

From Calling to Stewardship

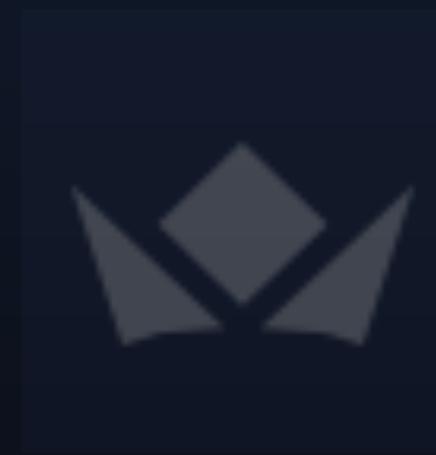
LeadLab EUD

Case Study – HIM Research

Christiane Theiss, PhD & Christian Salcianu | 14 January 2026

WHY

Why a Case Study?



Why this work was necessary
From where we speak
How we approached the work
What we learned in practice
What must happen next

1. Discovering the Need

And an uncomfortable secondary discovery





Guru-style

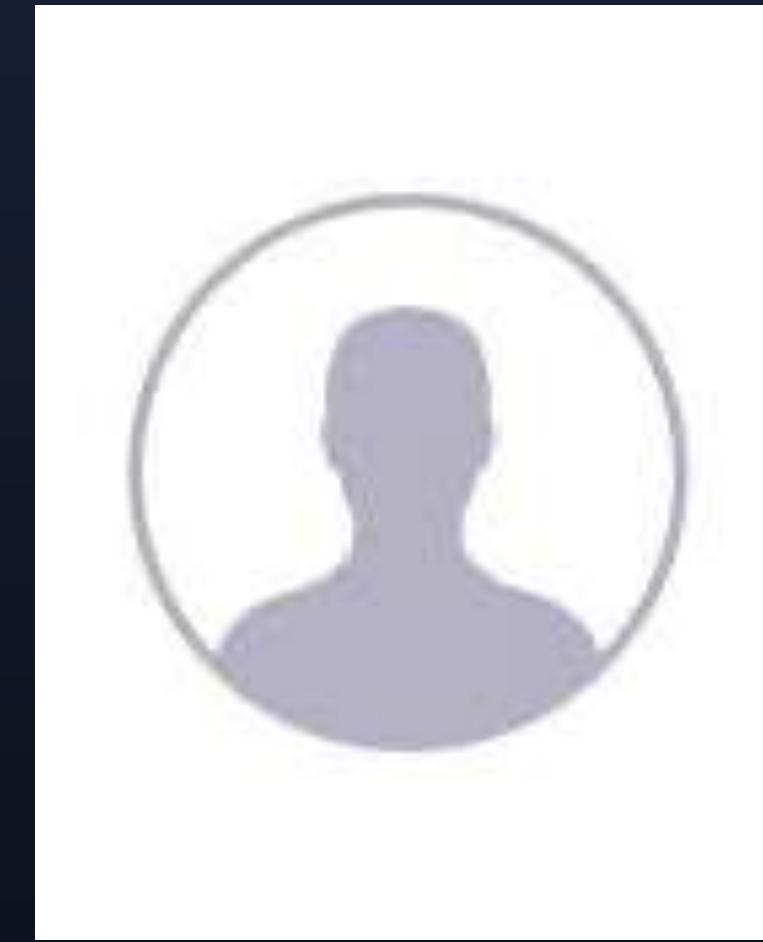
- Strong rhetoric
- Transferable slogans
- Minimal engagement with inner life, power, or stewardship
- Prefer inspiration over formation
- Leave energised—but unchanged



