



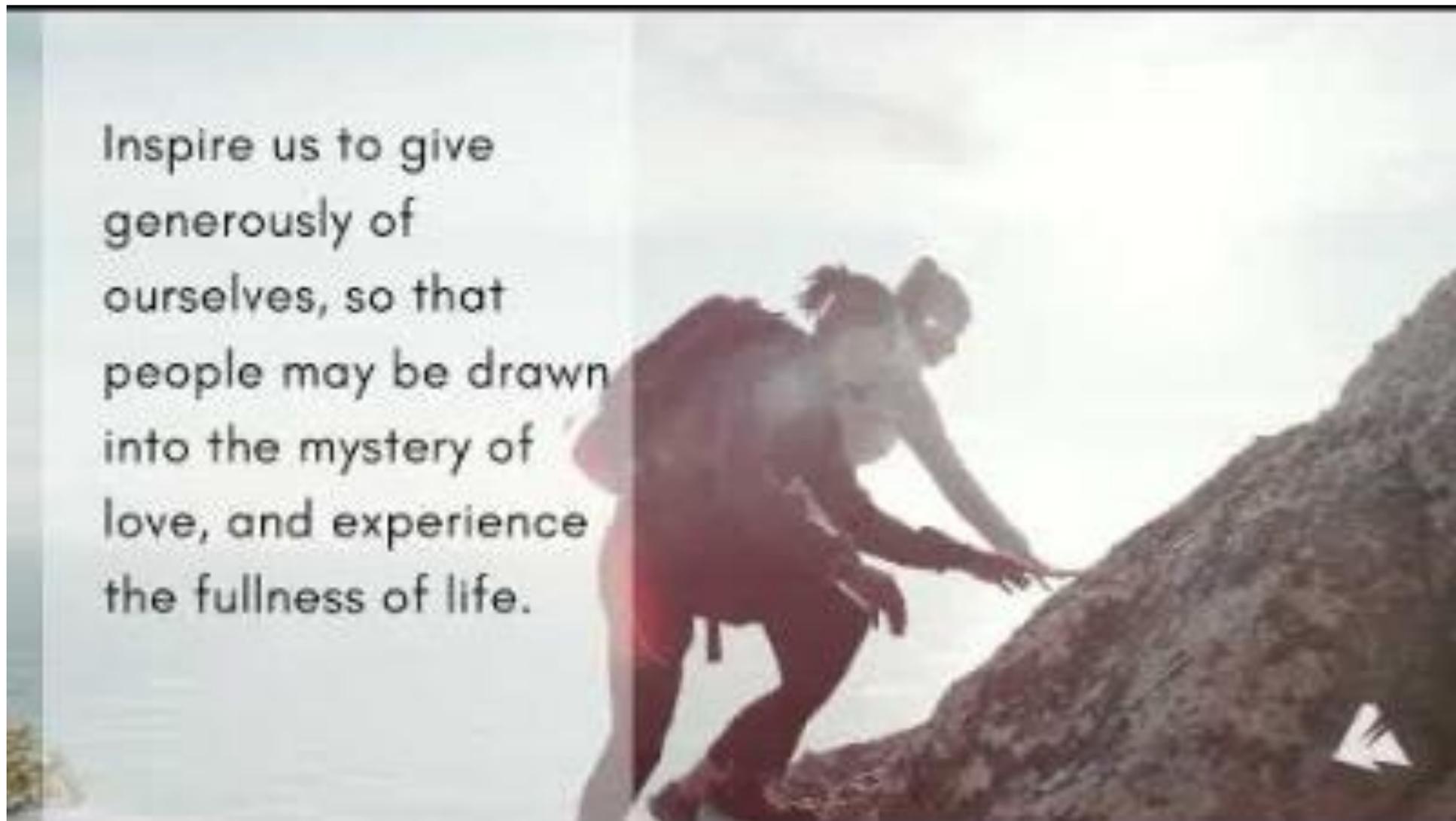
CENTRE FOR MISSIONARY LEADERSHIP

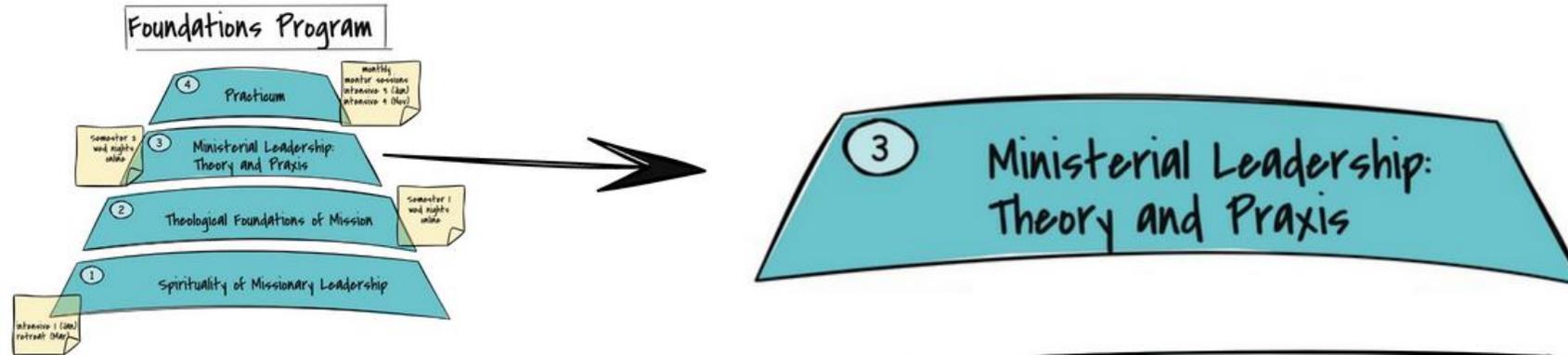
A work of the Missionaries of God's Love

Ministerial Leadership: Theory and Praxis

Course Overview

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





Personal Leadership

- * Crucial Conversations
- * Time Management and Priorities
- * Leadership from the Heart
(vulnerability, shame, and resilience)
- * How to lead when you're not in charge

Public Leadership

