



FRED Talks

A Discourse Community for people curious about all things LEADERSHIP.

New Episodes Released Every Sunday at 3 pm.
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WELCOME

Thank you for joining Dr. Fred Garmon and LeaderLabs for FREDTalks + Guests.

FREDTalks + Guests is a leadership development online talk show presenting relevant and practical leadership content through FREDTalks and interviews with prominent leaders. Fred's goal is to address the ***“where has this stuff been”*** subject matter needed by faith-based and non-profit leaders—as Paul wrote to Titus, for ***“setting in order the things that are lacking.”***

IN THE GUEST ROOM:

Dr. Julie Martinez. Julie was a career missionary having served in Latin America, Africa, and Southeast Asia—speaking both Spanish and Khmer (Cambodian). She holds a bachelor's degree, Masters in Education, and earned her Ph.D. from Biola University in Intercultural studies. As of August 2020 Julie will become an Assistant Professor at Lee University, Cleveland, TN, and be the Director of Intercultural Studies.

TOPIC

Leading in Uncharted Times and Territory

EPISODE NOTES

#1. What does uncharted territory mean to you?

Uncharted territory can be scary, but remember, it is home to someone else. You can also be at home but suddenly everything is new. So, it can be new to just you, or it can be new to everyone. A ***“black swan”*** event is an unpredictable event that is unplanned, not expected and has potentially severe consequences.

#2. What do you need to be mindful of when entering uncharted territory?

The English have a popular phrase, ***“Be mindful of the gap.”*** They're talking about a space between a platform and the train. But a “gap” can also be a knowledge gap, skill-set gap, or a gap of understanding.

Be mindful that ***you don't have to go it alone.*** One of our goals in Southeast Asia was to “harness local knowledge.” You need to find “***cultural guides.***”

Don't be so quick to implement change. People will not follow you off the map until they can trust you on the map. And this takes time.

The Four L's

1. Listen – to people
2. Learn – from them
3. Leverage – the knowledge and relationships
4. Launch – the new initiative

IT DEPENDS – *Make sure you have your feet in the stirrups before you kick the horse.*

In uncharted territory “***slow is fast.***”

You build trust over time. It is a process. You have to put “change in your pocket,” putting emotional and spiritual deposits in people's emotional bank accounts. Then you can make a withdrawal.

#3. What are the dangers of uncharted territory?

Be aware of the danger of a “***single story.***” – TED Talk – Chimamanda Ngozi, TED Global 2009

When you enter a certain place, culture or event, stay away from the single story. Single stories breed stereotypes and are incomplete. We need multidimensional information to make good decisions.

Be aware that ***there are monsters.*** Cartographers, map makers – “here there be monsters.” Monsters come in a multitude of forms; tradition, “this is the way we've always done it.” Anxiety and uncertainty ***brings out the ugly's*** in people.

There is also the danger that ***we can become the monster.*** We have to lead graciously.

Another danger— ***waiting or deliberating too long to make a decision.*** Waiting too long will cause you to lose the high ground.

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