2. From Where We Speak

Leadership from inside the Adventist system



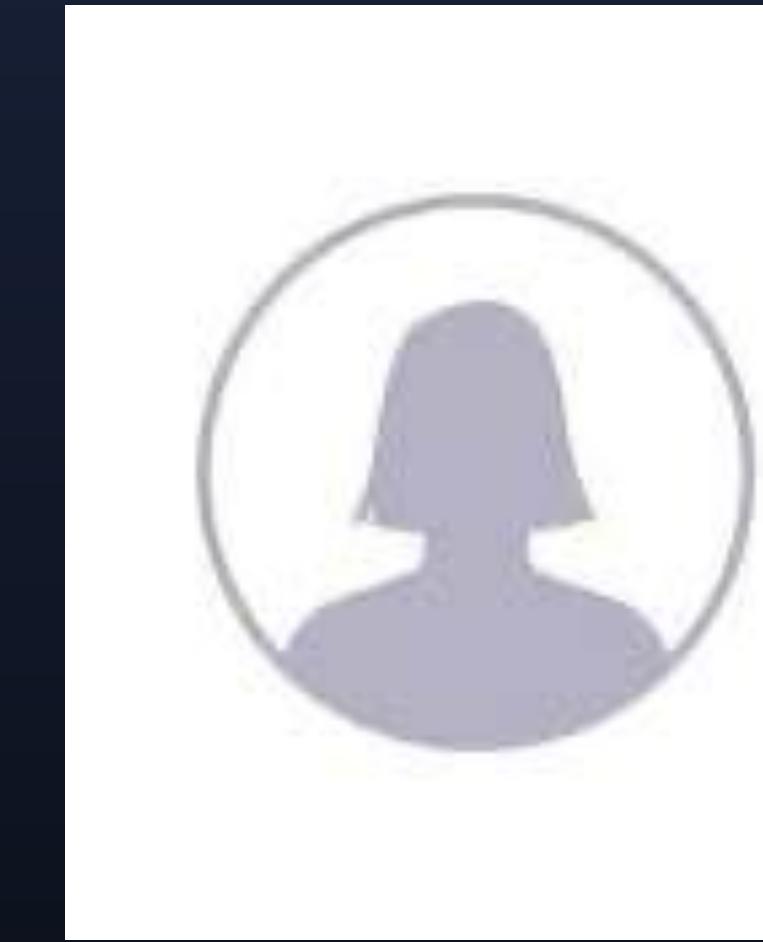


Christian Salcianu

Pastor, Union Director

GLI / LeadLab Coach

DLead in progress



Christiane Theiss, PhD

ASI Europe President

GLI / LeadLab Coach

PhD, Professor of Leadership

3. The Initial Idea

A different kind of leadership conference





4. Winning Partners

From intuition to credibility





HIM RESEARCH



5. Empirical Validation

Testing assumptions in the field



Leadership Survey

Preamble

The Andrews University School of Leadership and HIM Research Institute are collaborating to launch a leadership training program for Adventist lay leaders. One part of this process is learning what leadership training needs you may have in your business or ministry. The following survey, launched at the ASI Europe Convention (Sofia, Bulgaria, 2024), will provide insight into your leadership training needs.



