

Skills for Leadership: *Engaging and Nurturing Discernment for Future Leaders*

May 13, 2024



SAINT LUKE INSTITUTE

sliconnect
Resources for Healthy Life & Ministry

Agenda

Discuss

- Components of a Healthy Team

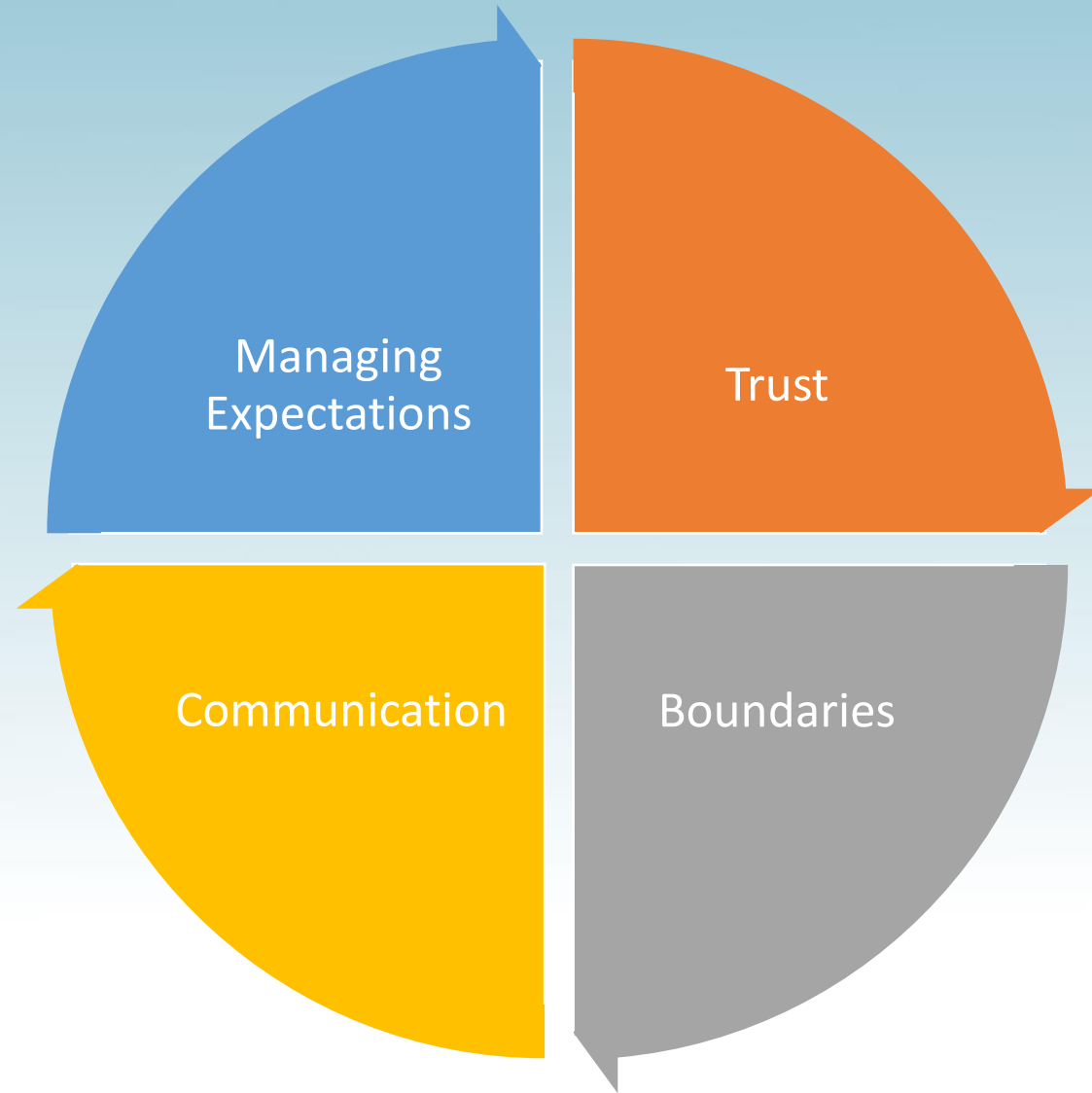
Identify

- Influencing Factors to Healthy Discernment

Explore

- Skills for Fostering Healthy Discernment

Healthy Team



1. Group Agreement

Group Agreement

- Confidentiality
- Relationships
 - Boundaries
- Expectations for Participation
- Dignity
 - Permissible/Not Permissible
- Addressing/Managing Crises

