



NEXT GENERATION
LEADERSHIP PROGRAMME

Creating servant leaders for the African Church

Jesus as a Model of Collaborative Leadership



Our Learning Agenda

- Share stories of collaboration and leadership
- Identify the stages of psychological safety
- Practice skills of collaboration
 - Storytelling
 - Internal Listening
 - Active Listening
 - Accepting difference
 - Thinking and feeling as a group
- Envision ways to build and sustain collaboration in your apostolates, congregations and communities



Prayer

Lord,

We invite you here as we journey together as a People of God by means of listening, speaking and discernment in order to become a unified Church in communion, participation, and mission.

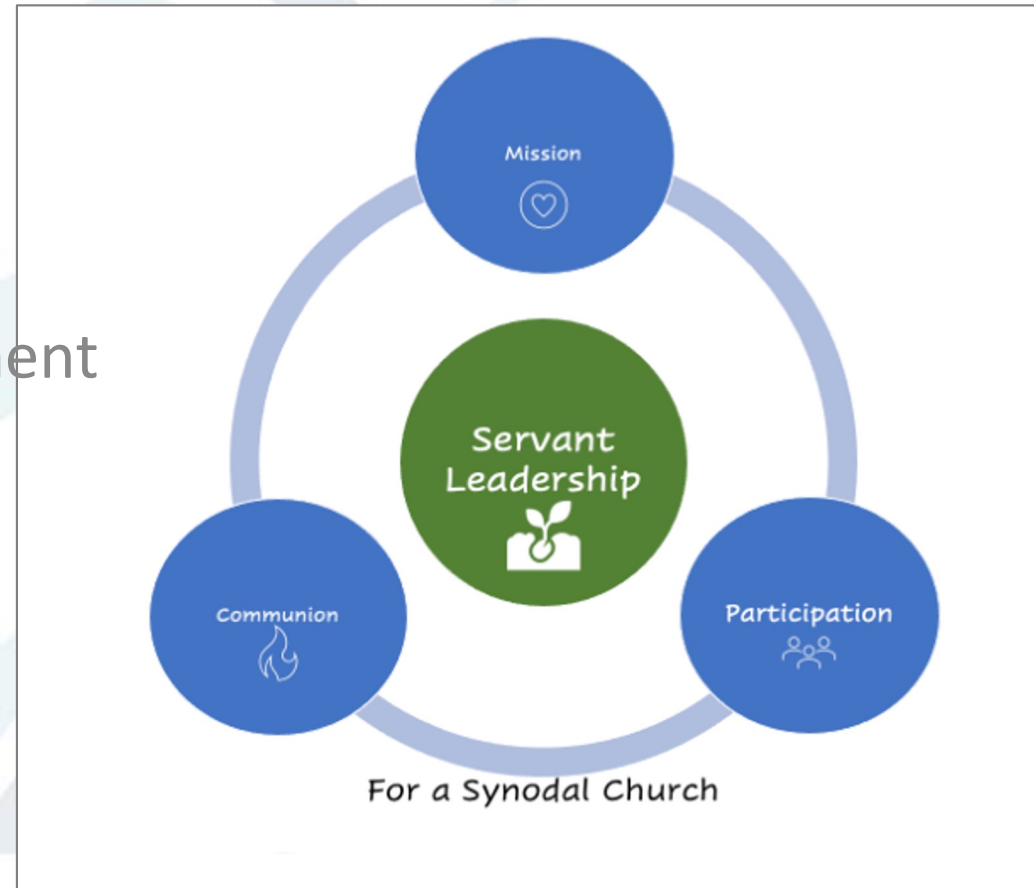
As diverse women and men of one faith, we welcome your guidance into how we lead as servants for You and each other.

Please help to illuminate this synodal path by which we, as your servants, might be joyously effective in helping the Church fulfill its mission of being witness to the love of God amidst the human experience.

Amen.

Tenets of Synodality: **Belonging**

Courage
Humility
Dialogue
Openness / Non-judgement
Discernment
Belonging
Visionary
Hope
Agency



