

# LEADING SAINTS

## Teaching the Gospel Virtually | An Interview with DeAnna Murphy

January 30, 2021

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Welcome back to another episode of the leading saints. Podcast if you've enjoyed content on this podcast. It's important that. I tell you about the leading saints newsletter that we send out every week this newsletter keeps you up to date on all the current leading saints content releases including podcasts articles online events and even live events. That might be happening in your own area in this newsletter. We also recommend some past episodes and written articles that you don't want to miss each week. We include additional leadership perspectives and thoughts. That you can only find in the weekly newsletter. So you definitely don't want to miss out to subscribe to the weekly newsletter simply text. The word lead to four seven four seven four seven or visit leading saints dot org slash. Subscribe again text. The word l. e. hd two four seven four seven. Four seven or visit leading saints dot org slash subscribe. So you don't miss any future leading saints. Content amir with the burn tells burn where he from and How'd you find leading saints. Why do you support leading saints. My name is burton from mesa. arizona and I was actually forwarded A podcast from my wife. My wife and myself are missionaries in addiction recovery program. She is a facilitator of tuesday. Night group of women that pre strong group and these women all listener podcast so she forwarded went to me and that of course got forwarded on and on and i was probably a little bit before the summit that you held so i am myopic in my point of view because everything that has to do that has to do with the marginalized issue matters to me because i feel so marginalized i myself am only back in the church since two thousand seventeen. I was excommunicated. Had to find my way back and that can be very lonely process that unfortunately leaders don't know how to help sometimes with that process and that included testimony building and just being able to express myself who i really was so the leading saints. Podcast give that that so many different points of view that have that have come across in a powerful way of said. Yeah you're not alone. And that is so i connect with the podcast is so many of the different topics. This is the leading saints. Podcast my name. is kurt. franken. And i welcome you back for another episode unless this is your first time if it is you should know that we are a five a one. C three nonprofit organization

called leading saints just like the title of the podcast and our mission is to help latter day saints. Be better prepared to lead. And we do that through content creations through various methods like this podcast written articles had leading saints dot org. We do virtual conferences. We have a weekly newsletter. And i encourage you to be a part of all of it. Great content unique and diverse perspectives on leadership and approaches. That definitely will bless any leadership capacity in which you serve in. It's a lotta fun as well. So in this episode we bring back one of the most popular guests in the history of leading saints. And that is deanna murphy. Deanna is incredible and those who've heard her past episodes know just how full of heart. How full of motivation. You feel when you listen to her and her guidance is is such at the core of everything every issue every problem. She's never on the surface. She has a a talent of getting to the core of of whatever leadership dynamics. She's in and she does a remarkable job so her background is actually as the chief organizational development officer for people acuity her twenty five year global career as an organizational psychologist expert learning and development practitioner and executive coach has given her extensive proficiency in the assessment of organizational needs in culture design implementation and evaluation of programmes assessment tools delivering of exceptional professional development expertise particularly for teams executives and emerging leaders. Now we'll link to a people acuity dot com. You can go there. Read her more indepth bio but in this episode murphy. And i have always stay in touch and bounce ideas off of each other and I often tell her the doors wide. Open anytime you wanna come on leading saints podcast. And she threw this idea the other dealer month about talking about teaching in the savior's way virtually because right now a lot of us are facing virtual ehlers corn virtual relief society virtual sunday school. And how do you have a dynamic impactful. Transformational lesson instruction through that media and so Deanna ideas and said great. Let's do it. We actually did this interview via the facebook live and so they'll be some live comments and things coming through that all reference but just as a phenomenal job and she reference a handout.

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That will make sure that by the end of the episode. You know how to get a copy of that handout and so you can use it and apply these principles more effectively. So here is my interview with deanna. Murphy welcome everybody. This is kurt. franken with leading saints. And we're gonna be talking with deanna murphy about the concept of teaching in the savior's way online right. This is a concept that many individuals are maybe struggling with right now is especially as we try and do remote classes or elder squirms relief societies. And we want to get as many ideas out there to to Talk about that. So deanna will bring you in here our you on great. Thank you and i'm glad to be with you again. Kurt always enjoy our time together. Thanks awesome and you know. Look people have heard some past. Podcast that you've been a part of and whatnot. Maybe but just giving us a brief background of few. You are what you do and Let's let lead to this discussion. Some your experience here. Well thank you i. I lead the organizational development efforts of an organization called people acuity and we do leadership development throughout the world. Are we delivering. Virtually for eight years and had a lot of success in about thirty two different countries. And so what are the things that i've really noticed. Had a lot of experience right here in our stake with some a leaders just struggling so much with virtual

