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Epic shift

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# Anticipate the shift

Anticipate the shift, moving from hearing about promises to moving into the promises. No more prophecies, working on the ones I've got already. Purple bubble, a force field of protection. Anything trying to steal our confidence and peace, we pray against that we will have a force field covering us from the attacks.

# Questions

Have you ever been in heaven? Never, but heaven is inside of me.

Tongues and interpretation why not practice it? Speaking in tongues and interpretation, moving in other realms they don't happen that much. Don’t think anything is wrong with it, but shied away from that, but they're training and equipping with the places you go in mind.

# Last week

Something profound that day, and stuff got clearer and awesome. Multi-dimensionally. My life starts to make sense. You should really read it, Ecclesiastes,

**God put eternity in our hearts, without which nobody can understand how it works.** - Arrival

If you feel injustice, God definitely finds it injustice. We’re riding for the generations behind us. What can I do that bridges the veil? How can I communicate to my children children's children? Dedicating that book to them.

Did Martha write to her children and let them know how it was? Do they have anything that can sustain them? Lose their mother, what was there? If his dad would've let him a letter he would have the letter framed in crystal and hung on the wall. What his father was thinking about him when he was three. She never did it, because she didn't want a plan B for her sickness. If Martha wouldn't pass she needs to record for a whole year how she thinks about her children. She recorded what she was envisioning for her children. Something about that, that makes them go from walking to running. Something profound about not living for yourself. Take up your cross, sacrificing yourself for someone else.

# How - Plan

The Lord gives you the responsibility to make a plan. From man, you should have the abundance of counsellors to have victory. We don’t need 10 people who are all saying the same thing, but people who think differently. Surround yourself with people who see things differently than you do, same core values and vision. Nobody wants to tell the leader bad news. Winston Churchill, a department of the military their full-time job was to tell him where they were losing. Feed him where they were losing. Churchill said that was the most important information he had every day. Where they were losing, not where they were winning.

# Testimony Culture

Testimony culture, all from Bill. Not from Kris himself, not anyone close to him, not really a number 2 on that. Bill has lived his life off of prophecies and testimonies. What is God doing? Not what has God yet to do. Ananias and Zephaniah, that was an exception to a culture of grace.

It didn't create a new culture. Sure, there are other people who lied, but not other people recorded for lying. It didn't change the culture, but an exception. Would not want to change the culture of testimony, you need a testimony culture, what He has done, not get stuck on what He hasn't done. There needs to be an exception that doesn't create a new culture. You do need to know where there are problems, not having a culture where no one is afraid to tell you what their problem is.

# Need to know what is going on

One big department; can’t fix something if I don't know. I think it is wise if you lead an organization, where are your weaknesses. SWOT Strength, Weaknesses, Opportunities and Threats. Mostly positive, his team would describe him as a realist. He is the guy asking; what could go wrong? New opportunity, very positive faith filled guy.

# What can go wrong?

Jesus talking about a man building a tower, not calculating the cost, couldn't finish it. Doesn't always work perfectly. Can you deal with that? Raising money, 20% done. Important to say, what if something goes wrong?

# Confidence

You need to have confidence, it can either be arrogant or from faith. John Maxwell, when leaders lack confidence, people lack commitment. If you don't know where you're going, at least know where he is leading you. Somebody driving and not saying where he is going it is very hard.

# Truth in tension - Projects

All truth is held in tension, you need to be full of faith and confident when you're leading something. Don’t be overconfident. He is always concerned about the half-built tower. Part of the living in tension. Totally trust God, don't want to have a half-built tower. $65 million building. They have around $12 million into a $65 million building. This is what we need to build. How lead in confidence and not have a half-built project. People aren't going to give money into a I am not sure whether this is going to work. You need to surround yourself in abundance of counsellors. You need people that throw gasoline on your fires, water on your fears. Positive guy with a good word. If they don't feel good about anything, faith for healing and miracles but not for money. Some projects they are not going to feel good about it. Every time; you don’t have faith for projects. Administrators to the max! We need them.

Administration is adding to the mission. Don’t be an administrator that has less faith than the visionaries. I need administrators that can go the long run, that have faith.

# Administrators with faith

I also need administrators that have faith. Kathy Vallotton, special gift of administration. We wouldn't have a school if it wasn't for her. We should have this, when they got done with their plan it was an abstract painting. Greatest challenge the first 30 years of their marriage is that Kathy loves details, but there is a time to ask for details. You can’t have the administrators say how much is that going to cost? Balloon with a string, but not a chain.

Kathy has been so good with dreaming with them. Then she thinks how are we going to do this.

Dream into getting it done. Admin people step into that, be happy get on your happy face when they start asking you the hard questions that you haven't thought about. Don’t get pissed or angry, be patient.

Be able to click into it’s okay to dream. When he dreams it costs money. Also, it costs time. How many dreamers are not connected to that? Build a university it’s going to be awesome. When are you going to sleep, works out. 1127 unanswered e-mails.