Group Agreement

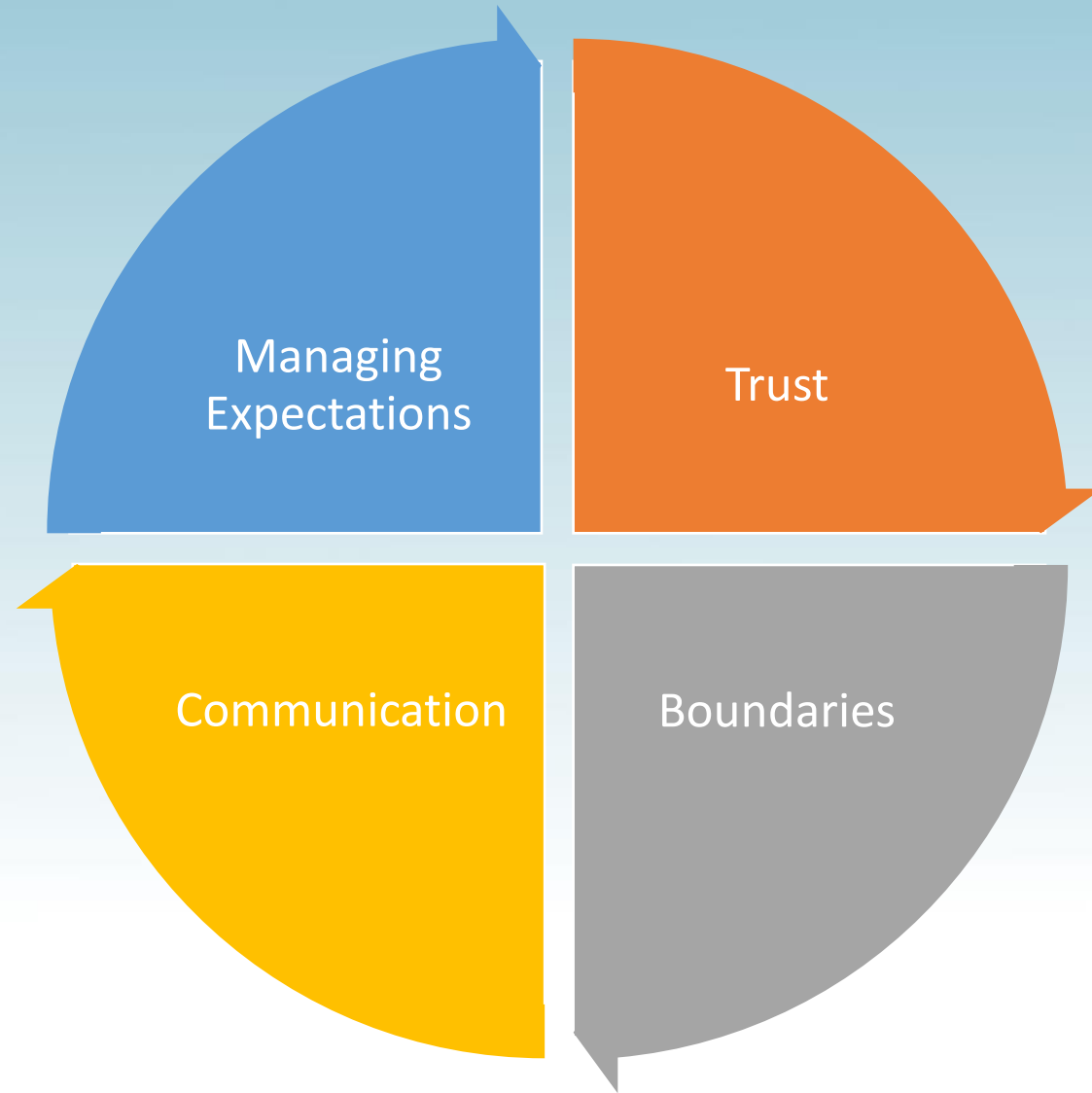
- Confidentiality (*trust, boundaries, expectations*)
- Relationships (*trust, communication, boundaries*)
- Expectations for Participation (*communication*)
- Dignity (*trust, expectations, communication*)
 - Permissible/Not Permissible
- Addressing/Managing Crises (*trust, boundaries, expectations, communication*)