classrooms and wanting to be able to people's ability to create authentic connection with others. When you come into a virtual classroom and for people to feel the spirit of the same way that we would if we could be needed. Nian i two. I and have the ability to counsel together in that way. A lot of people are intimidated by virtual environments. And so today. I talked together council together. Actually about how can we accelerate leaders ability during this time to have positive experiences. Virtually and help others to fill a spirited philip savior's love so we'll be talking about a very brief and very simple way to to approach your lessons or your or your talks or whatever you may be doing. In a way that invites others in gives them a chance to participate and council together and experience the same gifts that we would if we relied of that. So where where we start with this discussion. I mean as he have teachers may- approaches as you may be give advice to people. We're where's the place that you start with them. Well how 'bout let's start right now with with scripture. I i'm thinking if you're open to occur wanted to pull out your your cellphone scriptures. Look doctored confidence forty-three together. Dr cummins forty. Three eight through ten has some really important direction to give us that. I believe can help us while we're learning how to teach and operate in a virtual environment. So let's look at dnc forty-three eight through ten and kurt. Maybe if you don't mind reading it let's let's take on this together and as those of you are listening to us. You listened to kurt. Listen for the promises that come and wouldn't is that's required of us. And then kerr. Let's just talk a little bit about some of the terms that the severe uses there and what that means for us in a virtual environment so take it away. All right doctor comes. Forty three eight through ten. And now behold i give to you a commandment that when you are assembled together ye shall instruct and edify each other that you may know how to act and direct my church how to act upon the points of my law and commandments which i have given and thus she shall become instructed in the law of my church and be sanctified by that which he have received any shell bind yourself to act in all holiness before me. That is much as he do. This glory shall be added to the kingdom which have received it as much as he do it. Not it shall be taken even that which he have received. So let's just pause for a second. Let me ask you. So we're in a virtual environment. Yeah what words. Jump off the page to you. When you read those verses you know the first one that came off his The sanctified word. That's something we always. We want people to have a chain personal changing experience. Maybe during a interaction church interaction. And then you shall bind yourselves you know. That's the unifying factor that comes to mind that when we grow closer we bind closer together through that that instruction while. I'm just as i'm listening to. How you just come to the essence there occurred. It's a noticing in our day. What's important about one being sanctified into being bound together at this time of division and tearing down what's important about being bound together. I mean the technological world of of social media and and these things where it seems like more and more people are are You know that tribalism.

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That's happening we you know separation that's happening and We need you know that's functioning in our church that such a blessing as we have these wards that come together regardless of your economic status or background or you know we just come together because

geographically. We're in the same. Ward ensign opportunity to to unify that. Maybe that the disunity that sometimes perpetuated online or in the chaos of the of the world. I'm loving what you're describing at a time when we're feeling more and more disconnected him more and more pulled apart. The lord has given us a promise that when we come together and instructed edify one another that our hearts will be bound together. I also love that. You chose the word. Sankt sanctify. Because i do believe there are two promises here. In the in these two things that are keys to zion society that we become sanctified wholly pure. We are bound together with others. who also are. And i'd i'd love you to also notice that one of the other gifts is that we are promised that we would know how to act now. I don't know about you but there have been lots of times. I'm in minneapolis. When the rioting happened when things were going crazy when we literally were experiencing martial law seven hundred buildings burning to the ground did not act. It was coming to our neighborhood. Wow and the you know. There's something about a counseling together in a virtual setting that increased ability to know how to act notice. Even as we start today. We are doing what we were inviting others to do. And the way that each person in a virtual environment see something and interestingly had an in a conversation with the client earlier today who said to me that she loved. She had heard feedback from her team that they got a better experience from the virtual virtual gathering than they did live because everyone had a voice thought. Isn't that interesting in this day. Were so many are marginalized or marginalize themselves because they don't think they're good enough. Virtual environment can ensure that all voices are in in. It's an noticing. Let's just council together for a second kurt. When you when you read the phrase in struck to an edify. I think in our church culture. We have very specific mindset. About what that means. And i'm thinking the way that i'm seeing things that i'm watching the brother in. It's not meaning what it's always meant and it's the cultural overlay of what that means may not be the same as it was when our parents and grandparents and great grandparents were on their missions or were the were alive so when you hear the phrase instructor notify what comes to your mind. You know instructed. I think of teaching you know. Sometimes we have an instructor in the room and it just seems like they're there to instruct. Maybe that's what's led to. Maybe more of a lecture format but also edifying i mean. That's a at takes the instructing to another level when it's paired with with that word because You know rarely is one edified. Maybe when they just go and sit and listen or or when they're not baby ask questions to to wrestle with and things like that. So i've often seen instructing maybe not edification or other times i've seen the edification and not so much the instructing so interesting pair words i i am struck by an experience both during my time as a stake relief society president and now i'm no. I'm a teacher for fourteen. And fifteen year old sunday school class and i'm struck. How edification if you think about the source of edification and you think about what. Edify us to be filled so filled with what occurred. What is it that we want each other to be filled with as we leave our experiences know. I think the the obvious answers won't be filled with the spirit and we want to be filled with fellowship. You know the filled with community in unity. Maybe it's an interesting thing. Because one of the things that i'm noticing more and more as i'm watching the brethren come out into our congregations as we see videos of them instructing more and more i'm struck by how skillfully they ask questions how skillfully they allow us to find our way into. What do you think of that. What do you think of christ interesting. Remember the savior asking that question. What thinking of christ. What do you think about this or what has been your experience with this. There is something very powerful. What are the

things. So let's talk about if we want to be identified with the spirit. We want everyone to feel it. We want them to touch it.