Tenets of Synodality

All

Courage

Humility

Dialogue

Openness / Non-judgement

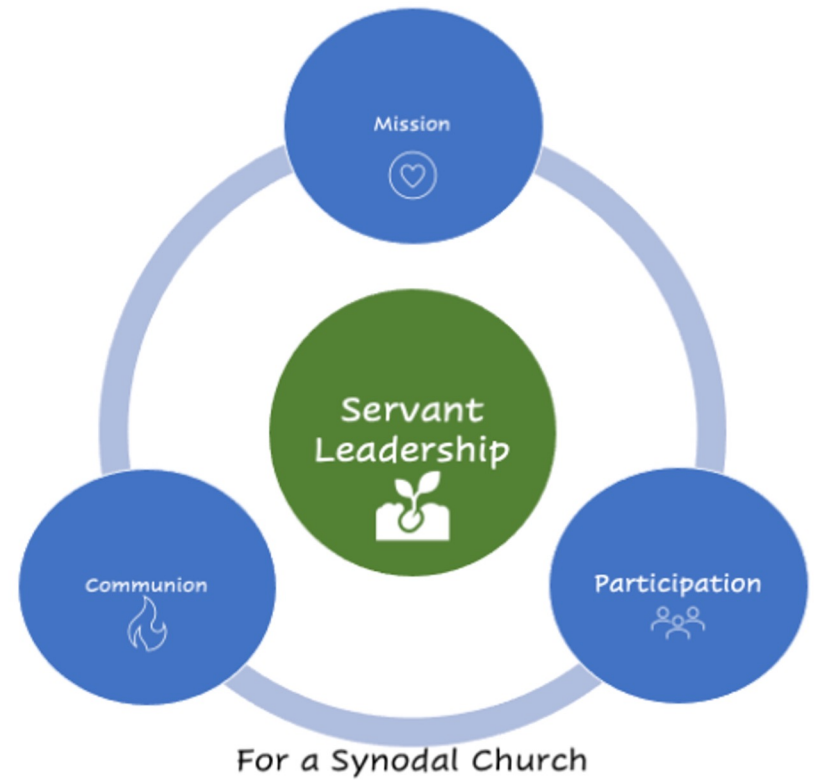
Discernment

Belonging

Visionary

Hope

Agency



Belonging

A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples.

John 13: 34-35

Reflect: This attitude of love is the essence of true belonging. Jesus desires to make a space at the table for everyone: men, women and especially children from all walks of life and context have a space to find true belonging in Jesus.





Story Sharing



ACTIVITY: Share a Story

SPEAKER:

- Recall a time when you worked with other people of faith to achieve a goal that was important to you and the community
- What contributed to a successful collaboration?
- What did you learn about your faith and about yourself in the process?