Necessary Skill

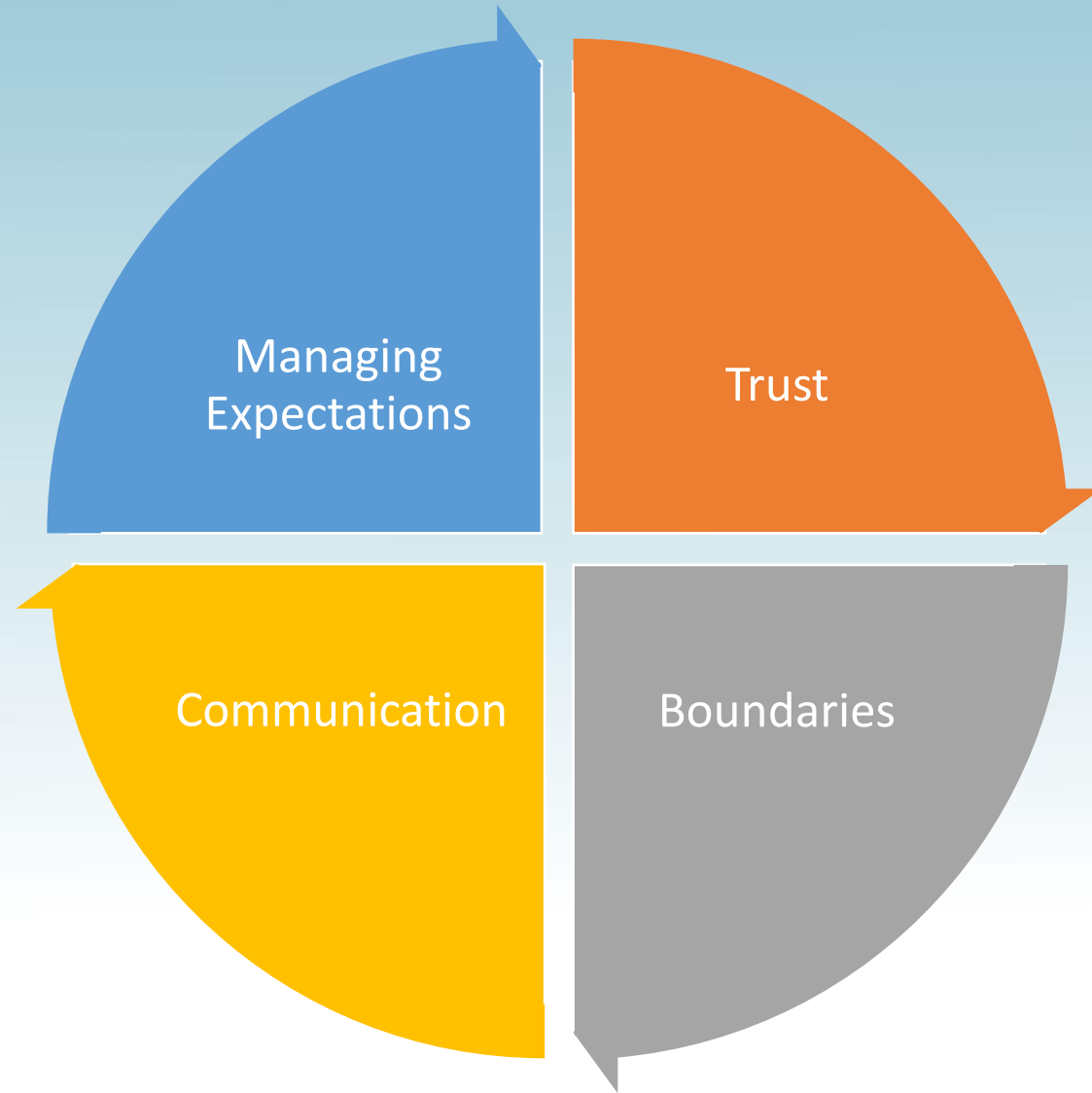
Engage in challenging, collaborative conversations *and*
adhere to agreed upon principles