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We want them to have their experience with it now. You probably been in a meeting. Where speaker shared a really touching story from their own life. But there's something that happens when a person finds their own story connected to whatever it is that we're talking about if you don't mind using scripture let's look at mosaic for and the promises associated with messiah. Four verse. eleven. Bruce eleven is going to tell us remember and always retainer remembered so it's getting people to remember the greatness of god their nothingness in his goodness towards them an inverse twelve. Kurt notice what the promises are. If you want to read that outlawing ever twelve. Behold i say to you that that he do this ye shall always rejoice and be filled with the love of god and always retain him a remission of your sins and he shall grow in the knowledge of the glory of him that created you in in the knowledge of that which is just untrue. Notice it's an interesting thing. I want you to notice what you just did. So we were just talking about remembering the greatness of god our own nothingness goodness to us our own experiences with him and notice the last thing that you read. Read the last part the verse again. You would do what the show grow. In knowledge of the glory of him that created you are in the knowledge of that which is just true. You would come to know truth come to know the savior and this is life eternal. They might know the. How are they going to do that. I remember an interesting so often. I believe as teachers. We miss an incredible experience because we want to impart wisdom. And we forget that the people sitting in front of us have been prepared or thousands of years to come to this earth and that knowledge and inside is still in their spirit and when they're invited to remember it's like this. This intelligence opens up inside of them current and it begins to flow to them and they remember and there is an edification that comes and it's it's happening from the spirit to their heart and from their heart to another's heart. I'm loving. we're we're looking. So i think where we've landed so far. Is that instructed. Edify might not always mean what we think. It means that when we include questions that invite people to remember to reflect on their own experience the experience of others from the scriptures and draw in their experiences. Something powerful happens liberty. Maybe this isn't a this isn't a story related to virtual learning but here's an example of that remember being stake relief society president with a very notable sister interstate so she had a high public profile and she was wrestling with her faith and her bishop asked me to meet with her because she was struggling and he. He didn't know how to help her. And i was coming toward at no remember sitting across from her feeling very anxious it overall just normal human beings. Here we get invited into these colleagues. We don't know what we're doing right. And i remember having the impression to ask her. Tell me a time when you felt the sabers love and you felt his truth strengthening and helping you now when we started the meeting just have to say the look on her face. It was angry like she was angry. And and i like it was almost like i dare you to to try to fix this. You know and i. I didn't know how so i didn't try. I invited her to remember and selima oculus happened right before my eyes and her face visibly softened. I saw her looking back in her mind and she went to the story for conversion and she began to tell me what it was like and how when she finish

reading the book warm in the experience of having. This bird testified sitting on the grounds of the temple and feeling the testify. The power return families. And that's when she knew it was true and by the time we were done after. She told her story kurds. She talked herself through problem. I'd hardly said anything. Except i ask. A clarifying question. Invited her to remember and she remembered. I'm discovering that one of the greatest gifts that we can do in our classroom is before we jump in or launch into a lesson. I'd love to offer. Many teachers are not aware that there's a normal arc. And if we disrupt the arc people are ready to learn so arc actually is an acronym that stands for a tune. Eight is a tune our stands for refrain. That's where we get into. We wrestle with the ideas and c stands for complete. It's an arc and so when we start the classroom if you jump into refrain before people have turned to one another. They're not ready. And so the walls up and if the wolves then they can't feel it here each other they tend to hold back.

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they're not as willing to gauge. And so it's not teachers about teacher. It's just that we've the timing is miss missing. It's it's it's requires a step back so when we start class we've got to a tune now the easiest way to do that with adults as well as youth is to ask them to find an experience. Now when we when we do is we put together a bit of a slide deck to share with you today. This is a template that i've shared actually many of the parts of our water using it. We're using it in relief society at sunday school in primary young women's because this is a tool that actually helps people just gives people a simple walk through. So i'm gonna take you through. And i'm gonna show you what we do to attune if you don't mind curt l. student make my best attempts here at getting this right. So we'll see if i could do that. Okay i are. We are able to do that so tell me if you see that yes it is. It looks great and again. There's a good fifteen to twenty people that are watching lindsay says. I don't have time to sit and watch yet. You've sucked me in your good. This is the power of. Its actually just noticing what you're hungry for. So whenever we attuned so attuning requires is a weird thing for you. Realize that people need to have shared agreements about what's going to happen and so in our classrooms. One of the things that we do is we say looks it invited three agreements and the first one is a mindset and it's the mindset the you don't have to know everything here i we like to call it confident humility instead of worrying about getting wrong. Just hold it. You know some things. You don't know things and no matter what you're going to do. You're not gonna get it wrong it because we're just gonna invite you to show up with what you have and maybe what you have is a question. Maybe what you have is uncertainty but share wherever you're coming from and just bring it and then we invite people to speak to the fact that in a virtual classroom. The greatest gift we give is what happens when we interact with each other. And we i prefer in a virtual classroom to go in and out and w- many of the the wards and stakes around the world are using zoom zoom as breakout rooms. It's very simple feature. You just push a little button and everybody can go into a breakout room and have one to one partner conversations. They can be on camera. And i share with them today. When you come to this class you're going to spend some time in a breakout room at your partner. Needs you to see them. Remember show craig's talk in general conference having is to see and i say please use your gifts to serve your partner helped. Draw

your partner out. See them hear them. And here's the way you're going to do this to things no judgment zone. So can you agree to not judge each other or yourself and just curious when your partner says something to things that you could do either one asks them or question that takes them deeper. Just like i did with you. What does that mean to you. Or what's important about that to you and to repeat back would it. Sounds like you're saying is is that it no. I actually did that with you. Kurt if you notice it's just something about sells like what you're saying is that there's this place around binding our hearts together and creating sanctification that helps us during this emotional time. People need to hear their own words back. That strengthens them so we invite them. Listen you don't have to be appro at anything. Just share back what you thought you heard and ask a deeper question and that will help your partner. Are you willing to do that. This will attuned attuned people. It will put their walls down. It helps them know what to expect. So they're not scared and then the second part of a tune is to help them connect with each other so we invite them. You're going to go into a breakout room. Now remember a time when you experienced whatever. The lesson topic is so kurt. If this was if we were in a virtual classroom together i would say kurt. Remember a time when you experienced a classroom and the spirit was present and you felt connected to other people who were there. You felt the savior's love. When was it. What was it like what created now. Let me stop sharing. Let's just for the benefit of those who are listening. Let's actually have that conversation only because it allows those who are viewing to go. This isn't some hypothetical thing so it's real and so for all of you. Who are listening right. Now as kurt finds his story and he thinks of a time. Think of your own time. When were you in a classroom. That was life changing. You felt the spirit of the lord. You felt the spirit. Speak to your heart. You felt connected to those who are present. when was it and what happened to created. So kurt find your story and just noticed the feelings that you have is your shared and watch and notice the feelings. You have those if you were listening as coaches historic so take it away.

