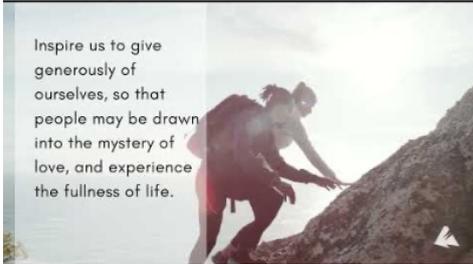



Areté
 CENTRE FOR MISSIONARY LEADERSHIP
 A work of the Missionaries of God's Love

Ministerial Leadership: Theory and Praxis

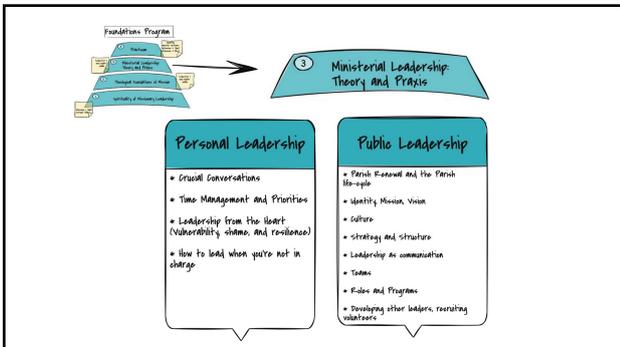
Course Overview

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Inspire us to give generously of ourselves, so that people may be drawn into the mystery of love, and experience the fullness of life.

2



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Overview of MLTP

- | | |
|--|------------------------------------|
| 1. Crucial Conversations | 8. Strategy and Structure |
| 2. Leadership in Scripture | 9. Communicating for Mission |
| 3. Theology of Ministerial Leadership | 10. Executing the Vision |
| 4. How to Lead when you're not in charge | 11. The Parish Life-Cycle |
| 5. Teams | 12. Priorities and Time-Management |
| 6. Identity, Mission, Vision | 13. Leadership from the Heart |
| 7. Organisational Culture | |



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Crucial Conversations occur when:



- Opinions vary
- Stakes are high
- Emotions run strong



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Why talk about crucial conversations?

- They are the basic building blocks of healthy leadership
- They happen all the time
- They frequently thwart all we are trying to do in ministry



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We can:



AVOID THEM FACE THEM BUT HANDLE THEM POORLY FACE THEM AND HANDLE THEM WELL



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What are some examples of crucial conversations in ministry?



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Crucial Conversations:
A Survival
Guide...

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Crucial Conversations:
A Survival
Guide...

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Before...

START WITH HEART MASTER MY STORIES

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Focus on what you really want

What am I acting like I really want?
What do I really want?
For me?
For others?
For the relationship?
How would I behave if I really did want this?

Refuse the Fool's Choice

What do I not want?
How could I about getting what I really want AND avoiding what I don't want?

Start with heart

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Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.

Viktor E. Frankl

Quotology

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Mastering our stories:
Understanding the path to action

See and hear (facts) → Story → Feel → Act

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Mastering our stories:
What helps?

Retrace my Path to Action	Separate fact from story Watch for three 'clever' stories	Tell the whole story
What is my story here?	Victim Villain Helpless	What am I pretending not to know about my part in the problem? Why would a reasonable, rational, and decent person do this? What should I do to move toward what I really want?

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Putting it into practice...

Think of an example of a recent crucial conversation.

How could you apply each tactic ?

Start with Heart

- What do I really want for me?
- What do I really want for the other?
- What do I want for our relationship?
- How might I get those outcomes?

Master My Stories

- What happened?
- What story did I tell myself? (Watch out for: victim, villain, helpless.. or all 3!)
- Are there any Fool's Choices to watch out for?
- Are there other possible stories here?
- Why would a reasonable, decent person do this?

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Crucial Conversations:
A Survival Guide...

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Why is safety at risk?

- Has mutual purpose been established?
- Am I maintaining mutual respect?

What will I do to rebuild safety?

- Apologize when appropriate
- Contrast to fix misunderstanding

Make it safe

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Share • Share your facts

Tell • Tell your story

Ask • Ask for others' paths

Talk • Talk tentatively

Encourage • Encourage testing

State my path

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Putting it into practice...

Think of an example of a recent crucial conversation.
How could you apply these next two tactics?

Make it safe:

- Create conditions for safety : establish mutual purpose; maintain mutual respect
- Rebuild safety if needed: apologise if needed; use contrasting to fix misunderstanding

State my path:

- Share the facts
- Tell your story
- Ask
- Talk tentatively
- Encourage testing

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Crucial Conversations:
A Survival Guide...

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Look for when conversation becomes crucial
Am I going to silence or violence?

Look for safety problems
Are they going to silence or violence?

Know yourself
Look for your own style under stress
<https://www.skillsmatters.com/resources/civil-conversations-body>

Learn to look

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Tactics for getting to mutual purpose:
Commit to seek mutual purpose
Recognise the difference between positions and purpose (outcome)
Find mutual purpose
Brainstorm new strategies

Seek mutual purpose

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! Am I actively exploring others' views?
 Ask
 Mirror
 Paraphrase
 Prime

🗨️ Am I avoiding unnecessary disagreement?
 Agree
 Build
 Compare

🔍 Explore others' paths

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Putting it into practice...

Think of an example of a recent crucial conversation.
 How could you apply each tactic ?

Learn to Look:

- Am I going to silence or violence?
- Are they going to silence or violence?

Seek Mutual Purpose

- Commit to seeking mutual purpose up front
- Recognise the difference between positions and purpose/outcome
- Find mutual purpose

Explore their path

- Ask – Mirror – Paraphrase – Prime
- Agree – Build – Compare

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Crucial Conversations:
 A Survival Guide...

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Move to action...



Decide how you will decide



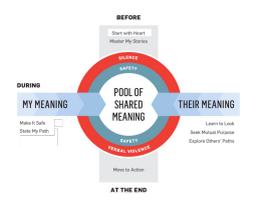
Who does what by when?



Document Decisions

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Putting it ALL into practice:
The cheat sheet...



Start with Heart

- What do I really want for me?
- What do I really want for them?
- What do I want for our relationship?
- How might I get those outcomes?

Master My Stories

- What happened?
- What story did I tell myself? (Watch out for: victim, villain, helpless... or all 3!)
- Are there any Fourth Choices to watch out for?
- Are there other possible stories here?
- Why would a reasonable, decent person do this?

Make it safe:

- Create conditions for safety: establish mutual purpose; maintain mutual respect

State my path:

- Rebuild safety if needed: apologise if needed, use contrasting to fix misunderstanding

Learn to Look:

- Share – Tell- Ask- Talk tentatively - Encourage testing
- Are I going to silence or violence?
- Are they going to silence or violence?

Seek Mutual Purpose

- Commit to seeking mutual purpose up front
- Recognise the difference between positions and purpose/outcome
- Find mutual purpose

Explore their path

- Ask- Mirror- Paraphrase-Prime
- Agree – Build – Compare

Move to action:

- Decide how you will decide
- Agree who does what by when
- Write down the decisions - ensure everyone gets a copy

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