<https://himresearch.org/survey/>

<https://himresearch.org/survey-results/>

<https://www.youtube.com/watch?v=oL2a0MAsJZM>

6. Refining the Portfolio

From one event to a coherent service offer





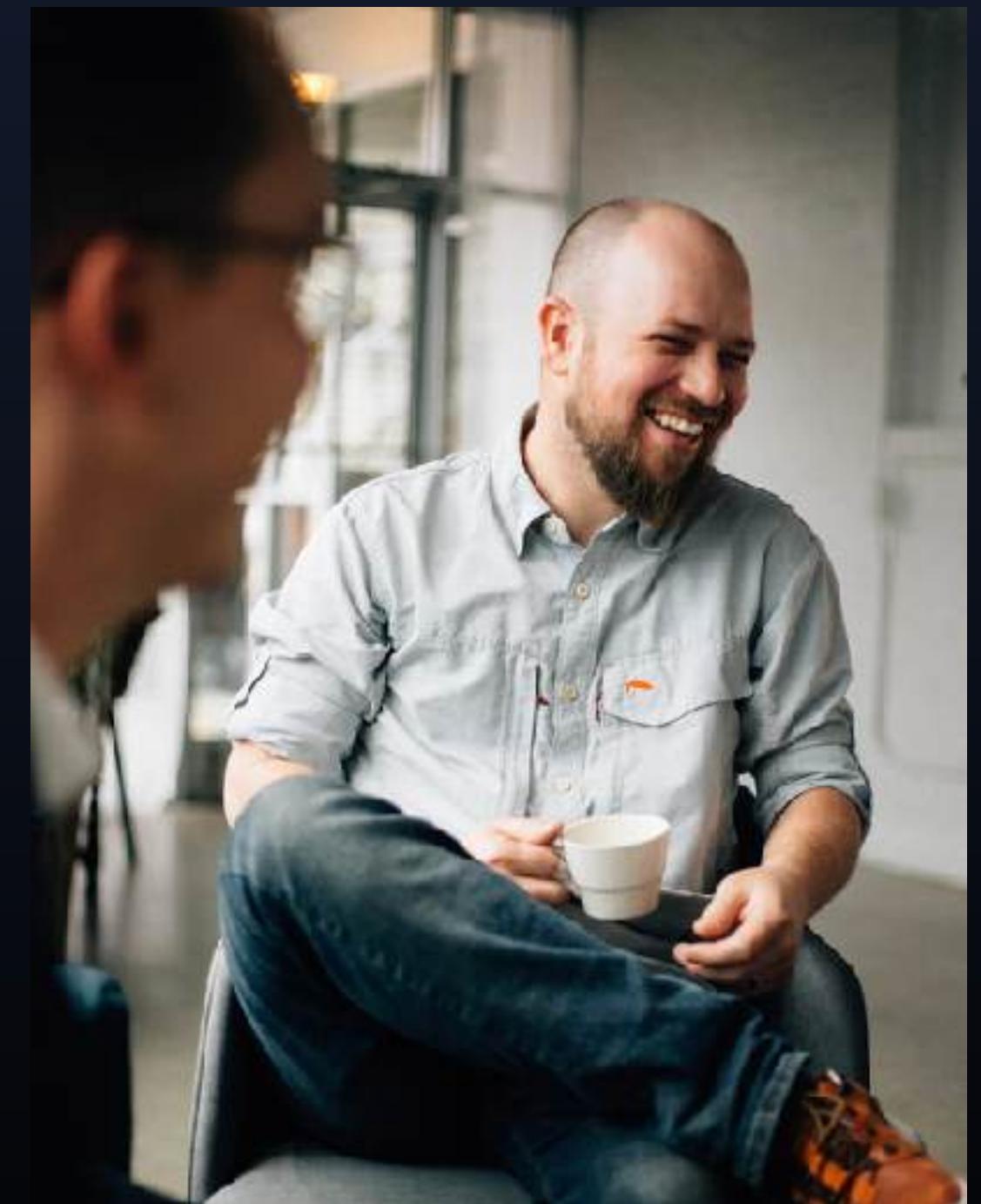
Presentations



Events



Programs



Consultancy

A man with dark hair, seen from the back, wears a dark brown, textured suit jacket over a light-colored shirt. He stands in a room filled with people, whose faces are blurred, creating a sense of a large audience or a public event.

Each service offer was designed to resist:

- Guru-dependence
- Personality cults
- Fast-consumption leadership culture

7. First Field Experience

Testing across contexts



ASI Europe, Bulgaria, October 2024

WORKSHOP 03

BIBLE STUDY

LEADERSHIP NEEDED FOR THE GREAT COMMISSION

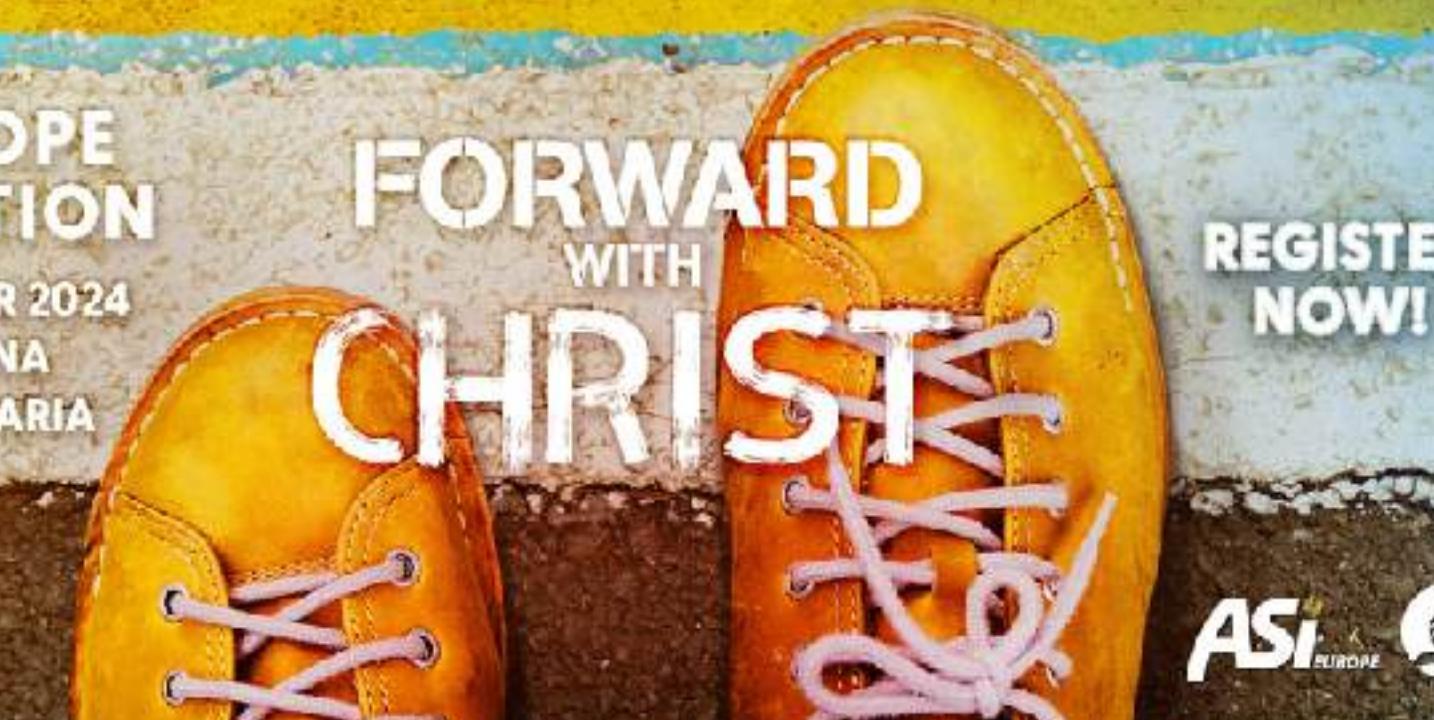


SPEAKER:
CHRISTIAN SALCIANU
Department Director
British Union Conference

When we talk about mission, we have become so used to Matthew 28:19, 20. You may remember the key-verbs: go, teach, command, obey, baptise, make disciples... It all fits so well with our Adventist outlook, and we seem to have boxed ourselves into only one model of mission, whether that works or not. Have you ever wondered how this "Great Commission" sounds in the other Gospels? And what type of leadership is needed for its real fulfilment?

ASI EUROPE CONVENTION
23-26 OCTOBER 2024
ASICS ARENA
SOFIA - BULGARIA

FORWARD WITH CHRIST



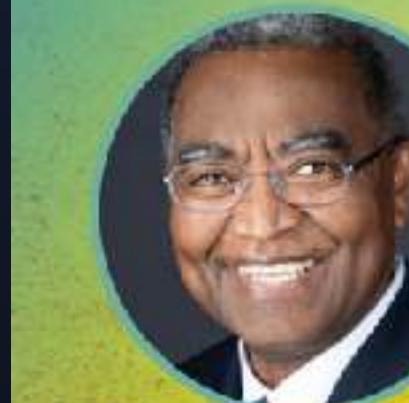
REGISTER NOW!