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Kurt sure well The where my mind went to is. I was on a leadership Christian leadership retreat and Nondenominational but so lot of focus on on christ and his gospel in these things. And i just remember the feeling of being in a group where where there wasn't any judgment you know people could could share freely and and then we would we would eat together after and so in that moment it was just like i felt that unifying effects you know i felt like people were on the same page. Everybody there seemed engaged. You know. so that's what comes to mind so just to model back. What we were just speaking to in those three agreements. Kurt what was important about the no judgment zone. Space was no judgment there. I guess it just invited each individual including myself to just be real in open up and cherry you know as much more likely to raise my hands and and contribute because i felt like i could be real. There was a feeling like it was visceral for me when you said the word open. So what's happening right now and you can feel it because this exactly what happens at a virtual room. When we opened up we make way for the spirit to come in. It isn't just that all of a sudden incurred. I'm not afraid that i'm not good enough. I'm not afraid that you're smarter than me. And i'm dumber than you. Or i'm smarter you or i'm smarter in your. Don't really all of that goes away. The worry that is a

natural part of being a human being it disappears and the only thing there is love the spirit attune takes five to seven minutes. Maybe ten and i would say slow as fast when you first do it. People aren't used to it. Were used to going straight to the task of the lesson of you. Go straight to the task of the lesson. You don't get people's hearts open. And right now i don't know what's going on in your word but in our word our meetings our thirty minutes our second hour thirty minutes long and so how do you get the spirit and create meaningful transformation in a thirty minute period. So what i what might experience has been that that the turn piece even if it takes the first ten or twelve minutes becomes important because then everyone is open. And there's a flowing into it's like my love flows into your love. And your faith flows into my faith and the spirit that i feel flows into the spirit that you feel and it's this gran- synergy in some respects. Kurt it's a. It's a tiny version of zion. And it's we can do in thirty minutes. You can create this island for these kids and these adults that are coming in. They're disconnected and they're overwhelmed and they're anxious by the world and we can create an island of safety. But you can't do it if people are an open so attune is the important part. Reframed is so easy and we've already some respects. We've begun to show and demonstrate. What reframing about if i go back to sharing screen i've discovered it's like it in our old so this is my observation in our past experiences. The past forty or fifty years of relief society or sunday school young man's young women's less than thirty or forty minutes. Forty five minutes of get as much as we can. I've got to get through the lesson. And one of the things that i have not seen is when i prepared differently so i've got a co teacher in sunday school. We read through the lesson independently. We write down the impressions that come and then we come and we compare notes and we say of all the things that we read independently. What is one thing that the savior needs these kids to know now when i was working with a relief society presidency to help them understand. How do you co teach. And how do you create a virtual environment in thirty minutes that leaves people feeling loved and connected and longing to be together and feeling like they belong and it means you pick one point in thirty minutes. You could get one point if you're trying to create an experience no when we do this. Let me share screen. And i'll just show you what we do again. This isn't really too fancy to be honest with you. Because i'm going to show you. The screen won't really look that fancy because it's a placeholder. In our relief society lessons we would take the quote from the conference talk in our scripture lessons. I would actually pull the scripture and put it here even though they all have their own devices. Some of them are on their phone to be in the lesson. I don't want them like. I want them to stay. And so i want everybody to be able to see it and so then we would read the quote together or the scripture together. No no kurt. You'll notice if you'll let's go back to what we did at the beginning so we went to dnc forty-three yep and we went through through ten it together.

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No i'd love you to notice one of the things. A lot of teachers get really anxious about what's the right question the save your with questions. He was good. What's the right question. I would love to give you the right question. That will never be wrong ever and it's like with others that there's there's a right question and you will never get it wrong and it's this what jumped out at you in fact a lot of times before we read the quote or we read the scripture. I will say. I would like