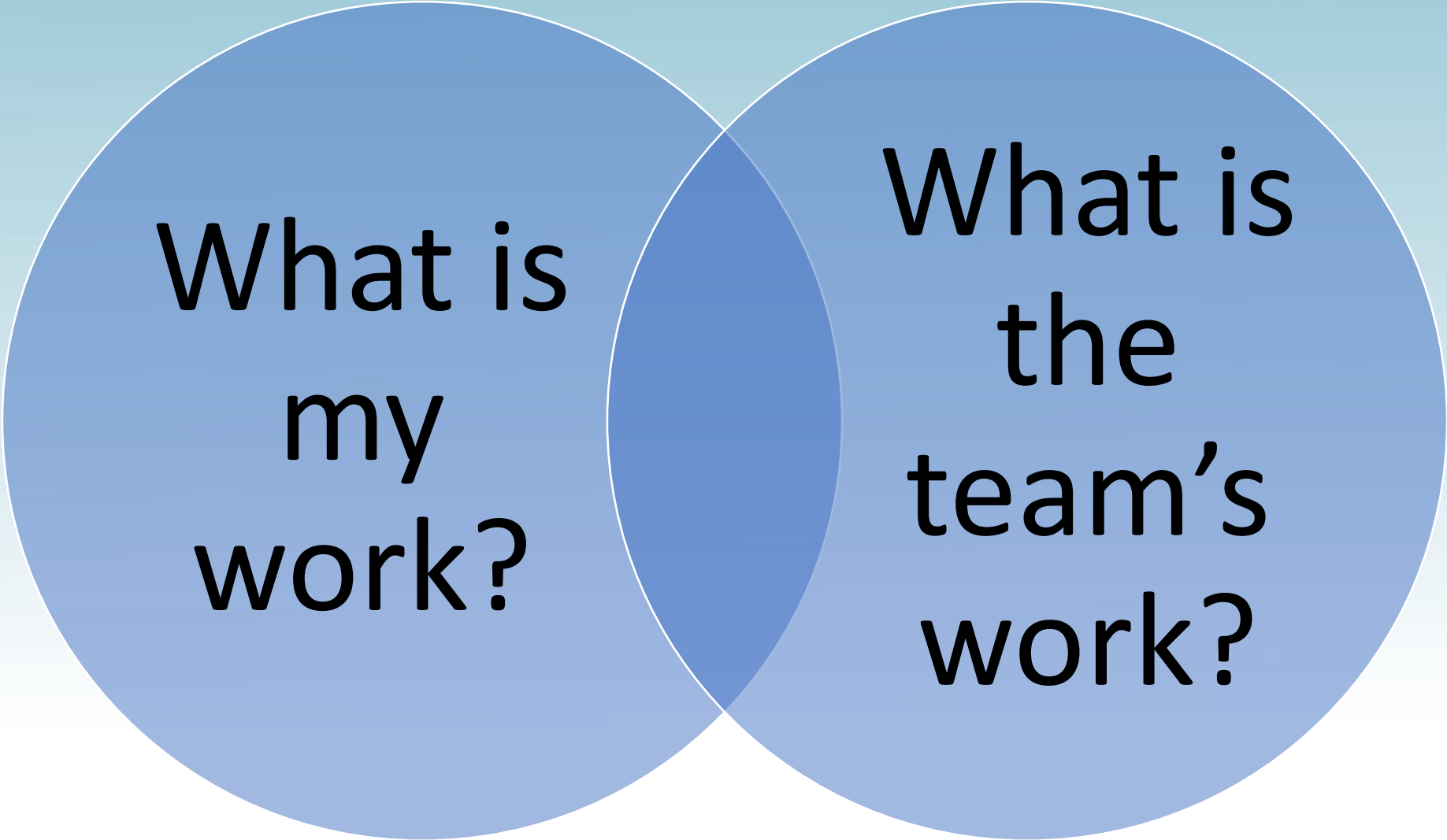
2. Skill Building

Healthy Team




Healthy Self





What is
my
work?