ASI 

WORKSHOP 12

LEADERSHIP

WORLD CHANGERS THROUGH EXECUTIVE CHRISTIAN LEADERSHIP



SPEAKER:
PARDON MWANSA
School of Leadership of
the Andrews University

Every person can be a world changer for good or for bad. Through an application of Christian values, executives can join the world changers who fulfill the words of the Lord when he said, "You are the light and the salt of the world." This presentation looks at how to be a world changer through values taught from Scriptures.

ASI EUROPE CONVENTION
23-26 OCTOBER 2024
HRISTO BOTEV HALL
SOFIA - BULGARIA

FORWARD WITH CHRIST



REGISTER NOW!

ASI 

IATĂ,
EU VIN
CURÂND

ASI Romania, March 2025

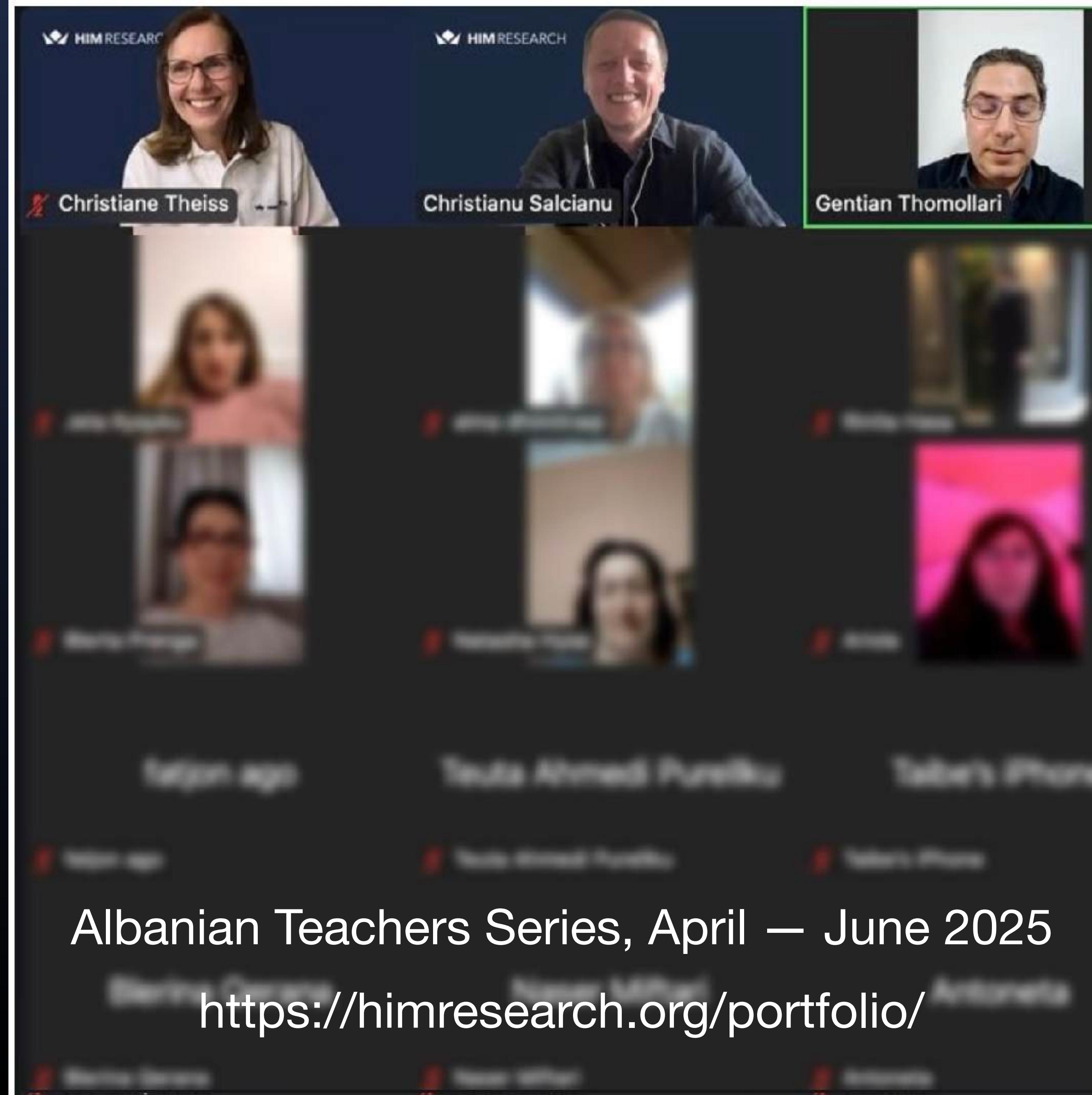
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OCI International, Romania, May 2024