you to listen not with your ears and like listen with your heart. I would like you to notice what word or phrase the spirit draws your attention to and when it jumps out at you notice it because there may be something special that the spirit wants to say to you so listen for it now. I've noticed that. If i set up a scripture or a quote like that every single time someone or multiple someones will have an experience because they're looking right. Whatever we seek we find so now. I'm reading and i'm going okay. There's something in this verse in this quote and it's for me and the going to tell me so i'm reading and i'm looking so we read it together and then usually what i would do kurt. I would take it one step further and i would say now. Read it to yourself again with your heart tuned into it and see what jumps out to you and everyone could read it because it's right on the verge right there on the screen and then here's what i'll usually do case anybody wants to know. The chat box is a powerful tool every voice. Gets you the chat box. So say now. Go down to the chat box right. One word or phrase jump out to you and that way everyone's fingers are engaged and i can immediately scroll through and call them by name. I noticed that. Jackson chose the word bind. I see dot. McKenzie picked the word sanctify. And then i can go back so as i read their names and read the words everyone. Here's their name. And there is something about being seen that matters. And then i can go back and i listened for the spirit and i go okay. Henry father which of those words in the short time matters to you. And then i'll listen. You'll see what. Where do you want me to go and say okay jackson. Do you mind on beauty for a minute. Tell me what was important to you about the word bind and then jackson will say well. I was thinking that it feels important. Because then i'm not alone. I've got other people. Whatever his answer is right and that becomes important. And i noticed that the moment he does that he's actually bigger testimony and he doesn't even know he's he's testified what the spirit testified to him and he becomes the mouthpiece for the holy girls and it's amazing because you can see it in these kids it happens for these fourteen year olds and it happens for adults and it's just giving them a voice and making possible and making it not wrong so many times you know we'll reversal would go. What do you think that means. I am going to judge myself. That i don't know where if i speak up. It's wrong so if you ask what jumped out. There's no wrong answer if you invite everybody to go to the chat box and put their word or phrase i use a word or phrase a lot coming out of remember when at the end of tune. I probably shouldn't go back and mentioned this at the end of a tune after a time when i always use share a time win because remembrance always invites the spirit and whatever the lesson topic is i always use a remember question in a tune because you will never go wrong remember time when you felt the spirit and because was in all on fire or remember a time when things were really hard spirit cambridge you or remember a time that you were struggling with your faith and somehow you found way forward. It's what the lessons going to be about. But i let them tell their story. I because of that. Coming out of the breakout room. Here's my favorite debrief of that especially in thirty minutes. I'll say go to the chat box and write the word or phrase that describes how that conversation felt. Not what did you think. How did you feel you know you know. Kurt i bet you can predict just going back to the experience of our kind of initial remember conversation. You start to tell your story would feelings come to you as you remember. What are some of the words you choose. You know a lot of Piece a lot of acceptance. I don't know if using right feeling words here but beautiful you know just feeling of Of community in unity unity Piece i will guarantee you that you will hear those same kinds of words regardless of what the

conversations about in fact i will predictably tell you now uses hundreds of times i've lost track of how many and almost always the words from relations five twenty two twenty three commodity.

00:35:04 - 00:40:05

The fruit of the spirit is low joy and peace longsuffering. Gentleness on those words tend to be the word it felt safe. It felt loving. It felt kind. It was gentle. I'm really. It's amazing how those words continue to flow into and i will then call attention to the fact. Do you realize what your words all. Add up to your feelings. Spirit saviors here. He's speaking to you right now. And calling attention to that we all we are experiencing it often. We don't know we are in so to just stop and do that. It verifies that the feelings and the experience that they've had his true and it becomes a testimony meeting in small little pieces in one word or phrase in a chat box or a one minute story in a breakout room. Usually i'd make those breakout rooms about ninety seconds or two minutes per person swords or so at the beginning when we come back into reframe. The reframe is not really about trying to get their line around the concept. It's helping them coming out of feeling the spirit to look at. What does this mean for my life and so a lot of times the words or phrases we call attention to we want to look at. What does that mean to. You is often a question all ask. What does that mean to you. Let's let's try to figure out what it means to god. Let me just. What does it mean to you. Because then there's an opportunity for follow on to be able to say. Well let's let's look at. Maybe there's another scripture of there's a clarifier word or something in a footnote that will clarify the meaning but it helps people think about what it means and then when we get to complete it's just like a missionary discussion. It's what are you going to do about it. So if i can share screen one more time we'll bring you back in just with the flow of it so for example again not that there's this absolute structure that you'd recommend but you may start a lesson. Maybe show a quote and then ask him questions to the general class and look in the chat box for some responses. Then you'll say okay. Let's let's break Let's go into some breakout rooms in you. Give them a question or a thought to discuss in there and maybe focus on. What are you feeling during that. And then you make those break rooms available they go there for maybe two three minutes and then yeah you need to about two minutes per person again to personally for adults anything less than that is too fast for kids. They're still finding their way in some of that space. I tend to. It's interesting kurt and you know this is. This is my own personal. Bandit i am less inclined than i used to about putting a lot of context at the beginning. I remind them. So if you stop and think about let me actually ask you this question instead of telling you what i was gonna say her. Which is what i think. would instructors do anyway. So if you stop and you think about what is the purpose of our meeting. Virtually and in some ways. I it feels like. There's a heightened urgency around heavy crystal clarity about why we're having those meetings if they are once a month for thirty minutes. What is the purpose of that meeting. We have to know that because if we're not sure then we will try to cram too much into thirty minutes. I'm so what's your opinion. This is an opinion question. What do you think the purpose of thirty minutes sunny school relief society young women young men primary class is. What's the purpose yes. My mind goes back that scripture of instructing edify but maybe that's too vague. It'd be. I mean to uplift that individual or invite them to come into christ strike engage with christ in his doctrines. I love kurt. Notice noticed how you

progressed through your thinking To the last thing you said to engage twin gauge with the doctrine of christ to engage with the spirit to engage with the savior to engage with others. Who are engaging with him. It means we have to let go of the mindset that we had before that if i am a teacher i have a lesson to teach. No we don't our biggest job. We are the connector. There's a way that. I believe that the person who leads the classroom and i instructors the wrong word. It is to facilitate engagement with the spirit. It is to help those. Who are there to see what they cannot see and feel what they didn't know they're feeling it's to bring to awareness by connection to you yours to me are him because if we have that we can get through anything card we can get through anything and even if it's only for thirty minutes that i'm with others in my word it's interesting just going to make a comment about this.

