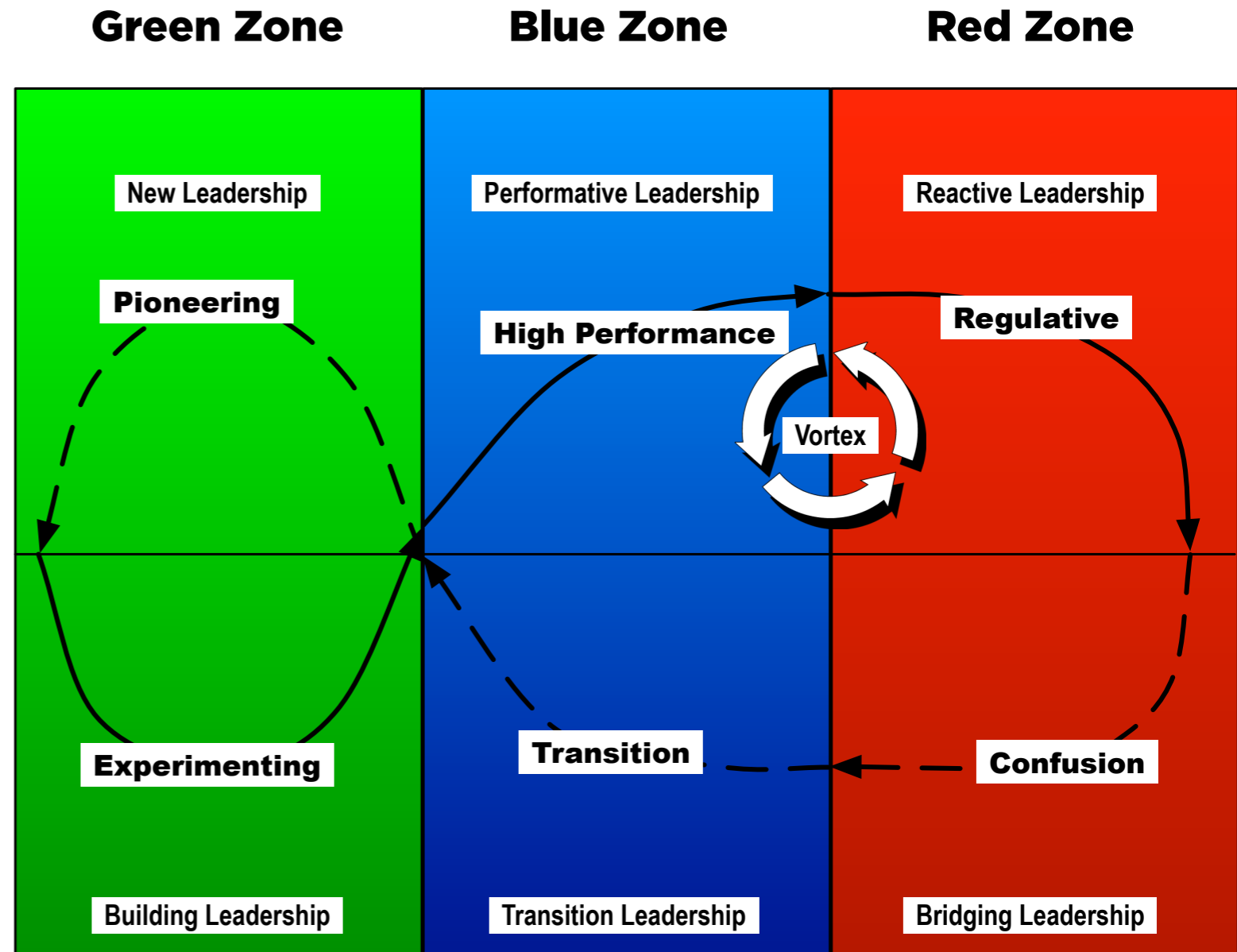
Blue Zone

Red Zone



Discussion Groups

- Where do you think your church is now? Why do you say that?
- Where have you seen the different zones expressed in the life of your church?
- What challenges does your church need to face?



Green Zone

- They begin as loose coalitions drawn by the pursuit of an elusive dream that seems out of reach.
- Organisational life is informal, almost ad hoc
- At the beginning the people are usually all generalists
- Continually interact with new environments
- An absence of hierarchies
- They excel in ambiguous environments
- They learn to be continually adaptive
- Strategy is never linear but emerges

Blue Zone

- Large-scale planning displaces 'just-in-time' nature of the Green Zone.
- Specialisation of roles and programs
- The focus is on ability to perform the requisite skills of running the organisation to meet the needs of people within the system.
- Organisational hierarchies displace loose associations of teams.
- Knowledge has shifted
- There is a loss of an overall, shared vision
- The need for high levels of social interaction as a core element in the achievement of their mission is replaced by formal groups, committees and meetings.
- Rationalised replaces emergent planning.

Red Zone

- Work harder at the dominant habits and actions
- Crisis - At some point people become aware that regulatory and performative reactions, no matter how well intentioned, don't return them to success.
- People will do anything to get back to the blue zone
- Lack of energy and resources

5 Principles of Leading Missional Transformation

1. No Blue-Zone, performance organisation lasts forever.
2. We can't see all the steps along the way.
3. Blue or Red Zone congregations can adapt!
4. Adaptive change happens by cultivating Green Zone culture.
5. Cultivating these organisations requires change models that develop new leadership skills and capacities.