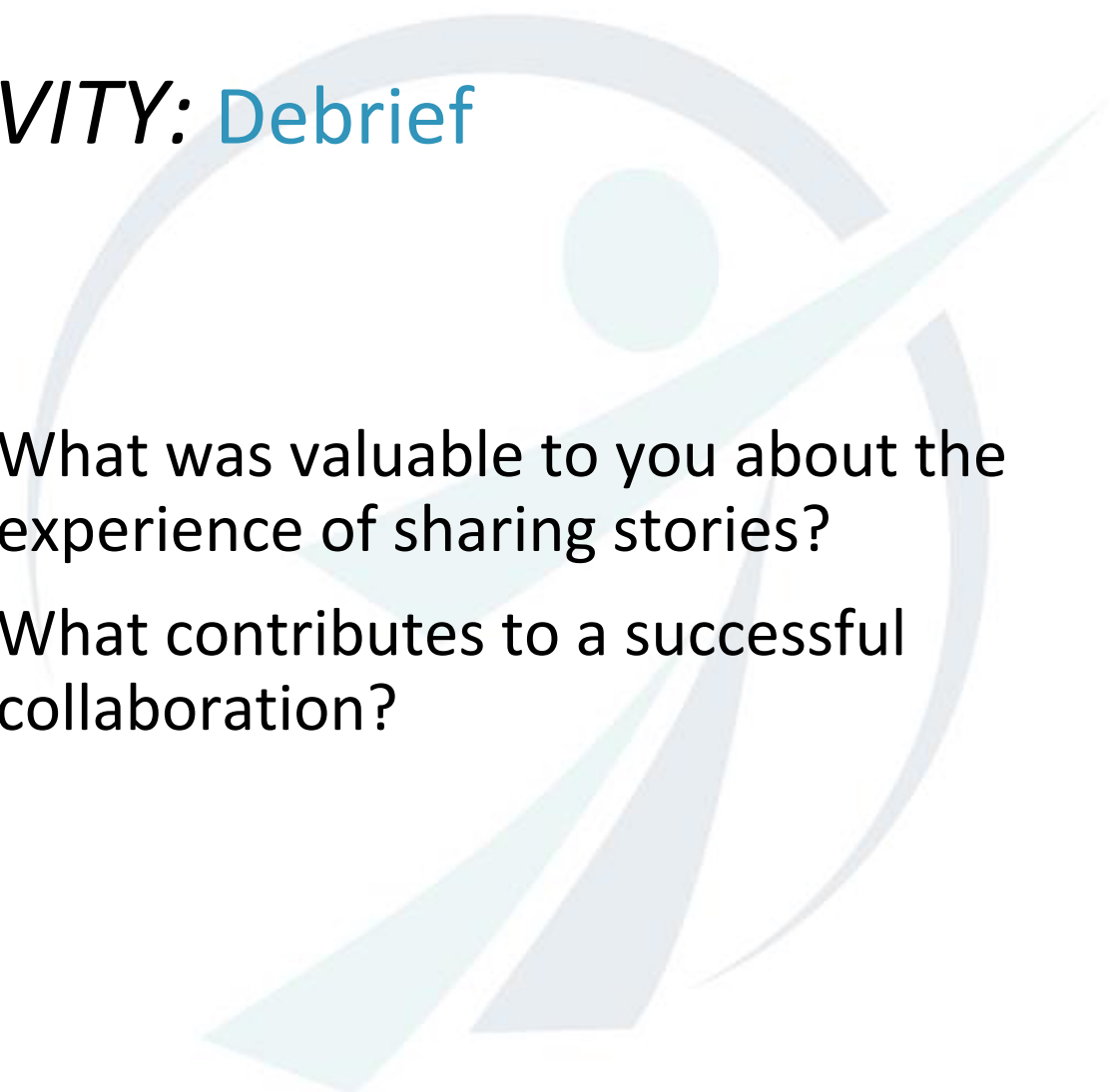
ACTIVITY: Share a Story

Listener:

- Listen actively
- Use pauses to ask open questions
 - How did that make you feel?
 - Paint a picture for me, what did you see?
 - Please tell me more
- Offer generous hospitality



ACTIVITY: Debrief

- What was valuable to you about the experience of sharing stories?
 - What contributes to a successful collaboration?
- 



A Model for Collaborative Leadership

Jesus as Collaborative Leader

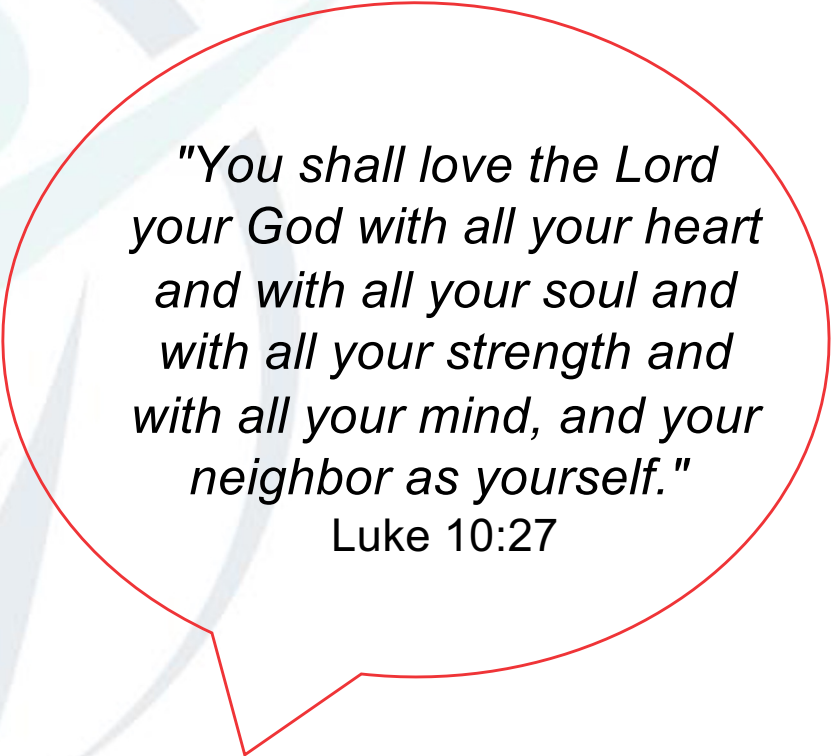


- Jesus gathered a group of disciples to minister with him
- He taught, formed and instilled in them a sense of mission
- He sent the disciples in pairs into ministry even before they were perfectly formed
- He helped them to reflect on their success and failures
- He trusted his disciples



Universal in His Expression of Compassion

- Jesus is responsive to all of those who are in need
- Jesus challenges and supports others to be compassionate (empowerment)
- Jesus uses storytelling to bridge divides, to bind people together in their work and in the mission



*"You shall love the Lord
your God with all your heart
and with all your soul and
with all your strength and
with all your mind, and your
neighbor as yourself."*

Luke 10:27

The Primary Role of Collaborative Servant Leadership

- Respond to human needs
- Actively use your leadership gifts
- Actively assist others to discover their gifts and talents
- Support others' discernment of how to use unique gifts in service to ministry
- Empower and animate gifts of the entire community

It is essential for us to understand that Jesus has a specific task in life for each and everyone of us.

Each one of us is handpicked, called by name, called by Jesus.

There is no one among us who does not have a divine vocation.