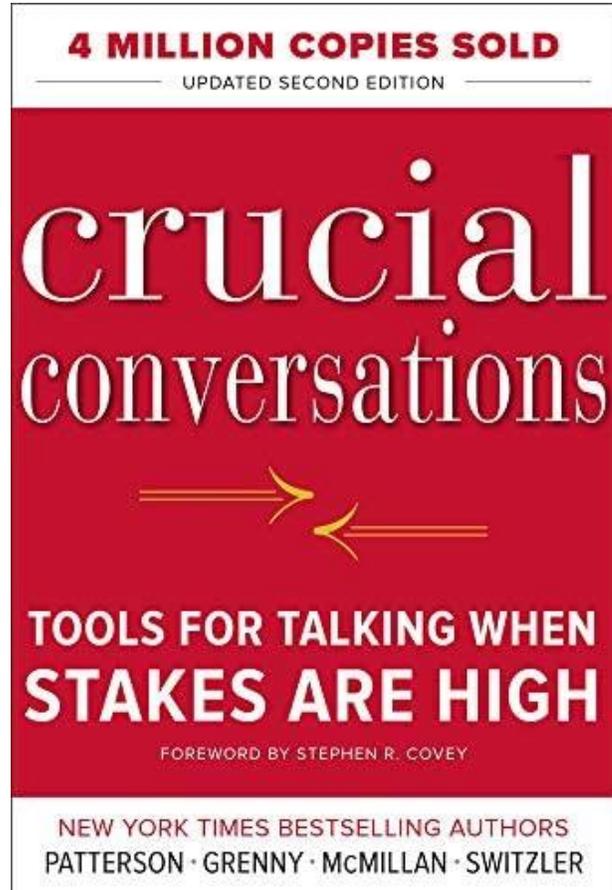
- * Parish Renewal and the Parish life-cycle
- * Identity, Mission, Vision
- * Culture
- * Strategy and Structure
- * Leadership as communication
- * Teams
- * Roles and Programs
- * Developing other leaders, recruiting volunteers

Overview of MLTP

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



Crucial Conversations occur when:



- Opinions vary
- Stakes are high
- Emotions run strong



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



We can:



