

# Bridging the Gap between the Present and the Past

-How to gain a deeper understanding of the ways in which our family of origin, our cultural identity and collective stories impact our style of being, relating and leading

Marko Zeko  
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“Once we admit that sin defines how we approach atonement, we are driven to the conclusion that atonement is a challenge because of the mind-numbing complexity of sin. Humans whose sin problem is resolved by the atoning work of Christ may only over time realize the depth of what that original problem really was”

S. McKnight, *A Community Called Atonement*

Sin does not primarily refer to personal imperfection of the self. Instead, it is any act that breaks any relationship that God originally declared to be very good. Sin is primarily relational, after that legal in its nature

“The behavior of the strong and powerful rests on the imitation of cultural patterns of strength and power, and therefore is never completely spontaneous. Behind every society, there is a hidden truth of biological and economic relationships, which conditions and characterizes all other relationships”.

B. Gunjević, *Everyday Alchemy*

“For he (Pilate) knew that they handed Him  
over because of envy”.

Matthew 27, 18

"Man is the creature who does not know what to desire, and he turns to others in order to make up his mind. We desire what others desire because we imitate their desires".

Rene Girard

“And one of them, Caiaphas, being high priest that year, said to them: You know nothing at all”.

John 11,49

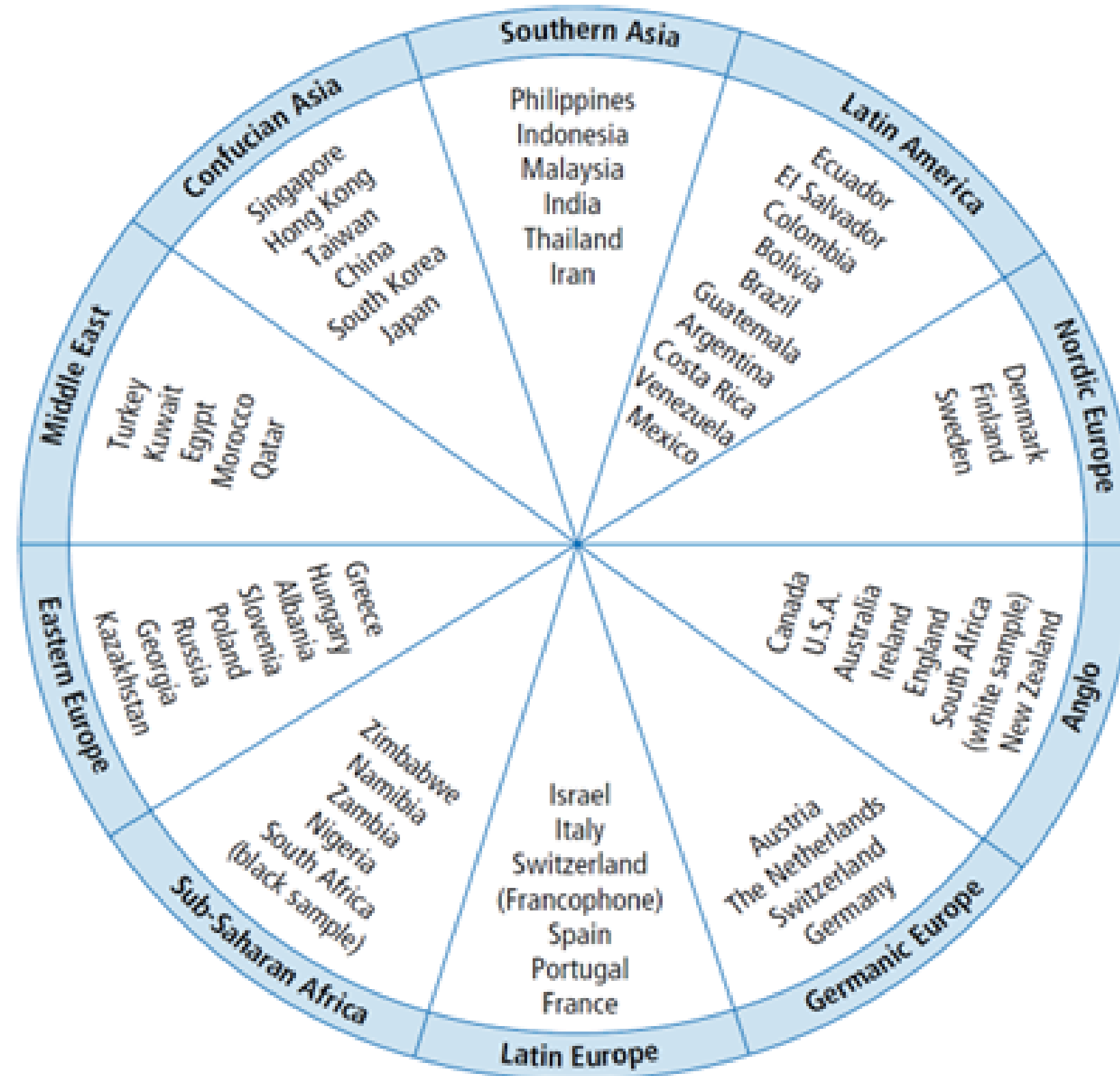
“There has been a shift in leadership power during the last 40 years. Power used to be the domain of leaders, but that is diminishing and shifting to followers. Access to technology has empowered followers, given them access to huge amounts of information, and made leaders more transparent. The result is a decline in respect of leaders and leaders’ legitimate power. In effect, followers have used information power to level the playing field. Power is no longer synonymous with leadership, and in the social contract between leaders and followers, leaders wield less power”.