00:40:05 - 00:45:02

Because our first released society meeting other released said he presents he was terrified. That's why they reached out to me. I'm not in the society presidency but the simplisafe elba's were so scared. Do you know that we have sisters. Who stayed on that zoom for thirty minutes. After they did not want to leave they were so hungry. Craving the kind of conversation was being created. Here is such a longing and so i believe we have to shift our mindset. We are no longer teaching lessons. We are creating an engagement with the spirit. We are multipliers of the spirit and creating a connection between them and the savior and that is a different role description. Then we have given ourselves in the past. We gotta do it different because it's not what we'd done before. Yeah and so. What would you say that one question. It comes through and i'll sort of summarize it but you know i think some people they naturally sort of are uncomfortable with this type of structure. Being put in a breakout room. And you know i. I'm just here to learn. Just you almost want the teacher just to talk them for thirty minutes you know. How do we make this More comfortable so that people feel like they want to be a part of this more dynamic experience on virtual classroom so my first common kurt is that. I don't believe it's our job to create comfort. I think sabre does a grand job of created discomfort divine discontent. I think if we do a turn properly and i i would encourage people. Don't skip creating agreements. They have to understand what to expect. And i'm gonna tell you bet they're going to be uncomfortable. You know why. Because if i come and all i do is listen. I have zero responsibility. Engagement means responsibility. Engagement means my heart and my mind are in if you talk at me for thirty minutes. I'm not necessarily engaged. In fact i may not be engaged at all one of the things that i love. It's a it's a. Tony robbins quotes. I'll give him credit but he says passive learning leads to passive application actively leads to active application. What we're talking about here is active learning and active learning leads to active application. If we want our youth and our young people and our fellow saints who are wrestling some of them with great and painful things to actively apply the doctrine of christ in their life. That we cannot be passively teaching. And so i believe that the best we can do. We've got to be teaching people and helping to create new expectations. We need to be talking differently about the purposes of our meeting together. We are here today to have an experience with the savior together. We are going to be here. The holy ghost is going to speak to you. And it's going to teach you things in your mind and your heart and if you listen for you. And i'm gonna ask you

from time to time what you notice and i have been bowled with my fourteen year olds. Just like i was right here. I said exactly what i just said to you. And you know what it's happened. Those fourteen year old you would think they were prophets and apostles in the making. I have watched them speak and engage with others. That i swear i have watching peter james and john when they were fourteen years old powerful because when we set the bar high they will rise to it when we tell them to passively sit in their seats that we we lecture to them. There is no responsibility for lecture. They're just tuned out in their board. They're probably on their phone. They're probably i dunno some. They're just tuned out to something else are on facebook. or whatever trying to multitask. There's no way you can multitask. If you're teaching this it's impossible in fact i usually. That's probably the. That's the fourth agreement. That's not on the screen. That i always say is it will be impossible for you to multitask. So you need to be somewhere where you can be haven't quiet. We would like you to keep your camera on and your microphone while we're together but unmuted when you're near breakout role because we want to hear and see each other any in your eyes or your voice or your words in the chat box. Somebody's going to be touched today because you were here. Yeah i love that. That's that's great advice in art. Says the sunscreen. Here he says So pre framing everything seems to be a huge factor for success in helping others get involved in the experience right. That was wise. that was a much better summary. then i probably could have given. It really is at the beginning. We are here to have an experience with a savior. Here are some agreements about how we're gonna be together. You all okay with it. I'm not going to lecture at you. You're going to break rooms in engaging with each other and so this means you need to be on camera muted when we're together use chat box to support each other and please don't be multitasking. That's a summary well-spoken art good job. Nice hairdo next.

00:45:02 - 00:50:16

I feel like i lacked in there but well. No i don't. It's not a left. Turn and i for those. Who are linear thinkers. I apologize because we rabbit hole the few times The very simple. You know we've been talking about this arc. It's a very simple arctic where we start with attune. We've talked through it. To reframe is usually one point followed by an opportunity What word or phrase jumps out in you usually in the chat box or else you could paint around the room because what word or phrase jumps out at you. There's no wrong answer so nobody's afraid of that once. You can either do chat box or you can ask for that because it's not scary and then you can take it one step further. My two favorite questions were the ones that showed up on the screen earlier. What's important about that to you. I asked you that question. You gave me a brilliant answer. What does that mean to you. That's also brilliant because it starts to flesh out what it's about and the sea of the arctic once we get through that reframing when you've got about three or four minutes left you're down to completion and completion is about commitment. It's about getting people to make a commitment to action. And so almost always what i do so i'll just again i'll show you the slide if you don't mind not because it's it's fancier important at beyond after the quote this is. I'll put something like this up. Imagine you're living this more fully in your life whenever the things we've talked about. What would it be like. What one thing would you do differently this month to help you get there now. Let's make this real kurt. And i want you to think

about imagine that you are having powerful sacred incredible experiences in the virtual classrooms. That you're leading and your part of what would it be like. What one thing would you be doing differently to get you there. Would you answer them. You know i would definitely be something. I would look forward to something. Would i mean it would complement my sunday experience. Which you know sometimes feels empty. Now that there's not this routine of going to a building and seeing people shaking hands and those types of things and what was the second part of the question. Good so you're describing what it feels like you would have a greater you'd have greater sense of fullness. Yeah i love that. That's where you went given that we started with the word edify and we talked about how that's being filled with the spirit and so i love. That had where you landed was that i would be more full of the spirit of connection of warm for the second question is an important one in often by the way just how i do this one depending on time. Sometimes we'll go round. We'll talk about it but most often thirty minute meeting. There is room. So i have them go to the chat box and private chat their partner. So go find your partner cindy private chat to your partner as garner. What will be one thing. You will do differently to help you accomplish more of what we've been talking about here today or to follow through with the impression of the spirit that's come to your mind. What will be one thing you commit to. And i'll give him a minute type in the chat box. What will you do know kurt. What would be one thing you would do differently as you're thinking about how you approach your virtual classes differently based on what what what we've been talking about here today. Yeah i've definitely be less afraid to ask them to engage participate in whether that's a breakout or in the chat or speaking up because i see how important is to the overall focus the overall edification of of a class. It's awesome now. I'm going to just share with you. The resource than all provide you. Kurt that you can send to anyone who wanted no strings attached. I will send the powerpoint deck and all you have to do is just go in and change the quote every week because essentially and whatever the question would be the remember question and i believe that remember is the best tune because it causes back and then i've got a. I've actually got a word document that i prompt people to use to help them. So let me find teaching virtually in the same way so just so that you can all see this so i prompt my class members somewhere along the way i'll send them what words or phrases person shrimp out of us. Read this section this week or you read this talk this week as a teacher. These are the questions that when i'm co teaching with someone we liked talk through at the end of this experience. What do you hope. Class members will have experienced as you read through the talk or the scriptures or the comfort section. What two or three points jump out at you as the most important which one concept feels like the most important. This is where. I use a lot of prayer thought and inspiration because you've got to select one verse or one quote get to the essence of what it's about and this helps me have a clear bullseyes so i know if i've only got one point to make this is the thing that it feels like the wanting and then what you're going to be excited to see is i've actually created it's a framework that you literally can follow and it gives you the timeline in the first call him.