- Pope John Paul II

Collaborative Leadership Spirituality

Authentic

Compassionate

Reflective

Shared

Forgiveness

Acceptance

Collaborative Leadership in Practice

Creates Psychological Safety for Others (Roots)

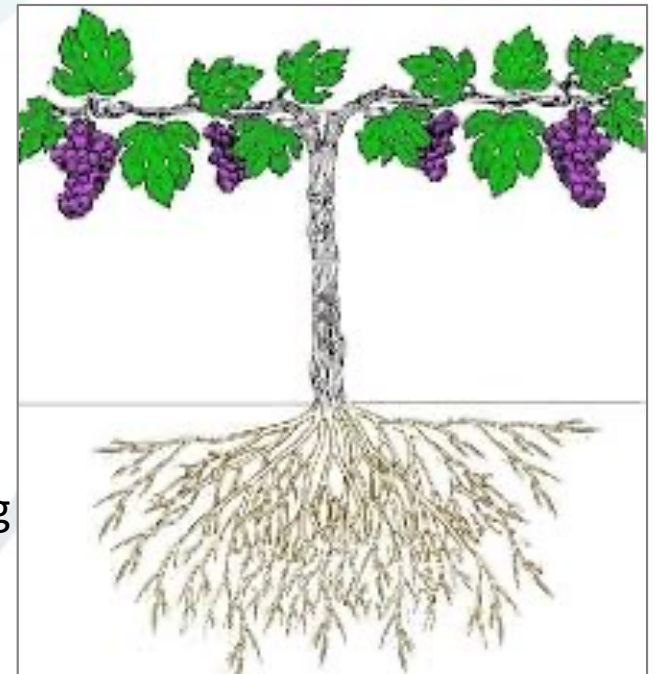
Transparent Motives and Agenda, not about power, control
Responsible, skillful, empowering

Practices Dialogue (Vine)

Active Listening
Mutual Respect
Judgment Free

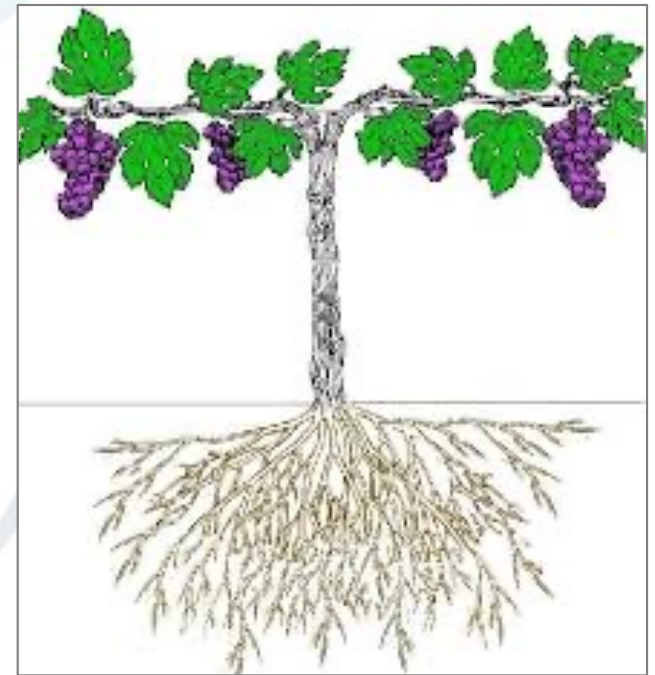
Fosters a Collaborative Environment (Fruit)

Learning
Able to listen, understand, and empathize – improving relationships
Surfacing and integrating multiple perspectives
Identifying underlying concerns, mitigates avoidance
Seeks input, analyzes
Influences commitment



Roots: Psychological Safety

- Transparent Motives & Agenda
- Not about Power, Control
- Responsible, Skillful, Empowering