What is
the
team's
work?



What is
my work?

Cultivating Curiosity....

- How do I manage *and* tolerate conflict?
- How will I manage *and* tolerate the interpersonal stressors associated with leadership?
 - Holding confidential information
 - Maintaining boundaries
 - Losing access to some of my peers
 - Spending A LOT of time with the team
- ***What does my past tell me about these areas?***

Necessary Skill

Engage in practices of self-reflection and commitment
to ongoing growth

3. Decision Making

What do we need from authority?

Support

- Empathy
- Understanding
- Compassion
- Patience

Accountability

- Realistic expectations
- Follow Up
- *“Form, communicate, and inspect the fulfillment of an expectation in a positive, principled way”*

Consequences of Indecision/Passivity

For Leadership

- Ineffective
- Loss of confidence
- Loss of trust
- *Indecision is the decision*

For Community

- Fear
- Insecurity
- Compromised safety
- Anger
- *Messaging*



Support

**Decision
Making**

Accountability

Action

Necessary Skill

Capacity to maintain boundaries in personal and professional relationships

Am I being called to leadership?

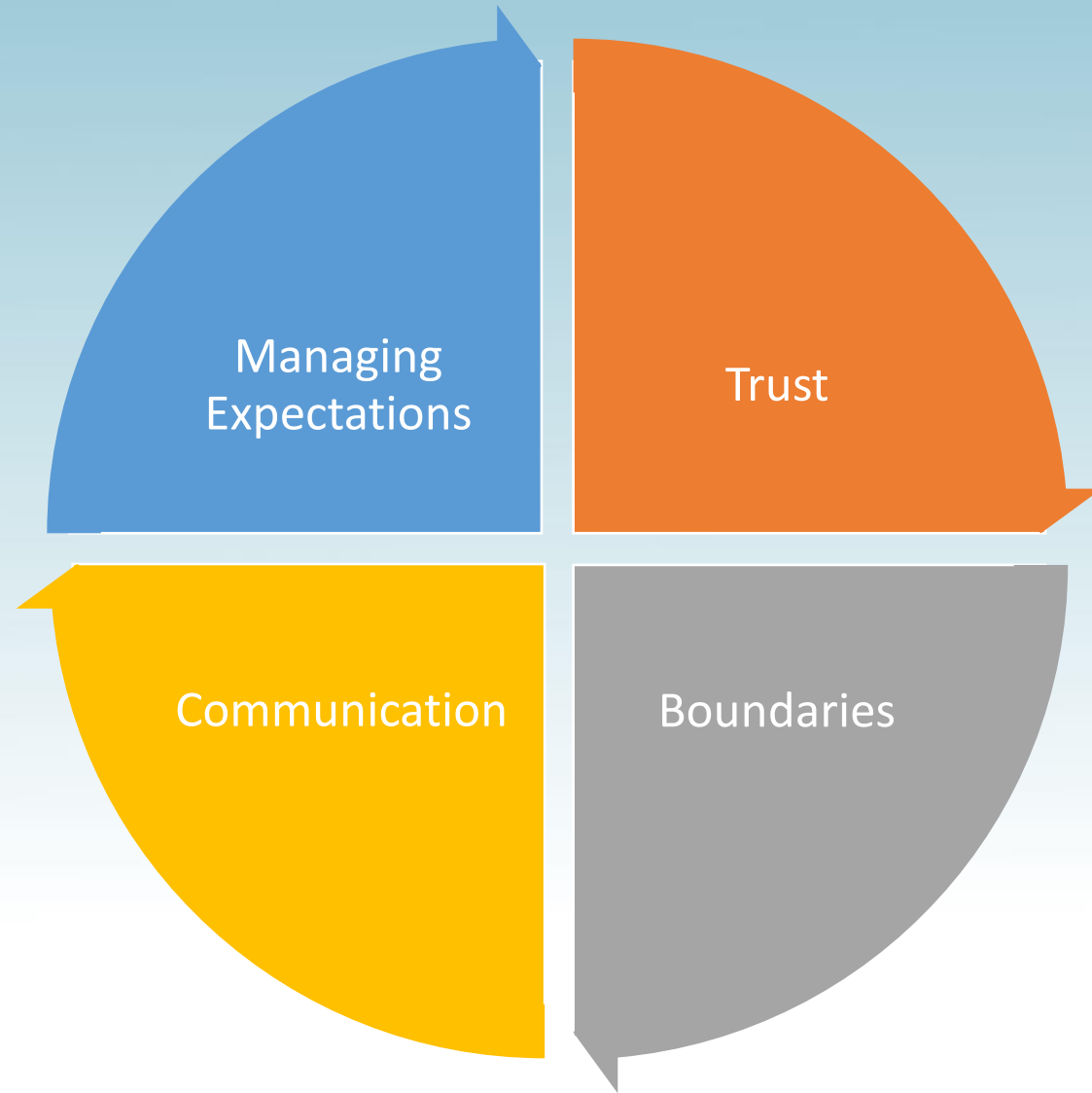
- Other people tell me I should put my name in.
- Other people tell me I'd be good in leadership.
- There isn't anyone else.
- I always knew I'd need to serve in leadership
- Previous leadership did *X*, we needed *Y*, and *I can do that.*