AVOID THEM



FACE THEM BUT
HANDLE THEM POORLY



FACE THEM AND
HANDLE THEM WELL

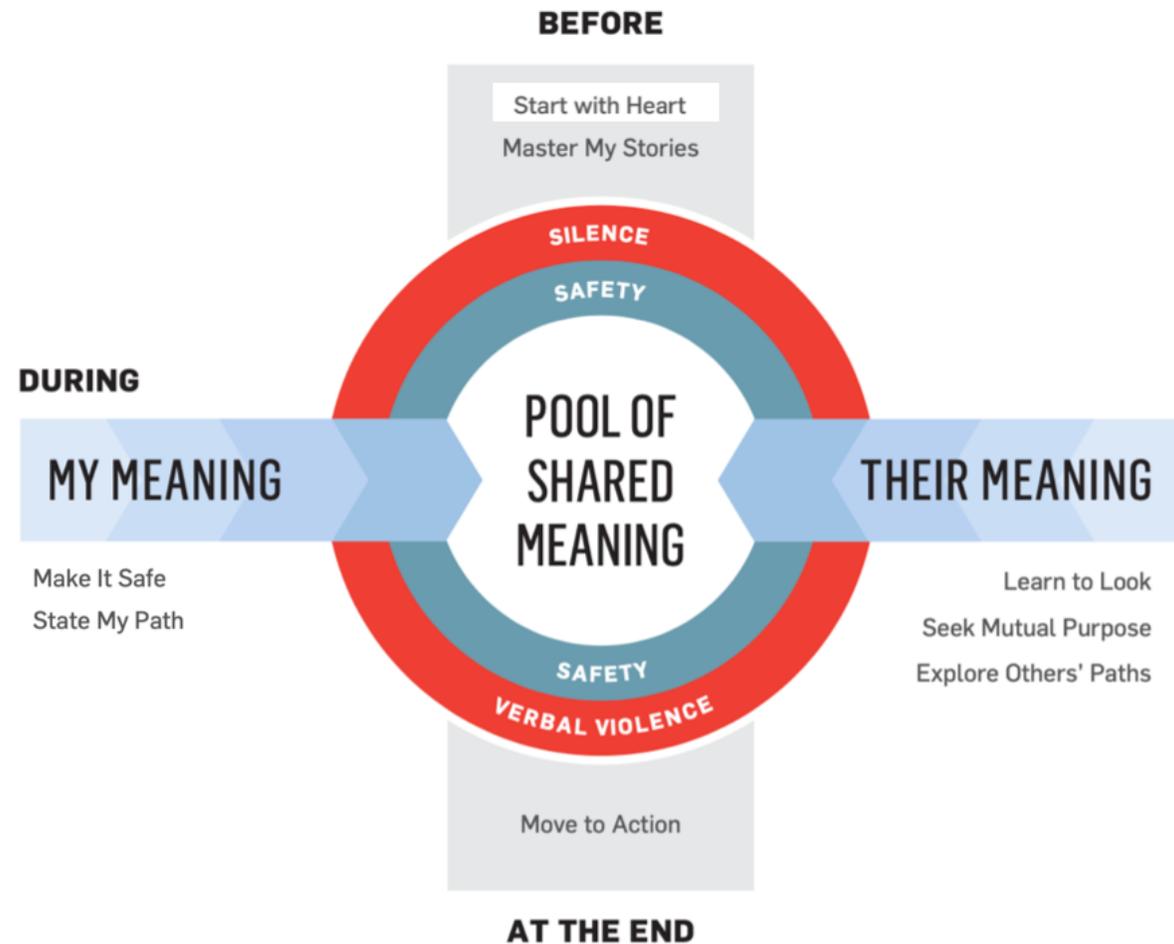




What are some examples of crucial conversations in ministry?



Crucial Conversations: A Survival Guide...



Crucial Conversations: A Survival Guide...

BEFORE

Start with Heart

Master My Stories

Before...