B. Kellerman, The End of Leadership



„Globalization has created a need to understand how cultural differences affect leadership performance“.

P. Northouse, Leadership



SOURCE: House, R.J., Hanges, P.J., Javidan, M., Dorfman, P. W., & Gupta, V., *Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies*, copyright © 2004, Sage Publications, Inc. Reprinted with permission.

**NORDIC EUROPE**

Charismatic/Value-Based Leadership

Participative Leadership

Team-Oriented Leadership

Autonomous Leadership

Humane-Oriented Leadership

Self-Protective Leadership

SOURCE: Adapted from House et al. (2004).

ANGLO

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**EASTERN EUROPE**

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“What we call out as individual personality flaws, dysfunctional family dynamics, or twisted cultural norms are sometimes manifestations of historical trauma. These traumatic retentions may have served a purpose at one time—provided protection, supported resilience, inspired hope, etc.— but generations later, when adaptations continue to be acted out in situations where they are no longer necessary or helpful, they get defined as dysfunctional behavior on the individual, family, or cultural level”.

R. Menakem, *My Grandmothers Hands*

“Your earliest relationship with your primary caretakers has had the most shaping power on your brain”.

Adam Young

“Some families have quite distant styles of relating to each other, where emotions are rarely shared and individuals live an emotionally autonomous existence. In such a family, both parent and child may have difficulty constructing a rich autobiographical story. In this situation, the details may be difficult to retrieve and the emotions sometimes absent from the story”.

D. J. Siegel; Mary Hartzell, Parenting From the Inside Out



“Most people who are in the process of excavating the reasons they do what they do are met at some point with resistance. “You’re blaming the past.” “Your past is not an excuse.” This is true. Your past is not an excuse. But it is an explanation— offering insight into the questions so many of us ask ourselves: Why do I behave the way I behave? Why do I feel the way I do? For me, there is no doubt that our strengths, vulnerabilities, and unique responses are an expression of what happened to us.

Bruce D. Perry, *What Happened to You*

# The most transformative and resilient leaders

B.Brown, Rising Strong

1. They recognize the central role that relationships and story play in culture and strategy, and they stay curious about their own emotions, thoughts, and behaviors
2. They understand and stay curious about how emotions, thoughts, and behaviors are connected in the people they lead
3. They have the ability and willingness to lean in to discomfort and vulnerability

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Contact:

[marko.zeko@adventisti.hr](mailto:marko.zeko@adventisti.hr)