



Session Outline

LIVING IN THE HYPHEN

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HYPHENATED LEADERS

- We need leaders who are bridge-builders.
- When facing deep conflict, the goal is not always immediate resolution but increased understanding.
- In a complicated world, when you run to fix things, sometimes you create more problems.
- Understand before you fix.

RESIST THE RUSH TO RESOLVE (05:00)

- Are you solving the right problem or just the fastest one?
- One temptation of leadership is to respond to the problem that is the easiest to answer because conflict makes us nervous.

PRIORITIZE UNDERSTANDING OVER SPEED (07:15)

- What complexities need to be surfaced before we can move forward with sustainable solutions?
- Society tempts us to rush to answers. Scripture reminds us to seek understanding.
- Before you lead a people, you must seek to understand the people.

TRANSLATE TO BUILD TRUST (11:00)

- Are you communicating in ways that bridge perspectives or that broadcast your position louder?
- Building a bridge is hard; it's easier to build walls and isolate ourselves.
- Bridge-builders care about understanding differences in a way that leads to a common goal.



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HOW TO BUILD A BRIDGE-BUILDING LEADERSHIP CULTURE (13:45)

- Be aware of your own anxiety and insecurities.
 - Do I quickly resist certain perspectives? If so, why?
 - Are you entering with the posture of a fighter due to imposter syndrome?
- Know your leadership roots.
 - Are you self-aware enough to recognize how your background shapes your reactions and decisions?
 - Compromising your convictions is not bridge-building; that's selling out.
 - You cannot lead other people across difference unless you know yourself deeply.
 - Identity precedes mission. We all lead out of who we are.
 - You be fully you, which gives other people space to be fully them.
- Pause before you push back.
 - When you resist a perspective, is it about the idea — or your own discomfort?
 - When people approach you with great ideas, do you build bridges beyond your discomfort?
- Lead from rooted openness.
 - Do you value your own story deeply enough to hold space for others without feeling threatened?
 - You can only help people cross divides if you have deep anchors.
 - Conviction and civility are not antonyms.
 - Seek diverse input.
 - Remind teams of a common destination.
 - Diversity is not division.
 - Diversity is a gift if managed as a resource for innovation and creativity toward a common goal.



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BUILD DEEPER AND STRONGER BRIDGES (27:00)

- Ask yourself, “Who is missing from my table when decisions are made? Whose voice have I not deeply listened to yet?”
- Leverage difference as a catalyst.
 - Are we tapping into the full spectrum of perspectives to drive innovation, or are we just ticking boxes?
- Unite through shared purpose.
 - How are we aligning diverse voices around a common mission rather than allowing differences to fragment momentum?
- Lead with intentional inclusion.
 - Treat diversity as a strategic resource — are our systems designed to harness it or merely accommodate it?

MOVE FROM CHARISMA TO CONNECTION (31:00)

- Leadership isn't solely about being impressive. It's about being invested.
- Hyphenated leaders are deep listeners with deep empathy.
- Emotional intelligence is not a bonus skill anymore.
- You can't heal what you haven't heard.

PRACTICE “TRADITIONED-INNOVATION” (32:15)

- Innovation isn't betrayal. It's stewardship.



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TURN CONFLICT INTO CREATIVE COLLABORATION (32:30)

- Conflict is not the enemy — it's the invitation.

WHO ARE YOU? (32:45)