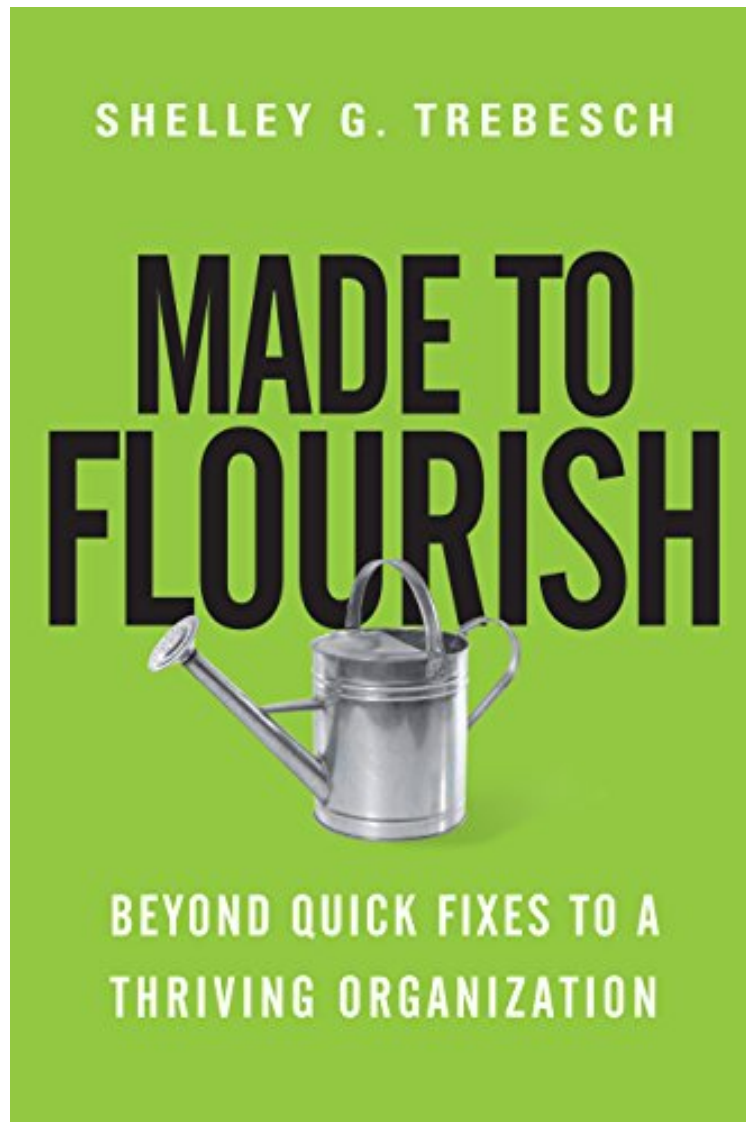


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# Made to Flourish: Beyond Quick Fixes to a Thriving Organization

*Shelley G. Trebesch*

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**Shelley G. Trebesch : Made to Flourish: Beyond Quick Fixes to a Thriving Organization** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Made to Flourish: Beyond Quick Fixes to a Thriving Organization:

3 of 3 people found the following review helpful. Made to Flourish by S Trebesch By WENDY S. Trebesch has been researching, writing, consulting and teaching on leadership development for over two decades. She has the authority to address the issue of thriving organizations due to her successful work with OMF, YWAM, Prison Fellowship, InterVarsity and other organizations. The intended audience of Made to Flourish are those who "listen and think deeply" about their organizations and desire to see them flourish (14). Trebesch presents a model for flourishing

organizations called the Ecology of Organizations (ECO). She maintains that an organization is made up of ecological cause-and-effect loops that a development team can analyze to determine what they need to implement change leading to breakthrough. The causal loops of the ECO model include: a. The Vision and Mission loop b. The internal paradigms loop: faith assumptions and values c. The Organizational Dynamics and Experiences loop d. The People loop: individuals and leader e. The surrounding environment: context

She uses a grapevine metaphor to illuminate the necessity of having some sort of internal development consultant that will do the work of raising vines off the ground, getting them on stakes and wires, enabling the plant to flourish. As an organizational change agent, one must do the hard work of pruning, weeding, and mulching, so that health and fruitfulness can be realized. For me the most powerful and applicable claim in this book is, "God calls organizations and communities into existence for a purpose. This purpose must be fulfilled. This story must be told. The mission, vision, faith assumptions and values must be passed on to new generations. If that DNA is lost, the organization ceases to flourish (28)."