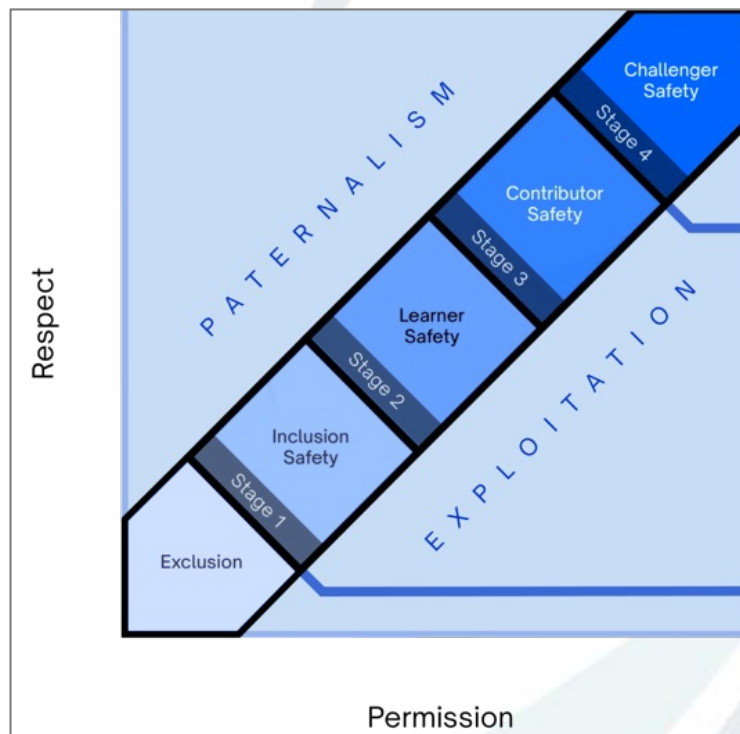


Definition

When Psychological Safety is Fostered:

- Organizations do not hide problems
- Individuals feel free to express their ideas and concerns without fear of negative consequences
- Members take risks and speak up by asking questions, admitting mistakes
- Everyone has a voice, and everyone is listened to
- Teams progress through four stages and *together* create cultures of **rewarded vulnerability**

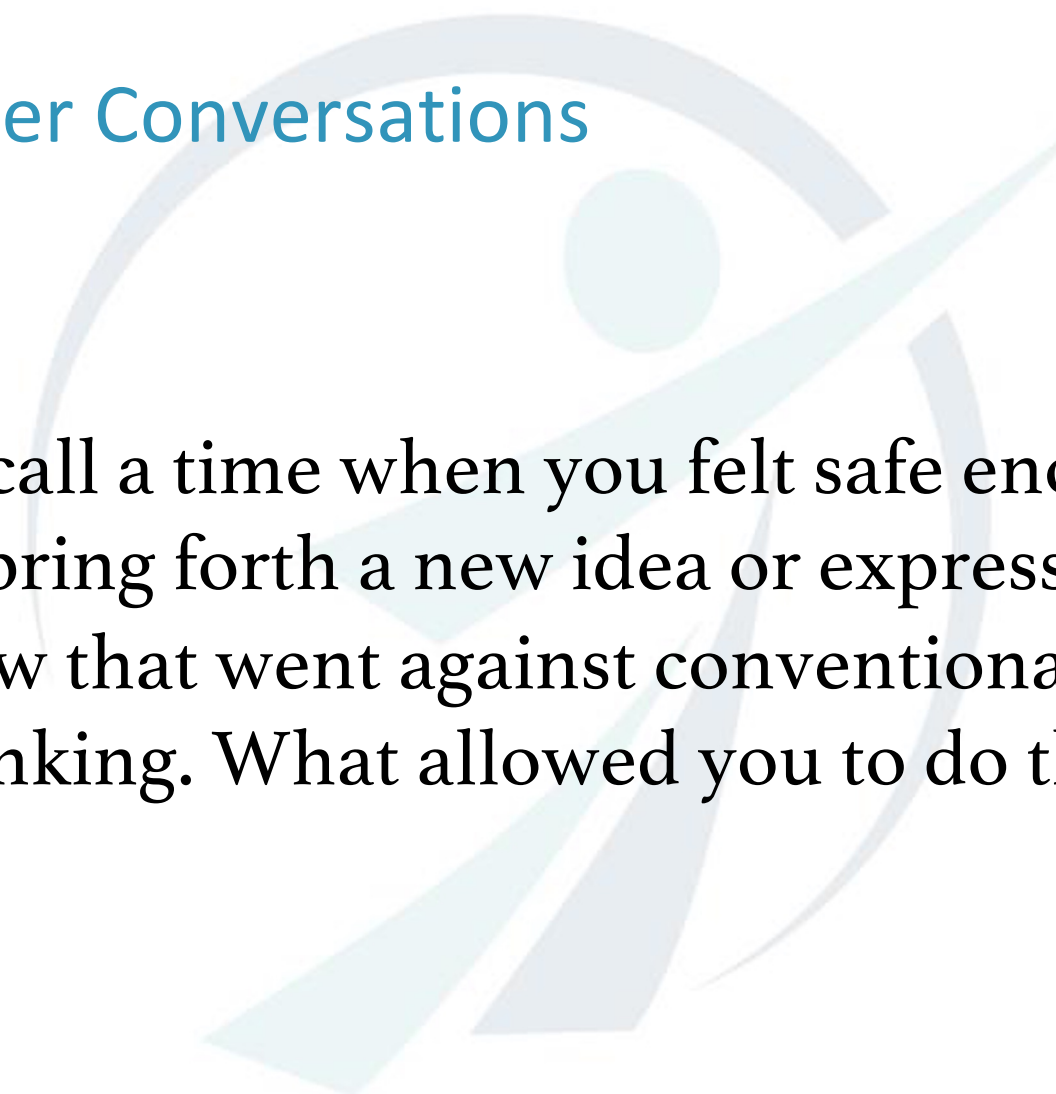
Psychological Safety (Clark)



- **INCLUSION SAFETY:**
Can I be my authentic self?
Satisfies basic human needs to connect and belong. To “qualify” for inclusion safety is to be human and harmless.
- **LEARNER SAFETY:**
Can I grow?
Satisfies basic human need to learn and grow.
- **CONTRIBUTOR SAFETY:**
Can I make a difference?
Satisfies basic human need to make a meaningful contribution
- **CHALLENGER SAFETY:**
Can I be candid about change?
Satisfies the basic human need to make things better.