00:50:16 - 00:55:14

The section is on a tune. Here's what we're including and here's some possible approaches. And then you come down here and then we're going to move into. This goes through a tune. And then we move into refrain. And here's how you could do that. You're some possible questions you could ask. And here's how you would get to completion. And i've provided it so that people have the ability to be able to look at that with some directions around just making it easier for teachers who are saying. How do i remember everything that i heard today. So all they gotta do is reach out to you kurt and say could i please have a copy of that teaching in the same way virtually or whatever we called it and and you can just send it to anybody that wants it posted up on your website no strings attached and preventing that it will become a resource that can help people who are wrestling with this and and Zoom pieces very hard if you're using zoom zoom scott some really good videos out there. That are just a couple minutes long to teach you how to you. Create breakout rooms since people in breakout rooms. It's not very hard and just getting acclimatized to it. It's super easy very intuitive. So i've learned asking you sort of touched on earlier but as far as like class preparation you know. The traditional approach year called as a sunday school teacher. And you know you're studying you're getting quotes you're didn't now to white slips being passed around and get people to say you almost bring so much structure that you it's harder to break away from it because man i put a lot of work into this lesson material you know and so but it sounds like the preparation for this class. Like you said is is very prayerful trying to narrow down to that one quote or message that can maybe launched the class and then you according to the spirit feedback navigate the classroom there. Anything any advice as far as preparing for class like this. So here's what. I know if you as a teacher come in filled with fear or worry that you're not going to be enough if you're hanging your value on your performance on how they like you on how they respond whether or not you did well. You will interfere with spirit. There is a way that we have to be willing to do our own version of burying our weapons of floor. It is impossible for us to be your judgment zone with them if we have not put down our renton or fear of ourselves if we have not to put away or worry about getting wrong not being good enough not knowing that we have to assume that we are on the savior's errand and just like we hear in the allegory of the all olive tree. He is with us. I'm reminded as i share this. And i feel very strongly about what we're talking about curt the feelings i remember having a new stake release citing prison. I was so scared. I didn't even like release society. My daughter laughed out loud when my name was read from the stand like hello. This is crazy. You know who my mother is do they. So some of that. And the the feelings of inadequacy that often come to us in our callings because we are called upon to stand in the sabres said and it is natural for us to feel that way but if we are clinging to our own fear we lose sight of representing him and reflecting him. And i have discovered that i have had to do a lot of hard work and i will never forget when i asked the question that you just asked me the lord. What do you want me to let go of. So i can be instrument. You need me to be. His answer was give me your fear. Give me all of it because you cannot bring my love to anyone if you're filled with fear and i went. Oh my gosh abso- afraid. I have no idea. And then i spent the next several months inviting him to teach me how to give my fear and realizing that he was asking me to bury my weapons of war just like the anti-naval league is my fear about getting wrong in the world the world and even we have created we have created. This god didn't do to our church leaders didn't do it to us. But we've created our old version of the world says your valuable when you make enough money your valuable. If you're smart enough your valuable if you dress the right way your valuable with

people like you in the church. I don't maybe. We hold some of that but i think it's more of i'm valuable if i had the right calling. I'm valuable if i show up right. I'm valuable if my kids do the right thing. Valuable that is all a bunch allies. Those lies are spun by the adversary they interfere with and trap us in missouri as much as pornography or any send us and one of my biggest learnings is that satan is not gonna try to get you and i go out and down a six pack of something you know.