START WITH HEART



MASTER MY STORIES



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

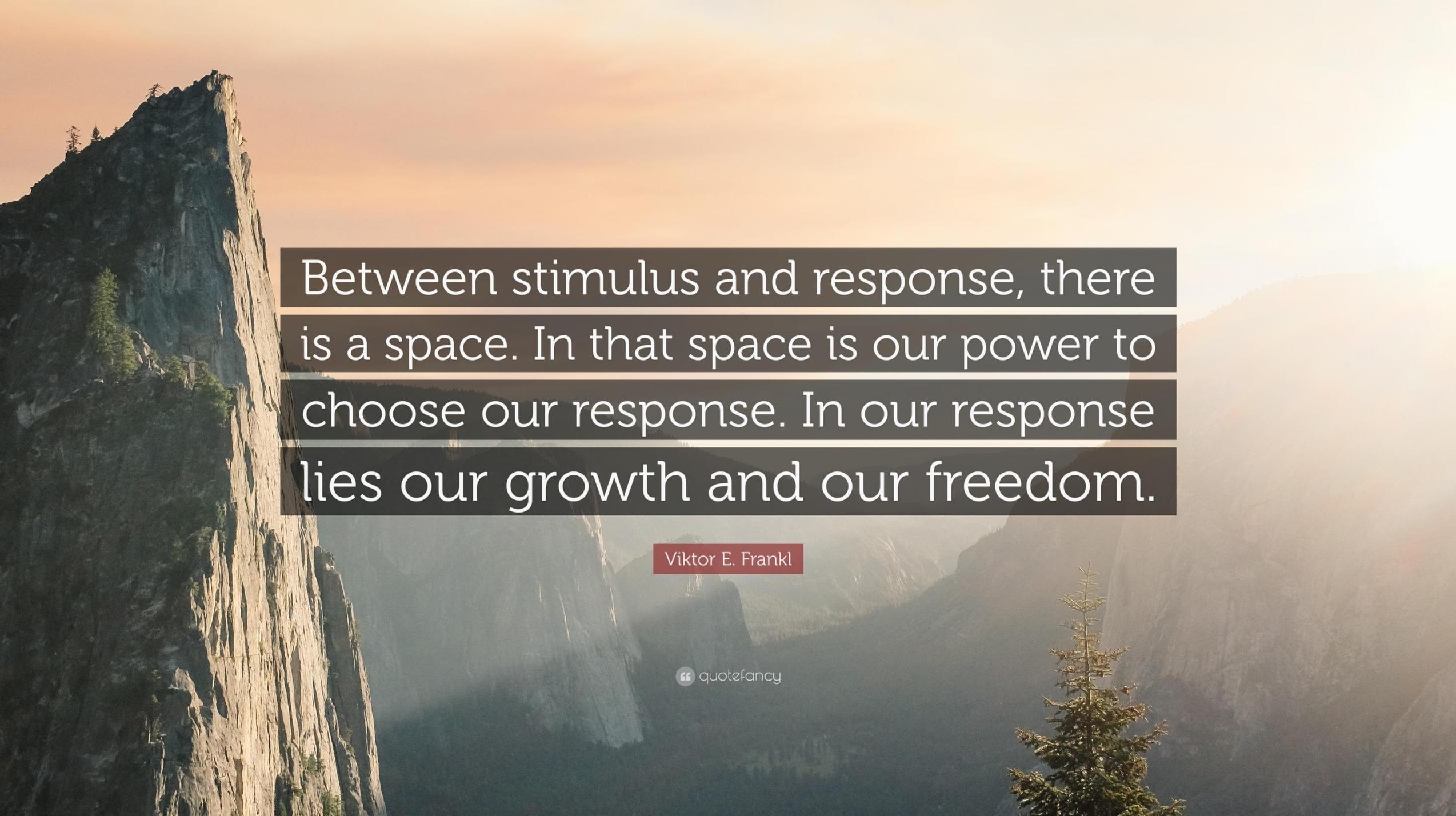


Refuse the Fool's Choice

What do I not want?

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

Start with heart

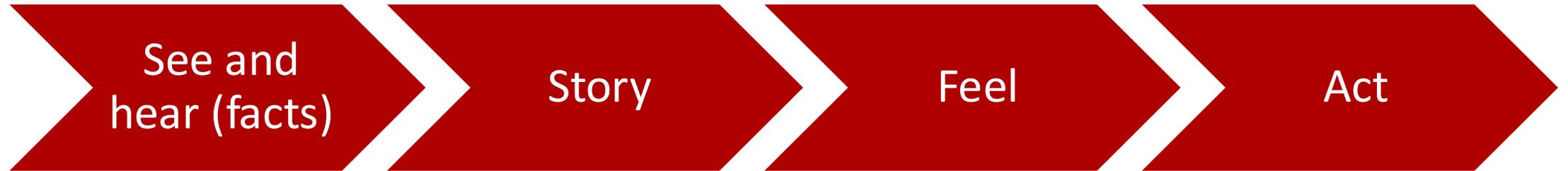


Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.

Viktor E. Frankl

“ quote fancy

Mastering our stories: Understanding the path to action



Mastering our stories: What helps?

Retrace my Path to Action

What is my story here?