Partner Conversations



Recall a time when you felt safe enough to bring forth a new idea or expressed a view that went against conventional thinking. What allowed you to do that?

Leading for Psychological Safety



Professor Amy Edmonson, Harvard University

Questions for Leaders



Jesus created psychological safety and a sense of belonging in order to have a meaningful dialogue with the Samaritan woman. This conversation with the woman at the well is the longest dialogue in the gospels.

Do I truly believe that all life is sacred and respect the dignity of all those I encounter?

Do I accept others and welcome them in even if their values differ from mine?

Do I encourage others to grow and learn -- supporting them in their process even when they make mistakes?

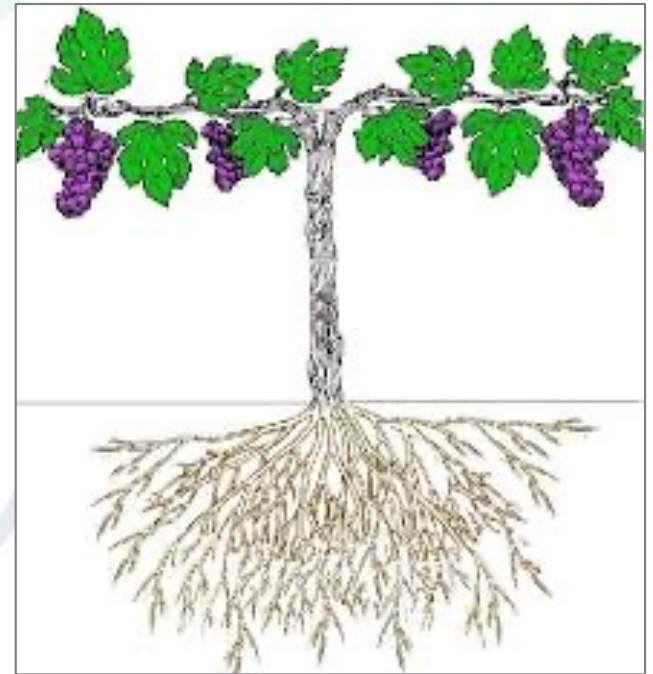
Do I grant others autonomy to contribute in their own ways as they demonstrate their ability to achieve tasks, create impact?

Do I consistently invite others to make things better?

Am I personally prepared to be wrong based on the humility and learning mindset I have developed?