<https://himresearch.org/portfolio/>



Saturday, 21 June 2025
From 09:00AM to 07:00PM



EXCLUSIVE SPEAKERS



Johnny Wong
Gateway Adventist Centre
AFCOE Oceania Director
K Conference Main Speaker



Andi Hunsaker
ASI USA President
ASI UK Conference Presenter



Christian Salcianu
tist Discovery Centre Director
ASI UK Conference Presenter

Register Now or Contact Us at:
asiuk.org/convention

ASI UK, June 2024



<https://himresearch.org/portfolio/>

GYC Europe, Poland, August 2025



<https://himresearch.org/portfolio/>



Doctors & Nurses UK, October 2025

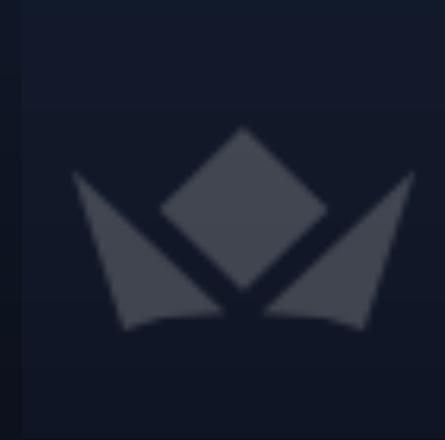
<https://himresearch.org/portfolio/>