Separate fact from story

Watch for three 'clever' stories

Victim

Villain

Helpless

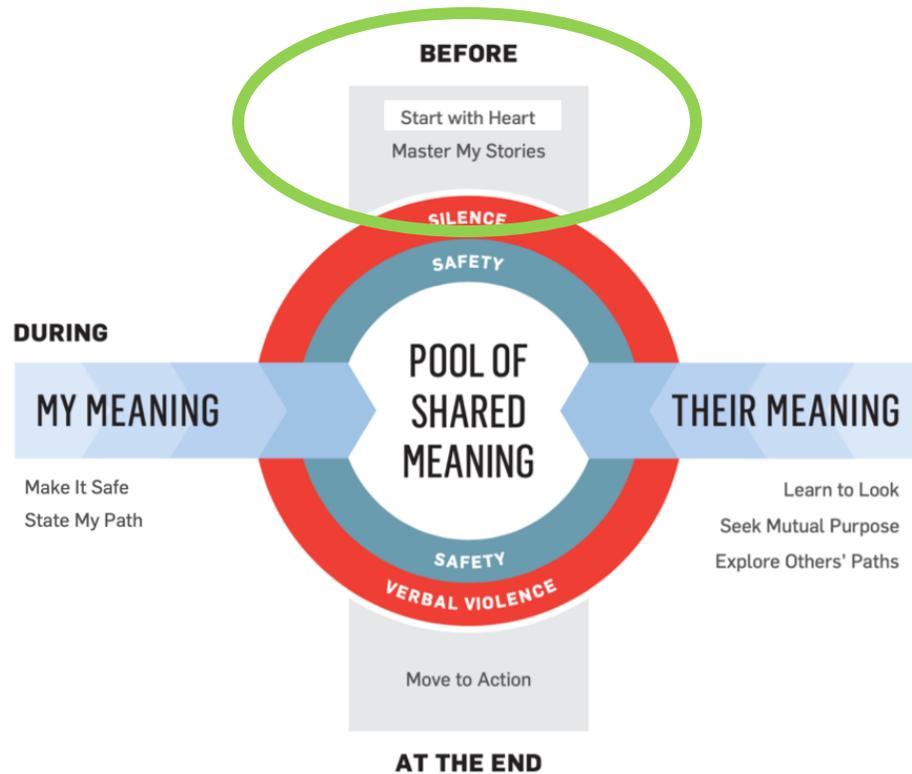
Tell the whole story

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?

Putting it into practice...



Think of an example of a recent crucial conversation.

How could you apply each tactic ?

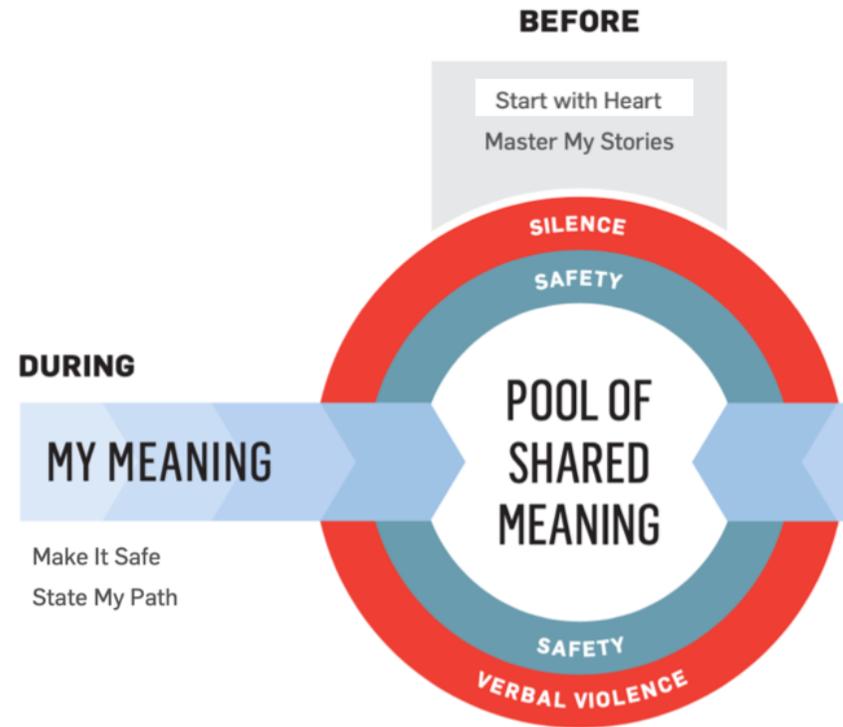
Start with Heart

- 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?

Crucial Conversations: A Survival Guide...





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

Share

- Share your facts

Tell

- Tell your story

Ask

- Ask for others' paths

Talk

- Talk tentatively

Encourage

- Encourage testing



State my path

Putting it into practice...

Think of an example of a recent crucial conversation.