Vine: Dialogue

- Active Listening
- Mutual Respect
- Judgement Free

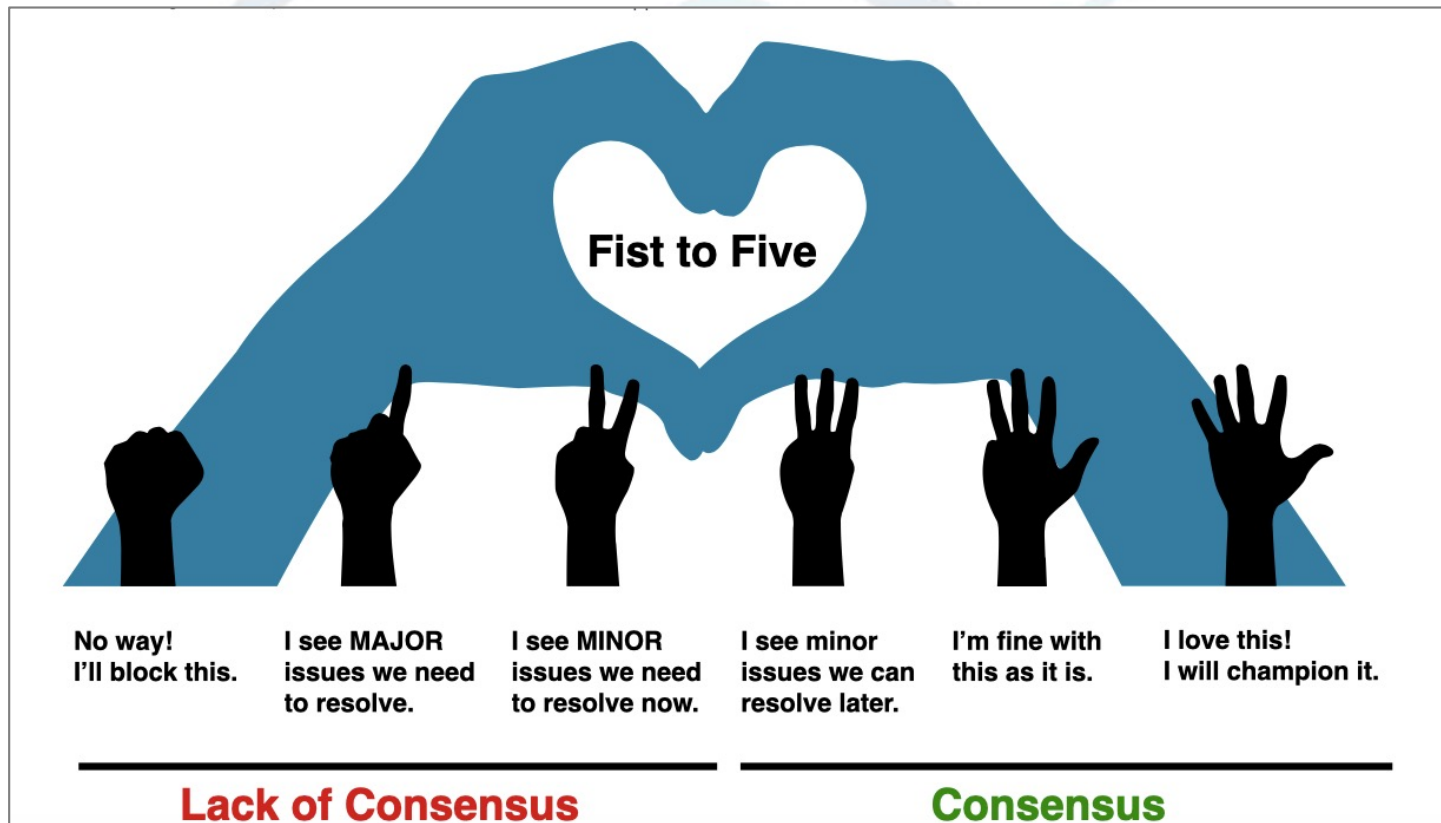


Ground Rules



- Eliminate Distractions
- Listen to Understand
- Speak Openly and Honestly and for Yourself
- Everyone Participates No One Dominates
- Humour and Laughter is Appreciated
- Ensure Confidentiality
- Respect others' choices & assume positive intent

Gradients of Agreement





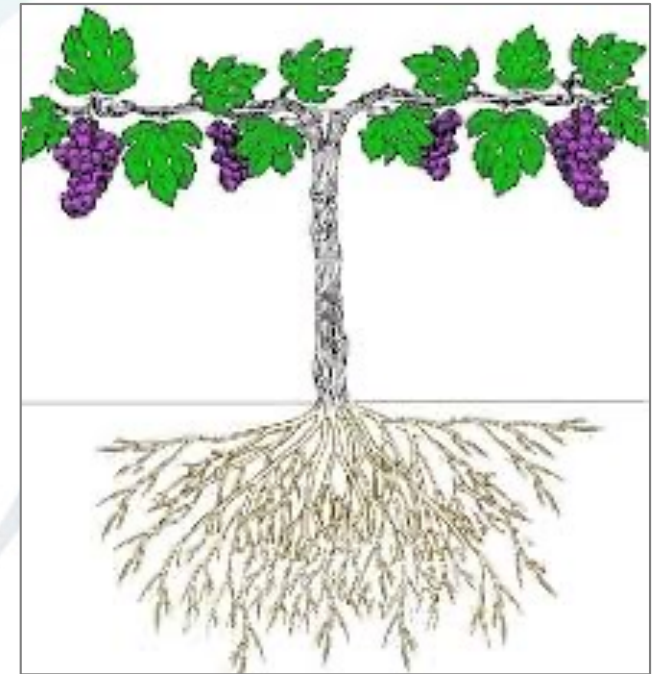
ACTIVITY: Group Dialogue - Guiding Questions

How is my understanding of collaboration different as a result of this session?

How am I being called to translate this session into action for myself and others?