8. Participant Feedback (Impact)

Recurrent feedback

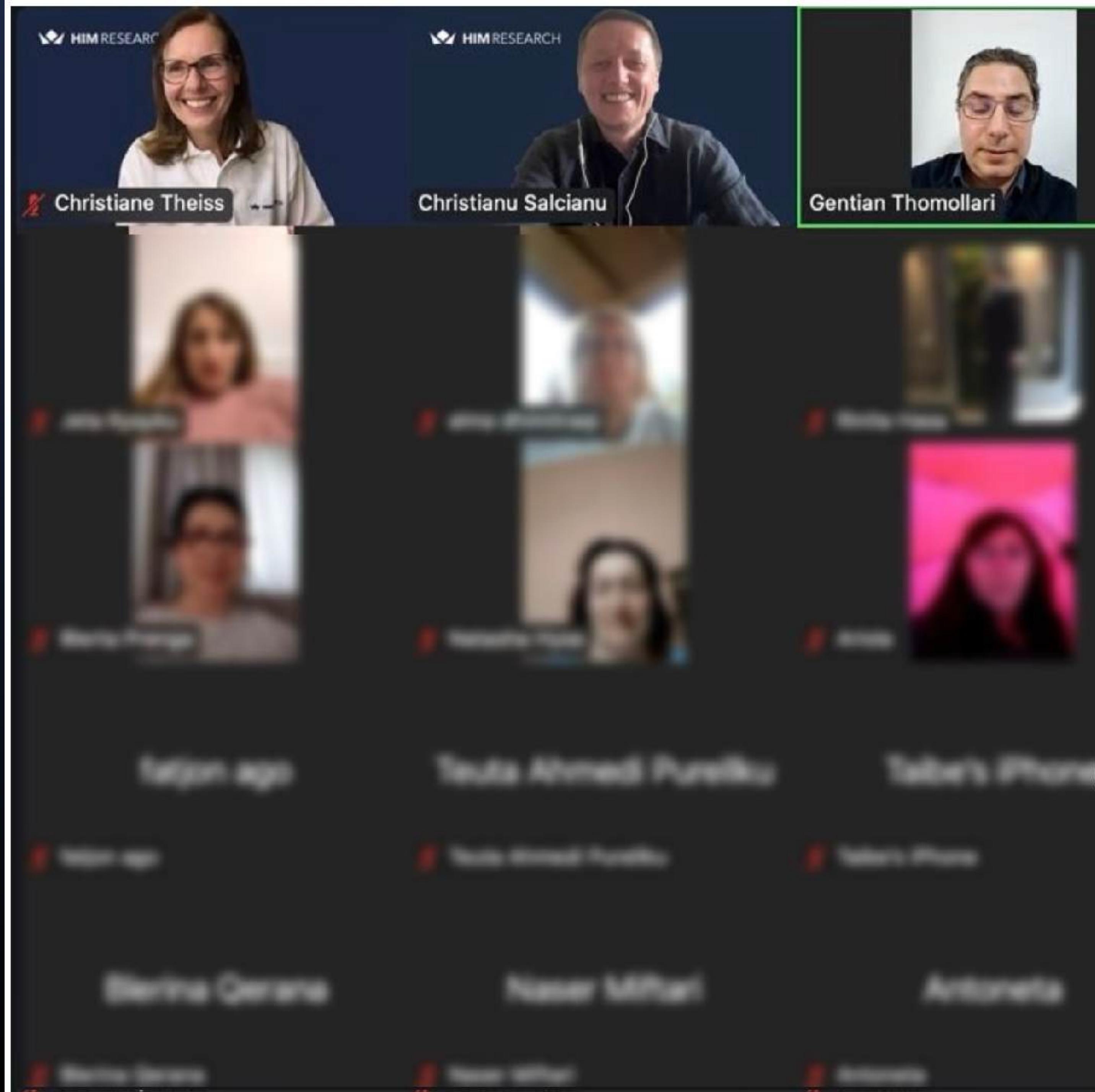


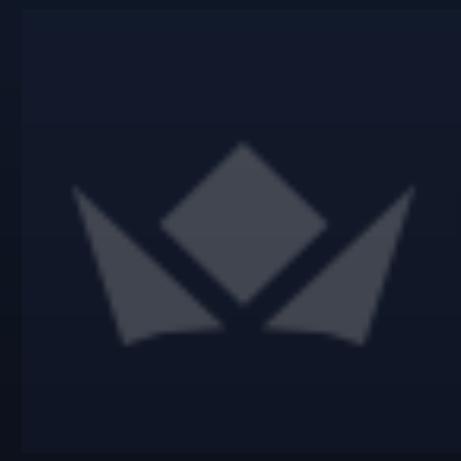




“Thank you so much for a healthy dialogue about leadership and growth. I think it was a **God-led interaction** that I needed to broaden my current perspective and challenge some paradigms I was holding.”

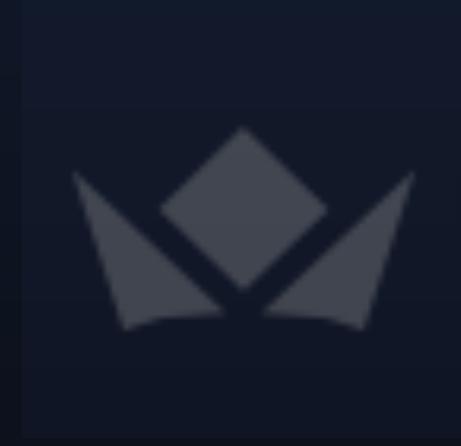
GYC President (USA)





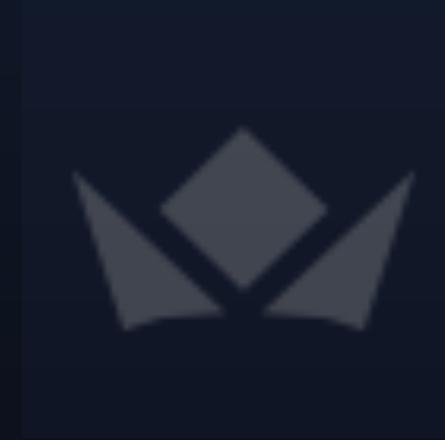
“These sessions offered me a renewed perspective, helping me understand that leadership isn’t confined to teaching alone, but extends to every aspect of the community in which I serve.”