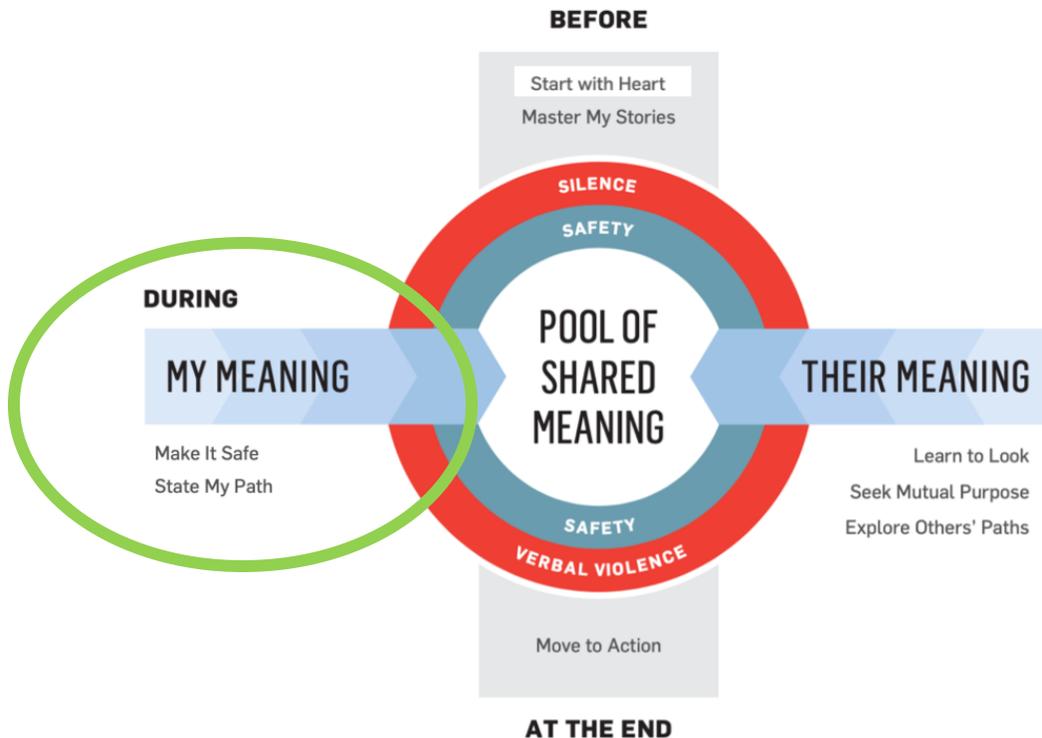
How could you apply these next two tactics?

Make it safe:

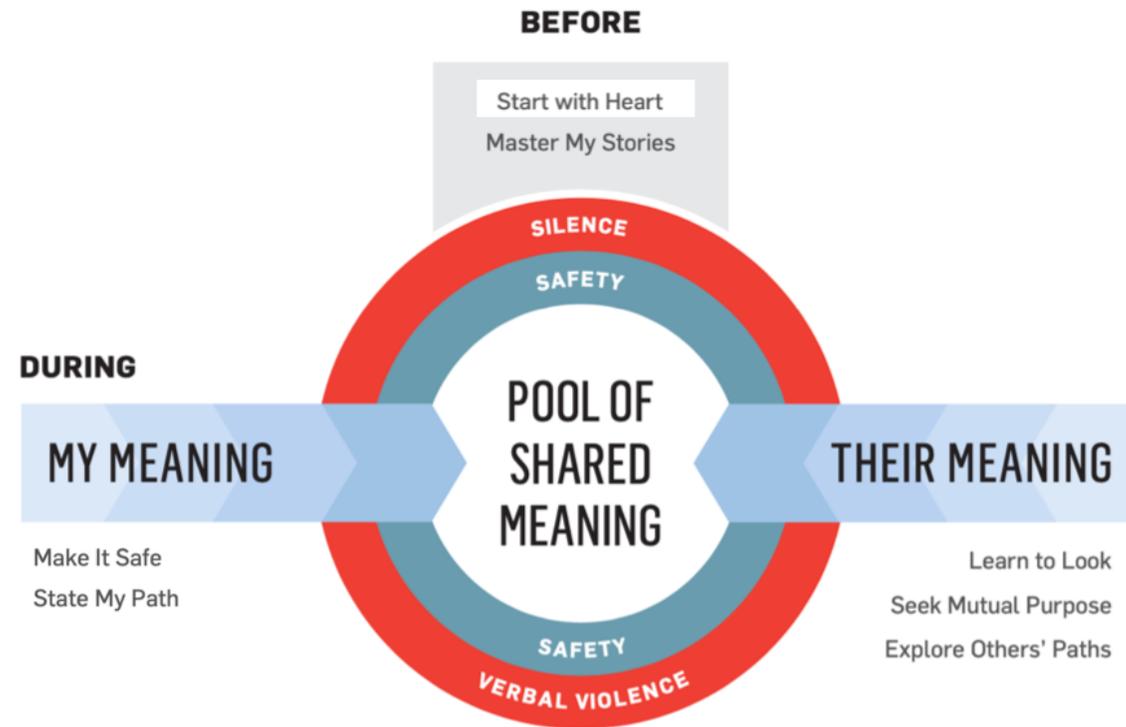
- Create conditions for safety : establish mutual purpose; maintain mutual respect
- Rebuild safety if needed: apologise if needed; use contrasting to fix misunderstanding

State my path:

- **S**hare the facts
- **T**ell your story
- **A**sk
- **T**alk tentatively
- **E**ncourage testing



Crucial Conversations: A Survival Guide...