Through the WH mentoring process, the DNA has hopes of being passed on to the next generation of leaders, leading to fruitfulness and effectiveness in ministry. Trebesch cites multiple sources that support her work, and illustrate the breadth of experience from which she draws. Adizes, Clinton, Collins, De Pree, Heifetz Linsky, Lencioni, Schein, Senge, Thrall, McNicol McElrath all figure in to her argument for thriving organizations. Her model is unique, however, in its holistic organic representation of the components of an organization, each needing attention as one anticipates organizational change. The context, the interactive processes, and the constant movement and feedback of these processes all require consideration. I highly recommend this book to all in leadership so that the "whole" is kept front and foremost in one's thoughts and actions.

0 of 0 people found the following review helpful. Grounded and insightful - a truly helpful read

By Jason Jensen This is a great book on organizational development from someone who knows both the science and the experience of organizational leadership from the inside. Shelley Trebesch has served in senior leadership of organizations, and knows their challenges from the inside. She has also studied organizational leadership and development extensively, and taught on the topic. Her ECO model of organizational development is thorough and complex, yet understandable. As a senior leader in a large Christian non-profit, I found her insights helpful in both raising new questions and answering old ones. I found good issues for my team to discuss, and clear insights I needed to act upon.

0 of 0 people found the following review helpful. A thorough guide to applying principles of adaptive leadership at ...

By Lisa Laird A thorough guide to applying principles of adaptive leadership at all levels within an organization. Trebesch is a trustworthy guide. Her research perspective and immense practical experience as consultant, educator and leader resonate in her work here. The ECO model captures complexity and provides numerous angles for fruitful reflection and action. I am using this with every team with whom I work.

Every organization is made to flourish. But when problems arise, quick fixes and poor leadership training can drag it down. The key to a thriving team is to look below the surface at the hidden dynamics that can cause it to lose focus, turn inward or even cease to exist. Budget problems, personality conflicts, mission drift, government regulations—all these and more can tempt us to respond rapidly and superficially. Shelley Trebesch offers leaders the tools needed to develop practical solutions that actually work. She provides a model for getting a firm hold on the complexities inherent in any team. Diagrams help readers visualize key dynamics while vivid case studies illustrate how to put the book into practice. Here is the book that gives churches, NGOs, mission agencies, parachurch groups, other nonprofits, businesses and teams within these groups what they need. Trebesch charts the path to the life-giving, holistic, fruitful abundance that God intended for organizations and everyone in them.

"Made to Flourish provides valuable insights and direction for any organization or church that longs to have a robust, flourishing ministry. Trebesch brings to bear her wealth of experience and research to provide clear, simple concepts for organizational leaders to reflect, evaluate and implement change leading to a flourishing organization. The ecology of organizations model provides a systemic roadmap to develop not just a flourishing organization, but an organization with a life-changing purpose. This book is a must for every organizational leader!" (Geri Rodman, president, InterVarsity Christian Fellowship of Canada)

"Shelley Trebesch has a rare gift she is able to combine her understanding of the technical, academic grasp of this great subject with the practical application she has shared with companies small and large. She empowers readers to be in the right conversations, asking the right questions in order to find the right solutions for their journeys. This is most helpful when theories swirl around without being anchored in the daily trenches of leadership." (Chris Wienand, copastor, Mercy Town Church, president, Genesis Collective, catalyst, The Global Project)

"Made to Flourish is a powerful handbook for thoughtful organizational leaders who care about results and building environments where people thrive. Trebesch does a masterful job presenting solutions for leaders to lead people well through any change or organization development initiative." (Santiago "Jimmy" Mellado, president and CEO, Compassion International)

"Made to Flourish brings clarity and understanding to the mysteries and complexity of organizational leadership. It is written with simplicity and a fine combination of leadership and organizational theory, blended with rich case studies in the contemporary context to illustrate how flourishing organizations can be developed. A thought-provoking book that will encourage leaders to transform organizations beyond the quick fixes."

(Patrick Fung, general director, OMF International)"Organizations are made to flourish, yet too many languish due to a lack of understanding. Shelley Trebesch gives us of years of wisdom by introducing us to a dynamic, holistic, practical and time-tested tool that she calls the ECO model. She makes the complex comprehensible. I'll be using this tool in my work with church planters." (JR Woodward, author of *Creating a Missional Culture*)

About the Author Shelley G. Trebesch (PhD, Fuller Theological Seminary) has served as vice president for capacity development for Prison Fellowship International, as well as assistant professor of leadership and organization development in the School of Intercultural Studies at Fuller Theological Seminary and in Singapore as global director for Membership Development for OMF International.