00:55:15 - 01:00:11

Four or ghosts smoke weeded. Are you know off hours goes. We're stressed he's gonna get us preoccupied that we're not enough which interferes with our ability to feel savior's love and perfect love casts out all fear in. I really learning that. If i'm going to be able to be the saviors instrument when i come to teach whether i'm teaching leaders in manila you know or kenya or wherever i am were. I'm teaching fifteen in sunday school. If i'm fearful can run out this route with me to the want to torture asking me but it is be willing to do the work. Ask the lord. Father what would you have put down so that i have more of you available to me in more of your love to give to those that. I'm teaching because our job is not to impart wisdom. Our job is to connect and engage. Learners is a different reason for teaching than older reasons. We've done it before. I don't think as a people we've not caught up to that yet and i hope it's one of the things that sticks around after. Kobe is gone because we can't teach the way we used to get the results that the lord needs to have. Yeah and you only talk about discomfort for the the participants in the class. There's also a level of discomfort for the teacher. The instructor that that's trying to facilitate this. It's it can be a little bit scary. But that's where the faith steps in rather than the fear you know. Just a short thirty second story occurred that going back to the beginning ally stake relief society ear. Because that's what got us connected to begin with. I remember going to conduct my first one on one with a relief society president. And i'm thinking. Who am i to be doing this. I'm so i. I feel so small and i tell my more for me than for her. I pulled up an extra chair. We had an empty chair sitting next to us. And i said to her. I'm just going to be honest here. I don't know what i'm doing. But i know the savior knows you. And he knows me. And i knew that as we step into the together he will be here. Because we're two or three are gathered in his name. He will come so i'd like to assume and like you still with me that he's going to be here guiding us both no when i said that. My fear was gone because i acknowledged. I didn't pretend it was there. I flat out said look. I don't know what i'm doing. And i'm a little scared. This is my first interview. I never really i prison for. Don't know what i'm supposed to be doing. You don't know what you're supposed to be doing here either. So we'll let him be here and his presence will give us comfort. And we'll give us both light and i will tell you we finished that. I still remember. It was so sweet. She said. I feel like we've had angels attend. I feel like we were circled about by fire philanthropy. Fi- seventeen right now. I'll never forget it. It's like we don't have to know kurt. We don't have to be experts at anything. We just have to show up and be on his errand get rid of our own agendas and sometimes at least for me at the beginning of my agenda was i have to feel about myself when i let that one. Go interested okay. Save your i love you and you've asked me to do this so you must trust me so i'm gonna trust you to help me. It was enough. Yeah that's awesome. You know as tessie says powerful on

facebook here just such a encouraging message in any. Obviously we can't solve all the world's problems in one streaming interview here in any point. We've missed that You wanna make sure we hit before we wrap up. I think that i would finish by same not just to you kurt Missing you we have been prepared for thousands of years. Our spirits already know we may have been able to have a lot of details about our life because god could show everything. We wouldn't remembered anyway so he could chose everything. But you know what's amazing is that our spirits understood that there was one thing that would cross the veil that any effort we put in to develop or spiritual gifts before we came your would travel with us and so we knew that there would be these assignments and we worked and we practiced in. We prepared we prepared for thousands of years and that knowledge insight. It's still in you. It's in me our spirits new renew and we said yes. We couldn't hardly wait. And that gives me confidence when i go. I don't know and your head does it. No but your spirit does and when you get rid of your fear than the only thing that's there is there. Is this light that connects that spiritual intelligence to my conscious mind. And it's streams into mandates comes from him and remembrance practice as we were reading for zaire four eleven and twelve it literally allows.

01:00:11 - 01:04:34

It's allowed me to remember things that i did not. I knew one of the things that i often teach my instructors. When i'm teaching people in to become facilitators of our continent we've got conscious knowing what you know that you know you've got unconscious knowing what you know that you don't know that you know you do know it but you're not conscious of it and then there's this thing that you might call universal knowing universal. No it is just like there was this insight that's author. Would you're completely opened. The scientists comes into you and you find it and you had no idea where it came from. And we've got this available to us members of this church who have made sacred coming soon the temple we are a part of synergy and it is not just our love here. We see each other that we have been taught that dnc eighty four. I had given minute angels charge concerning you and we are multiplied by powers beyond the veil that we cannot now fully see or understand nor will we until we're there and we become of people who are here and as long as we put down our weapons that were not afraid then we we become part of that spiritual streaming of light and truth and love into the lives of other people. And i believe that is what it means to be a teacher in the church. Today it's to be a streamer of light and love and truth a connector multiplier and help other people figure out how to do that for themselves and they cannot do that by listening to a lecture anymore. That is no longer sufficient to help. People get where they need to be today. That concludes my interview with deanna murphy. A big shout out to her again. Isn't this powerful her way of doing this and just encouraging an individual shaming. This process really is hopefully going to help a lot of leaders and teachers out there make for better zoom interaction or online classroom. Now if you'd like to get access or get a copy of the handouts. She referenced in her slides she reference on the on the facebook live. You can just simply text the word lead to four seven four seven four seven and that will be included in the email that you get after you that just text the word lead to four seven four seven four seven or we'll put a link in the show notes basically leading saints dot org slash. Subscribe and put your email there and there will know where to send the form and we'll



have some other places hopefully popping up soon on the website how to access the information from deanna. So we'd love to hear how you're using it changing your approach to leading and so don't hesitate to reach out to us [leading.saints@leading.saints.org](mailto:leading.saints@leading.saints.org) and we'd love to hear the positive impact that people like deanna murphy. You're having those. That are listening. And i would love to hear from any of you out there during this time. Especially as we're facing new leadership dynamics right whether it's virtual church or you know socially distanced individuals or the hardship of of really getting a community of people together to serve each other. I mean there's so many new dynamics in this in this world with this pandemic so many other reasons and so if you have a certain question topic idea that would really help us leader. Don't hesitate to reach out to [leading.saints@leading.saints.org](mailto:leading.saints@leading.saints.org) and telling us about it and we don't know how to answer the question that you asked as far as who expert do i talk to. What resource could we reach out to to understand that but we would love to get a pulse on just how the questions that you may be wrestling with as a leader. We'd love to hear from you at [leading.saints@leading.saints.org](mailto:leading.saints@leading.saints.org) and remind you once again to text. The word lead to four seven four seven four seven in order to subscribe to the leading saints weekly newsletter. It came as a result of the position of leadership which was imposed upon us. I the god of heaven who brought forth a restoration of the gospel of jesus christ ration- was made concerning the own only true and living church upon the face of the earth. We were immediately put in a position of loneliness loneliness of leadership from which we cannot shrink nor runaway and a which we must face up with boldness and courage and ability.