# When - Goals

A goal is an accomplishment with a date. If it doesn't have a date it is not a goal, just a pipe dream. You can have a vision without a date.

Not very many touchdowns and field goals in life. If you don't have this football field inside of you, there are other things going on in life. A first down, moving towards heavens goal. I took my 100-yard problem and broke it down into 10 yards, took it down into 4 plays.

If I can break life down into 4 plays I will be very motivated. If you're a visionary with an admin gift, you see the touchdown but know when you're making progress. His theory is that this can be taught, learn to think like this.

I you don't have someone in your life that thinks like this, this will be really hard for you. 30 minutes more in the game without touch downs, discouraged. You have to count yards, first downs. Other things going on in the game that say I am progressing. Learn to play football inside.

Setting goals, not just we have to win. Yes, winning is a goal, 16 games we have something accomplished and time, if I want to win the super bowl I need to think one game at a time. When the season gets going I can’t think of 7 when I am at 1.

Super bowl into a first down today. Not being silly, saying anyone can dream of being in the Super Bowl, if you actually want to be in there you need to make first downs. Big goal to we got to win today’s game, got to have a first down. If you can’t do that you're not going to be in the super bowl. Got to set goals that are a stretch.

# Resistance

You need resistance, you don't live in a vacuum. Steps forwards somebody pushes me back, that is the devil! No, you're making the devil bigger than he is, well you're making him nonexistent. Your job is to destroy the works of the enemy. Means that there are some.

Running back; take it 100 yards. If a running back makes 4 yards consistently he is a pretty good one. 4 yards every time he can have the first down every time. You can’t say to him he is a failure if he doesn't run 100 yards. Nobody can follow you without having good goals for yourself and the people underneath you.

# Goals is the greatest skill of management

Reasonable goals that are a little bit of a stretch people aren't going to want to be on your team. Goal setting is the greatest skill of management. If you know how to set goals you don't have to manage very much.

Bus pulling away, 45 seconds gone. Starts to roll you're going to run. Hey open the door! Get to the bus stop 3 minutes away, down the road. Motivate you to run? No! If you learn how to set goals you will create urgency to move people. Right kind of goals, little bit of a stretch, but they can catch them.

Set the goal to little, if I give you 20 hours of work in 40 hours. You're going to be late. Why waste all the time doing a good time? Written 13 books, never finished a book without a publishing deadline. Team want to start a company, outside person says hey finish it, it creates urgency. 60 hours in 40 hours, not motivating, 41 hours in 40 hours is motivating.

Create urgency, have goals that create urgency. Have goals people need to stretch to meet, but not break them.

# Steps - Daily Process

We already did this pretty well, works great. The daily process, the 10-yard line. Because you don't know you made progress by accident, favor from God. kicked a field goal and didn't know it.

1 Timothy 5:18-20 (ESV) For the Scripture says, “You shall not muzzle an ox when it treads out the grain,” and, “The laborer deserves his wages.” Do not admit a charge against an elder except on the evidence of two or three witnesses. As for those who persist in sin, rebuke them in the presence of all, so that the rest may stand in fear.

Reward what you want. As he is plowing the farmer gives him food. Oxen has a carrot. Gets to eat what he is threshing. A lot of cultures reward the thing they don't want. If you don't want it, don't reward it. Don’t bonus people for doing something you didn't want them to do. Johnny was doing a lot of talking, if you give him something you're not doing the right thing. Validated the thing he is doing is okay. Figure out what you want, reward what you want.

Weaverville, immediate gratification. If the reward isn't what somebody wants it is not going to motivate them. Really young people aren't event thinking about tomorrow, or if they get off of their shift, right now. When he connected to how their hunger worked he started 4 other businesses out of that one. More work than he could even do. Reward is huge. Reward what you want.

# Auto Part stores and Motivation

Auto part store and repair stores. Wages and commission, hours they worked and charged. Only charge the time for when he is working on the car. Not when they're cleaning their toolbox, or taking lunch. I pay them 10 hours, customer only 2.8 hours. Started giving them rewards. 7 out of 10 hours I will give you a hundred-dollar bonus, 8 200, 9 300. all 7 above 80% I will give you each $1000 on top of the normal bonus. Every other auto part store pays hourly, he pays hourly and incentive. 2% of everything you sell.

All sold pretty well, when he took their commission and put it on a chart, everyone could see how much they sold on the day and total they doubled. Phone rings, run to the phone, you don't pay us enough to run to the phone, after a year of this he drove home the baseball field all of them were there. They wouldn't run to the phone, but run to the bases. If you figure out why they're running out there for free. Significance, they want to win. People to validate that they're good. Competition how about on the wall who is winning? Tracked it forever, first day the guy who got the most sales he is excited, least sales wants the charts gone. No one else’s business, I am the boss, I can tell and it is.