Skills for:

- 1) Leadership
- 2) Community
- 3) Individual



Healthy Self



Foundational

- Capacity for self-reflection and willingness to grow
- Evidence in personal, community and ministerial history
- *Past behavior is the best predictor of future behavior*



Collect Data

- Over a period of time
- With curiosity over judgment
 - **Not** in isolation

Skills for:

1) Leadership

- What is modeled for future leaders?

2) Community

- What is communicated to future leaders by community?

3) Individual

- What does “individual” work look like for future leaders?



Are you being called to leadership?

- Nurture a capacity to see what **gifts** an individual brings to leadership
- Nurture a capacity to see what **skills** are needed for the individual to serve in leadership
- Help the individual assess her skills in: managing conflict, making difficult decisions, working as part of a team, serving as an authority, pastoral accompaniment

Are you being called to leadership?

- What are the needs of the community?
- Are my gifts a good fit for the needs of the community at this moment?
- Help the individual identify anchors that can act as stabilizing forces during times when leadership is faced with challenges
- Enlist the support of a therapist and/or spiritual director to engage these questions intentionally

BRAVING

- **B**oundaries: Set, hold and respect boundaries
- **R**eliability: Say what we mean, mean what we say
- **A**ccountability: Nurture and support accountability
- **V**ault: Keep confidences (honor)
- **I**ntegrity: Practice our values even when difficult
- **N**onjudgment: Stance for self and others
- **G**enerosity: Generous in our assumptions about others

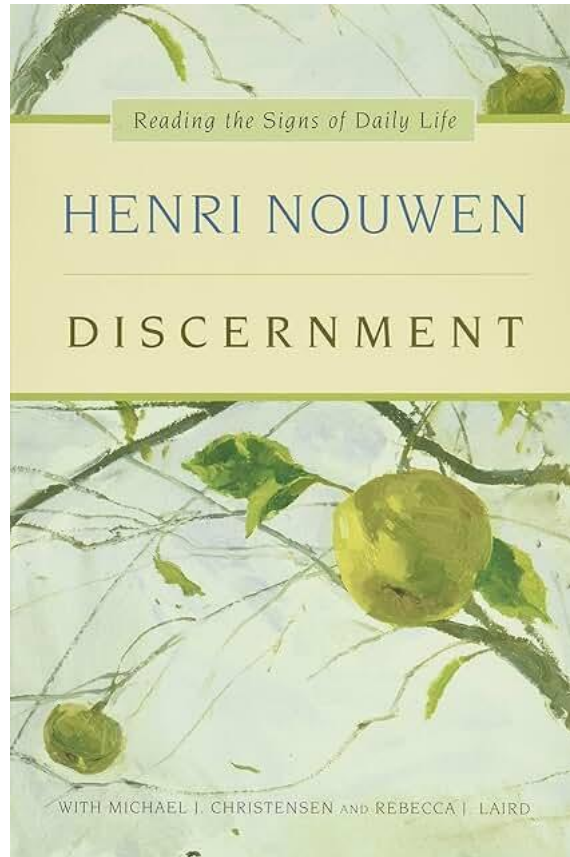
Reflection Questions

1. What structure could **current leadership** offer to members who might be discerning leadership?
2. What information about the needs of the community could we pass along proactively to **potential discerners** (for leadership)?
3. What information about the needs of the community could we pass along proactively to the **community** as we collectively discern about future leadership?
4. What practices could encourage growth in areas of ***self-reflection*** and the development of the ***necessary skills*** of leadership?

