

Globalization, pluralism, migration and secularization are impacting cultures and environments where Christianity seeks to spread and flourish. Greater ethnic, religious, generational, economic and social diversity is the result. Christian communities must therefore rethink their approaches, models and practices in light of the theological paradigms around inclusion, diversity management and integration. The discipling process should attend to cultural transformation and renewal of the mind (Romans 12:1-2) as the old self is transformed by the Holy Spirit into the new creation, and flaws and ungodly dimensions of the background culture are addressed. Leaders and disciplers become cultural brokers as they engage those that are following. This paper, drawing on contemporary literature from other global vocational and professional communities, suggests a way forward for this to happen intentionally and constructively through enabling lay or ordained leadership to develop Cultural Intelligence through formal or informal missiological and theological leadership programs that address the antecedents of Cultural Intelligence, incorporate the construct into theological reflection and provide experiential learning opportunities for them to develop their capacity. Cultural Intelligence, a theologically compatible business concept referring to the “capability to function effectively cross-culturally”, builds and facilitates a pathway for cultural transformation to occur through providing drive to respond; knowledge concerning cultural dimensions associated with conversion; strategy to address the cultural dimensions and action to be able to relate in a manner that builds trusting, discipling relationships.