

# A Framework For Reimagining Business as Restored Leaders

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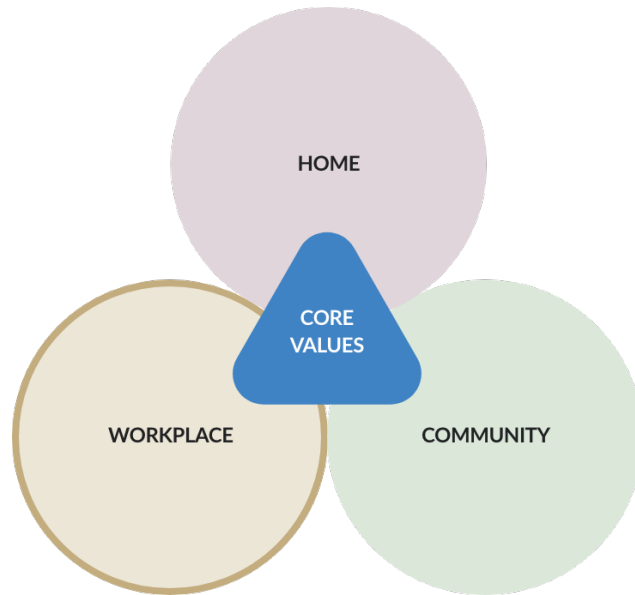
A guided study on reimagining the  
core of your venture

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RESTORED LEADER

# The relationship model



## **Core Values:**

Undeniable truths that help you make sense of self and the world.

## **Home:**

These relationships are those you consider “family”.

## **Community:**

They are your friends, neighbors and places of worship.

## **Workplace:**

These relationships are with your professional colleagues and customers you serve.

A PROCESS OF THOUGHTFUL RE-EVALUATION

# A Guide to Reimagine Your Business as a Restored Leader

What does your business aim to achieve? As leaders and founders, we always have a thesis for what it means to build a business.

At The Restored Leader, we believe the organisations you're building have moral significance and cultural influence. Because of this, it's imperative to have a clear thesis for why we build so we can transform culture as the organisation grows.

A business thesis is simply a statement or hypothesis that reflects a currently unfulfilled need. A founder works to prove this thesis through the work of their business. The vision and mission are informed by the thesis.

For example, I founded The Restored Leader on the thesis that constant distractions and pressures to perform prevent leaders from living out their Core Values. Most leaders are just trying to survive, instead of guiding their organisations toward a new vision. Regardless of if they're surviving or thriving, leaders have profound moral and cultural impacts.

The Restored Leader's mission is to help leaders become more authentic, confident and joyful. When that happens, leaders can

uniquely lead their organisations with success and positive moral and cultural impacts.

Our three-part process of redeeming, protecting and living Core Values in relationships transforms leaders and their organisations.

Whether they're aware of it or not, every founder has a thesis for why they pursue building their business. Their business is a creative expression of building something that creates generative growth. It grows and it creates opportunities for more growth. Aligning their thesis with their Core Values helps them lead their organisation to develop sound strategies and operations that result in multiple levels of success.

## Activity: Reimagining Your Business

1. Before you begin, write your business Core Values in the space below. Write their definitions and Scriptural anchors if applicable. If needed, reference [Restored Leadership](#).
  
2. What is your business thesis? *Note: Many times a thesis is structured this way: The opening phrase or sentence identifies a problem or negative reality that the people in your care are facing. The second phrase or sentence identifies how your organisation solves this problem or brings restoration to that reality.*

3. What is your business mission? (Note: The mission is the focused work you do every day in your business. For The Restored Leader, it's the work of executive leadership coaching, hosting conversations helping clients become more authentic, confident and joyful.)

Answering these three questions will give you the freedom to design the right strategy and operations to support your business mission.

Praxis Labs is a nonprofit organisation that helps entrepreneurs develop a unique approach to building and running their businesses. The Praxis Labs thesis is that if a business has moral and cultural implications, then Kingdom-minded entrepreneurs must pursue a beyond-ethical business model. They must pursue a redemptive approach they define as “*creative restoration through sacrifice.*”

In the next section, we'll rely on Praxis's book *The Redemptive Business* <https://www.praxislabs.org/resources#playbooks> to guide us as we re-imagine your business.

Read the first 27 pages to better understand the Redemptive Frame model.

Familiarise yourself with the distinctions in terminology around the Redemptive Frame. Examine how this business model is built on the thesis that business affects culture and reflects the church.

Pay attention to the distinctions of terms on pages 26-27:

Strategy - What we build: Products and Brands

Operations - Culture, Business Model, Partnerships

Leadership - Ambition

# Activity: Design Your Business To Support Its Mission

First, anchor yourself on your Core Values – both personal and the ones for your organisation. List the truths, their definition and Scriptural anchor.

Your business is made up of three functions that must be in harmony for your mission to be effective: Strategy, Operations and Leadership.

Forming your leadership practices through [\*Restored Leadership\*](#) is foundational for informing the strategy and operations of your business.

Read the following pages in the *Redemptive Business* then reflect on these questions:

## REDEMPTIVE LEADERSHIP

As a Restored Leader, you will need to work on all three areas. For now, list the two redemptive opportunities that are most present for you as you consider your business.

1)

2)

Before you can forge ahead to bringing restoration to your business, you must first lead yourself in becoming a better leader.

Humility ————— Ambition

Ambition (page 73-81)

1. How do your Core Values inform your choices as you navigate the journey of reaching your potential?
  
  
  
  
  
  
  
  
  
  
  
2. How does your Leadership Narrative inform the choices you make?

## REDEMPTIVE STRATEGY

Identify two redemptive opportunities in each of the sections:

- Products (page 33-32)

1)

2)

- Brand (page 40-41)

1)

2)

## REDEMPTIVE OPERATIONS

Identify two redemptive opportunities in each of the sections:

- Culture (page 48-49)

1)

2)

- Business Model (page 57-58)
  - 1)
  - 2)
- Partnerships (page 67-68)
  - 1)
  - 2)

Consider which themes have emerged that you want to pursue developing. Take your responses as preparation for your next coaching session.

Resources Cited:

**The Redemptive Business** <https://www.praxislabs.org/resources#playbooks>

**Restored Leadership** <https://restoredleader.com/a-journey-to-redeeming-your-core-values/>

**TRL Personal Narrative Frame** <https://restoredleader.com/wp-content/uploads/2023/02/Personal-Narrative.pdf>





## ABOUT THE AUTHOR

Darren Ho empowers leaders to live without compromise by redeeming their Core Values.

He knows that all leaders face daily pressures from the world; leaving them feeling exhausted, frustrated, hesitant, and often like they're chasing after the wind. Darren founded The Restored Leader™ – a leadership coaching firm – in 2017 to help clients Redeem, Protect and Live™ their Core Values. As a result, leaders create authentic narratives, giving them confidence and joy in their leadership formation.

Originally from the Los Angeles area, Darren is a first generation American citizen. He and his wife and three children currently reside in Indianapolis, Indiana. Before that, the Ho family lived in Asia and Europe for 11 years and as a result, are passionate global citizens.

Darren earned his Bachelor of Science in Business from the University of Southern California. He received his Executive and Organisational Coach education from the International Executive Coaching and Leadership and is a Professional Certified Coach (PCC) of the International Coach Federation. He received his Master of Arts in Theology at Fuller Theological Seminary in 2023.

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