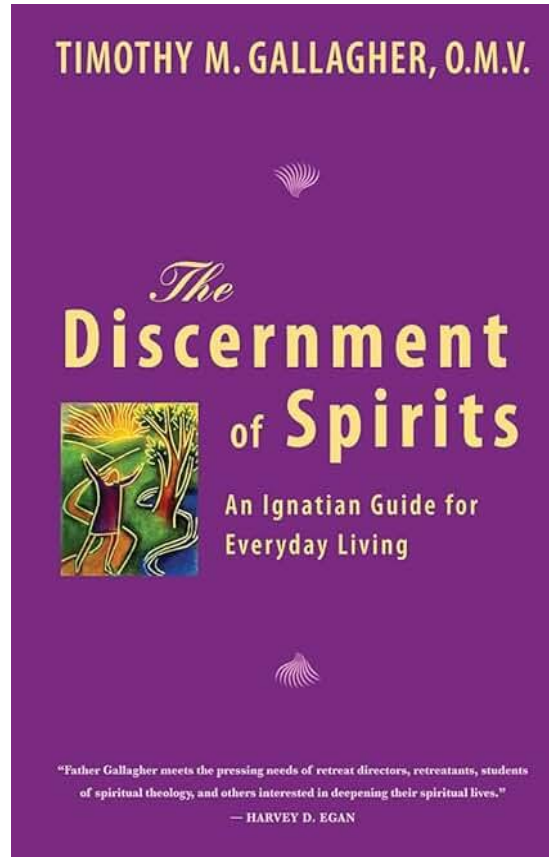
What does this conversation look like?

- A well-loved sister has expressed a willingness/desire to put her name in for upcoming elections. Leadership is aware of consistent difficulties in her ministry settings when she has served in a supervisor/authority role.
- A sister who has been living apart from the community for the last 15 years is returning home and is a strong candidate for leadership given her ministry successes. She is hesitant to put her name in for elections because she feels she “doesn’t know the community well enough right now.”

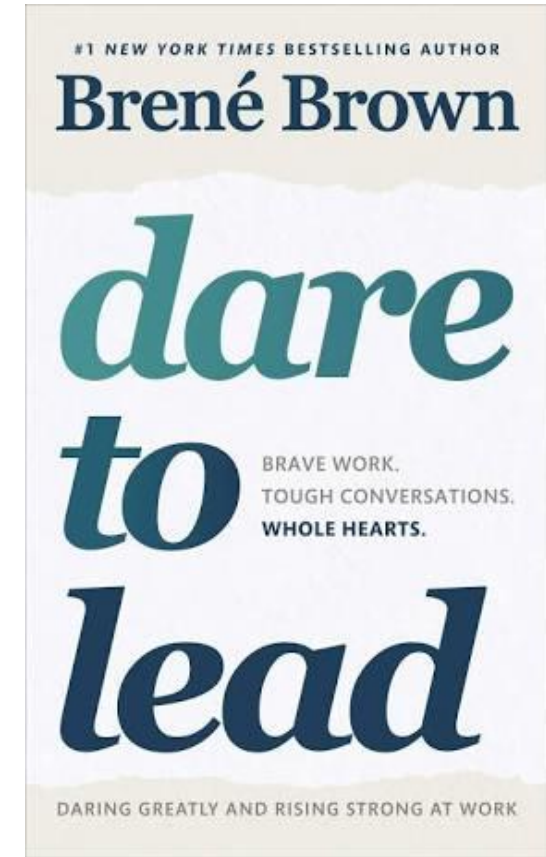
Key Resources



Henri
Nouwen



Timothy
Gallagher, OMV



Brene
Brown

Questions?



Marc DelMonico
Director of Education
marcd@sli.org
301-445-7970



SAINT LUKE INSTITUTE

Emily R. Cash, Psy.D.
Director of Saint Luke Center
emilyc@sli.org
502-632-2471