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.vitalsmarts.com/resource/crucial-conversations-book/>



Learn to look



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



Am I actively exploring others' views?

Ask

Mirror

Paraphrase

Prime



Am I avoiding unnecessary disagreement?

Agree

Build

Compare



Explore
others' paths

Putting it into practice...

Think of an example of a recent crucial conversation.

How could you apply each tactic ?

Learn to Look:

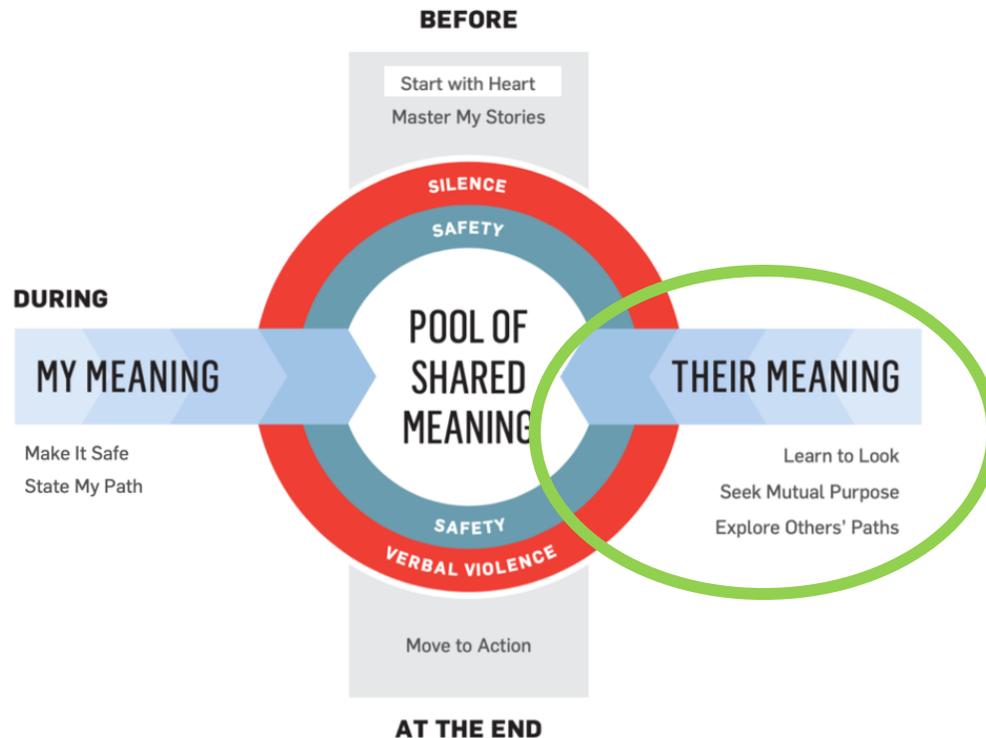
- Am I going to silence or violence?
- Are they going to silence or violence?

