LEADERSHIP IDEAS FOR
NACC PRE-CONFERENCE WORKSHOP
MARCH 6, 2015

WORKSHOP TITLE: Developing Leadership Gifts

DESCRIPTION FOR CONFERENCE PROGRAM
This workshop will focus on the gifts related to leadership and management in the area of mission and spiritual care including but not limited to: leadership vision, managing one's self and others for the success of the mission; understanding the organization, working in an interdisciplinary environment, budgeting, communications and public relations.

WORKSHOP OBJECTIVES
As a result of this workshop, participants will:
1. Have greater understanding of the skills, knowledge and abilities needed to successfully lead and manage a department focusing on the mission and healing ministry of Jesus.
2. Be able to assess their current gifts related to leadership and management.
3. Have ideas about how to increase their leadership and management competencies.

PRIMING THE PUMP
1. This meeting will be a success if...
2. Think about a leader you know and respect. What are some of the skills, knowledge, values and abilities you admire about the person.
3. Small group sharing -- What similarities did you find? Differences?
4. Large group sharing

DESCRIBING LEADERSHIP
Leadership -- What is it/What is it not? (Definitions & Other Perspectives)
1. Management is doing things right; leadership is doing the right things.
2. Leadership is always dependent on the context, but the context is established by the relationships we value. We cannot hope to influence any situation without respect for the complex network of people who contribute to our organizations.
3. You cannot manage people into battle. You manage things; you lead people.
4. Transformational leaders lead from a foundation of values. They value the ethic of care, interdependence, empowerment, diversity and social justice.
5. Leadership is the behavior of an individual when directing the activities of a group toward a shared goal.
6. Leadership means to facilitate - to enable others to make their contributions while simultaneously making one’s own. . . Leadership often means nudging people from behind rather than leading them from somewhere ahead.
7. Eighty percent of success is showing up.
8. True leadership begins with the willingness to be someone other than who the world wants you to be.
9. “...a small consultation group is a good space for the kind of reflection and practice that adaptive leadership requires—work on the edge of discomfort and curiosity, the familiar and the unknown.”
10. “...the artist as a primary metaphor for the reimagination of leadership, to be an artist is to be invested in the work. The artist is willing to struggle (and if necessary to feel the pain) to bring forth the truth of the imagination. Similarly, the art of adaptive leadership requires a willingness to invest oneself in bringing forth the potential that is within the group.”


VISION AT THE HEART OF LEADERSHIP (DVD)

Visions help set direction and keep us motivated to move toward the goal.
Key concepts include:
a) Keep your vision focused
b) Stop, look and listen
c) Hold on to the Best, Let the Rest Fall Away
d) Trust you Intuition
e) Go Beyond your own Boundaries
f) Make Your Vision Big Enough
g) Do you have Juice in Your Camera?

What are some elements of your vision? What about it energizes you? Where is your passion related to your vision?

CHA’S MISSION LEADER COMPETENCIES – as a resource for looking at leadership in Catholic Health Care

- **Personal Qualifications**
  Mission leaders are talented, faithful and competent executives who embody holistic and healthy qualities which enable them to make a positive and lasting impact on their organizations.

- **Leadership**
  Mission leaders bring strategic direction, thinking and guidance as well as a collaborative spirit to the organization to ensure that it is faithful to its purpose, identity and values.

- **Theology**
  Mission leaders have a working knowledge of Catholic theology and are acquainted with the plurality of religions that they will encounter... in health care institutions.

- **Spirituality**
  Mission leaders can bring strategic direction, thinking and guidance as well as a collaborative spirit to the organization to ensure that it is faithful to its purpose, identity and values.

- **Health Care Ethics**
  Mission leaders are effective in promoting the development of ethical decision-making at the organizational level, social justice and clinical areas.

- **Organizational Management**
  Mission leaders have the management competencies needed to be recognized as productive contributors within the organization.
ASSESSING LEADERSHIP AND MANAGEMENT COMPETENCIES

- Orientation to assessment tool
- Perhaps a dyad or triad assessment

LEADERSHIP, CHANGE, TRANSITION & RESISTANCE

TRANSITION PROCESS

THE PAST
“REALITIES AND TRADITIONS”

THE DIRECTS RESISTANCE
LEADING EFFECTIVELY
PLANNING WELL
LIFE, DEATH, RESURRECTION
MYSTERY

THE HURTS
“LOSSES, SCARS & THINGS TO LET GO OF”

ENDINGS

NEW BEGINNINGS

THE PRESENT
“STRENGTHS AND STRUGGLES”

CONTINUITY
“REMAINING OR GROWING”

THE FUTURE
“HOPES AND DREAMS”

IN BETWEEN/WILDERNESS ZONE
FIVE AREAS OF CONCERN FOR LEADERS (Patrick Murphy)

- Management of attention through a compelling vision.
- Management of meaning through communication.
- Management of trust and respect.
- Management of self.
- Management of Risk (The Wallenda Factor)

MYTHS AND TRUTHS ABOUT LEADERSHIP

Myths About Leadership (Bennis and Nanus)
1. Leadership is a rare skill.
2. Leaders are born, not made.
3. Leaders are charismatic.
4. Leadership exists only at the top.
5. The leader controls, directs, prods and manipulates.

Truths about Leadership (Gallagher and Reid)
1. Leadership exists throughout healthy organizations
2. Leaders are born not made and are both introverted and extraverted
3. Leaders offer both support and challenge
4. Leaders help define reality
5. Leaders say thank you – often

FIVE NEW OR RENEWED INSIGHTS YOU ARE LEAVING THIS WORKSHOP WITH RELATED TO LEADERSHIP

1.
2.
3.
4.
5.

NOTE: If you have questions, need more information or would like to subscribe for free to The Reid Group’s monthly eletter, please contact Maureen Gallagher (MGallagher@TheReidGroup.biz) or John Reid (JReid@TheReidGroup.biz) directly.