Lindita L., Albanian teacher



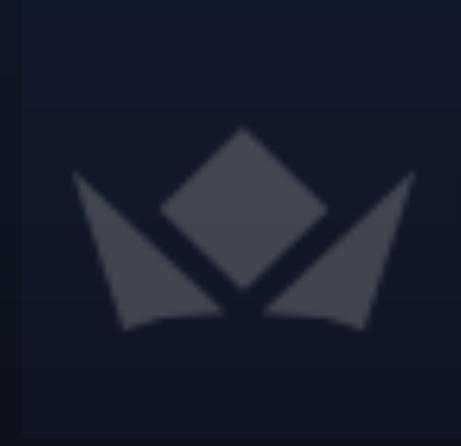
“This series was a journey that helped me deeply understand that leadership is not tied only to a position or authority, but to the impact we build every day with purpose and values. It has inspired me to see myself not just as a teacher who imparts knowledge, but as a leader who shapes human beings.”

Adela T., Albanian teacher



“I’ve been a history teacher for 26 years, and this was the first time I heard ‘servant leadership’ addressed in this way. It’s not about power or authority – it’s about something greater: the heart and dedication toward others. This is the heart of it: I must put others first...”

Monika S., Albanian teacher



“I never thought of myself as a ‘servant leader’ when I stayed after school for a child who needed to vent, or when I called a parent to talk about life instead of grades. Truthfully, I didn’t always enjoy those late-night parent conversations or the extra hours just to make sure a child felt seen...”

Monika S., Albanian teacher



“I simply thought I was acting human. But now I understand—this is true leadership, servant leadership. Thank you for prompting this reflection on all my years in education and on what I’ll continue to do in the years ahead!”

Monika S., Albanian teacher

9. Research Method

Why this is not anecdotal



Spiritual Leadership Development for Lay Leaders in European Seventh-day Adventist businesses and ministries: A Training Conference organized by HIM Research

VI LUMINIS CONFERINȚĂ ORGANIZată DE HIMAL KEGESILGH

Spiritual Leadership Development for Lay Leaders in European Seventh-day Adventist businesses and ministries:
A Training Conference organized by HIM Research

Christian Salcianu

School of Leadership, Andrews University

LEAD881: Doctoral Project Proposal

Bill Colwell Jr., DLead, M.Ed.

10. Planning & Service Offer

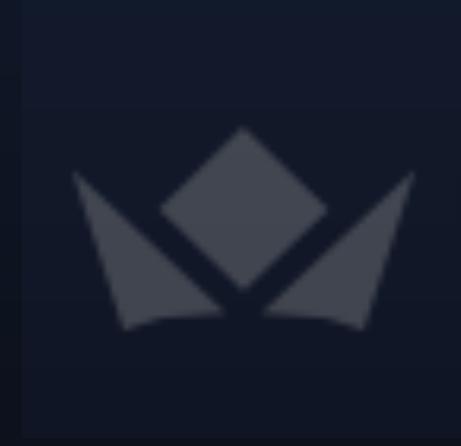
From pilot to sustainable stewardship



Planned next steps:

- Leadership Conference · March 2026 (Albania)
- Longitudinal research (12–24 months)
to track real leadership impact
- Expansion of partnerships
(church, education, professional groups)
- Careful scaling of programs without diluting depth
- Expanded research publication
- Scalable—but protected—program formats

Closing Reflection



“You know that the rulers in this world lord it over their people, and officials flaunt their authority over those under them. But among you it will be different. Whoever wants to be a leader among you must be your servant, and whoever wants to be first among you must become your slave.”

Matthew 20:25-27

Thank you

www.himresearch.org

contact@himresearch.org