Seek Mutual Purpose

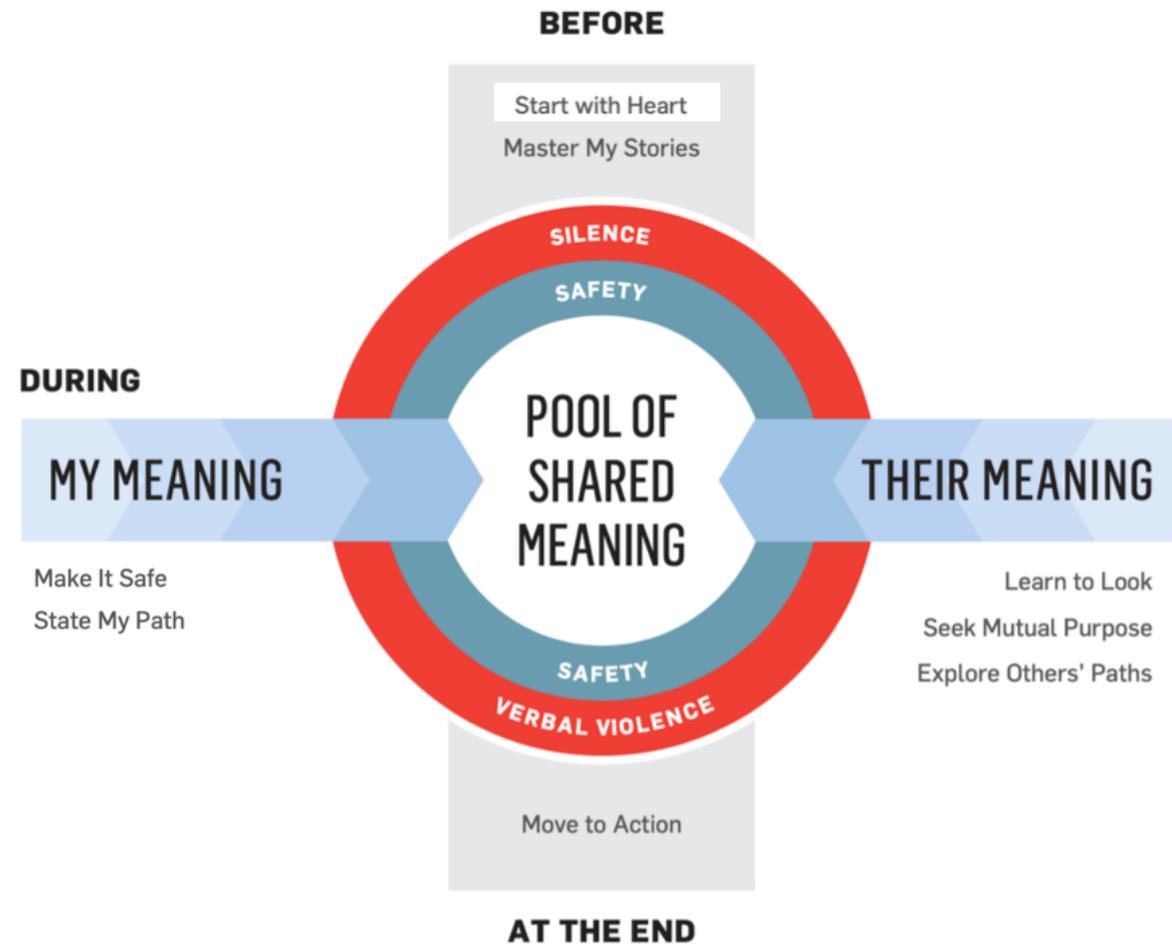
- Commit to seeking mutual purpose up front
- Recognise the difference between positions and purpose/outcome
- Find mutual purpose

Explore their path

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



Crucial Conversations: A Survival Guide...



Move to action...



Decide how you will
decide

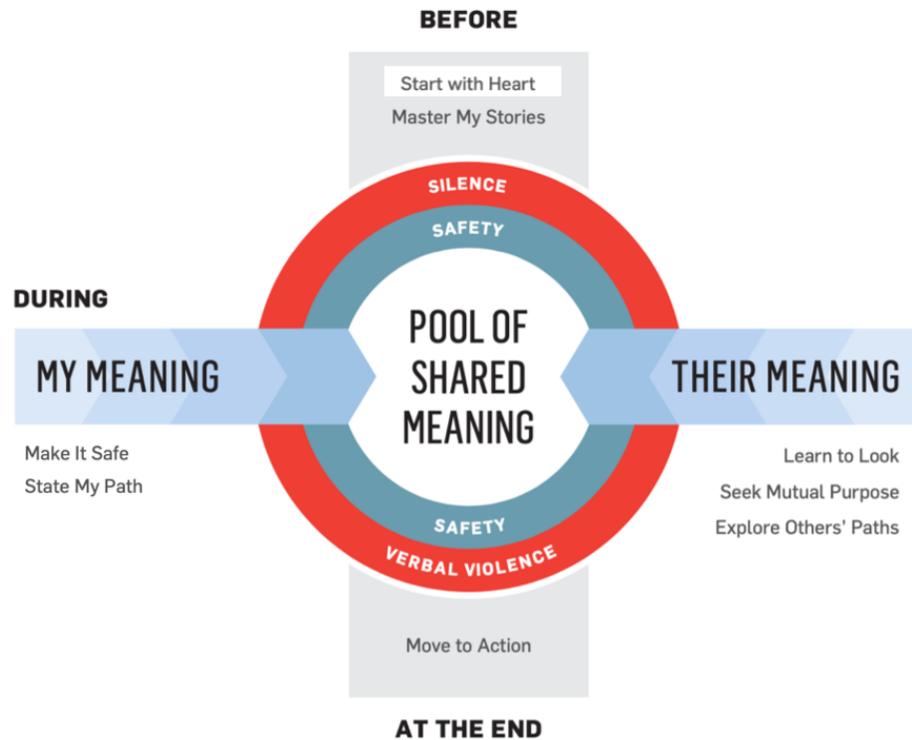


Who does what by
when?



Document Decisions

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 Fool's 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
- Rebuild safety if needed: apologise if needed; use contrasting to fix misunderstanding

State my path:

- Share – Tell- Ask- Talk tentatively - Encourage testing

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

Move to action:

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