Fruit: Fostering Collaboration

- Learning
- Able to Listen, Understand & Empathize – improving relationships
- Surfacing & Integrating Multiple Perspectives
- Identifying underlying concerns, mitigates avoidance
- Seeks input, analyzes
- Influences Commitment





The Best Test of Servant Leadership

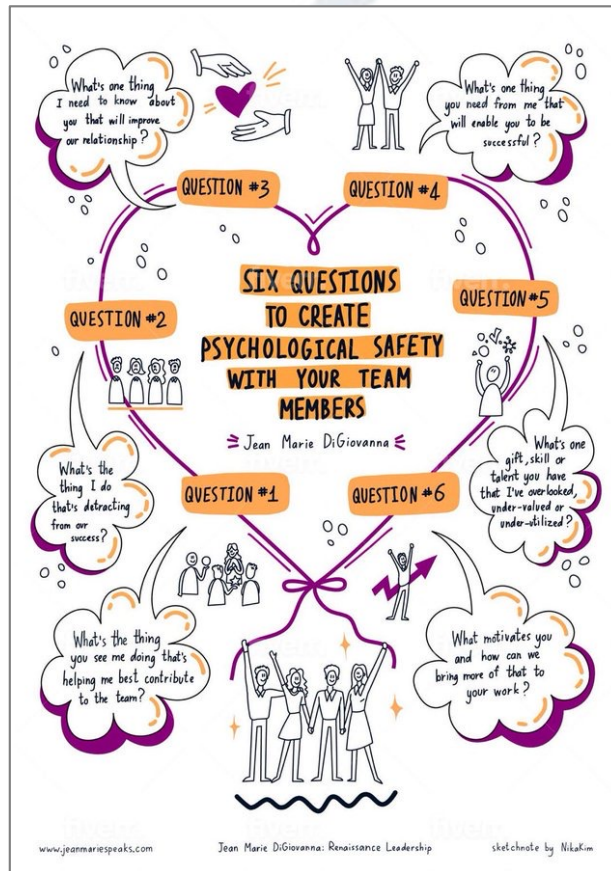
1. Do those served grow as persons?
2. Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?
3. What is the effect on the least privileged in society?
4. Will they benefit, or, at least, not be further deprived?

"I have just given you an example that as I have done, you also may do. Truly, I say to you, the servant is not greater than his master, nor is the messenger greater than he who sent him.

Understand this, and blessed are you if you put it into practice."

John 13:15-17

Questions for Followers



What's the thing you see me doing that's helping me best contribute to the group?

What's the thing I do that's distracting from our success?

What's one thing I need to know about you that will improve our relationship?

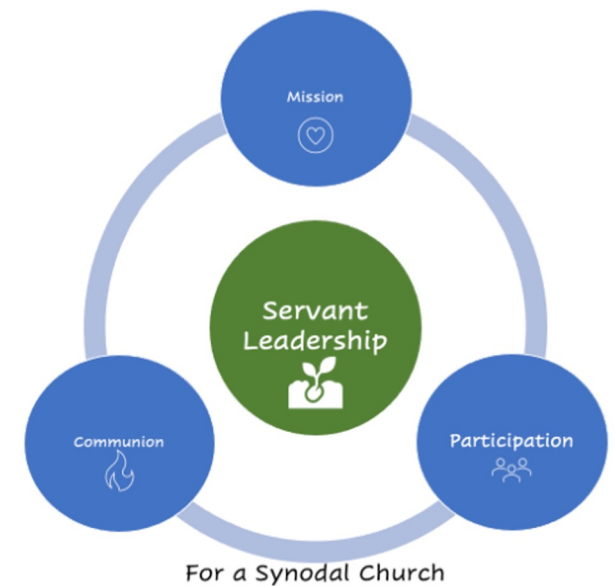
What's the one thing you need from me that will enable you to be successful?

What's one gift, skill or talent you have that I've overlooked, under-valued or under-utilized?

What motivates you and how can we bring more of that to your work?

Servant Leadership


1. Has Foresight
2. Leads with Moral Authority
3. Compassionate Collaborator
4. Systems Thinker
5. Puts People First
6. Person of Character
7. Skilled Communicator



Servant Leadership Action Plan

Peer Coaching Conversation

- Reflect on Your Experience
- How would you like to be different as a leader?
- Share your thoughts and direction with a peer coach
- Establish agreements to create accountability for yourself.

 **Servant Leadership Reflection and Action Plan**

This worksheet is not really for planning action. It is first and foremost planning how to be, specifically how you want to be different as a leader. What part of your "leaderly self" do you want to call forth into the present and unleash? Take some time to reflect on this question, then complete the sentence below:

The way I want to be more fully present and available to others as a leader is . . .

Now consider what resources are available to help you bring forth an enhanced or more powerful way of giving your leadership to others. First, identify resources within yourself, or that are largely within your control. Check the 2 or 3 internal resources that are your strongest allies for change. For example, a desire to grow, a desire to serve others more, faith in a Higher Power, courage, a skill or hobby I used to be good at, a role model who guided you or who currently guides you, etc.


The internal resources that are my strongest allies for change are:

Next, pause for a moment to listen to the voices in your head which are raising objections to why you can't be more like you want to be. Write down the 2 or 3 loudest voices (e.g., "I'm too busy to think about this now, people expect me to show up the old way, I might lose the respect of others if I showed up with my softer side, etc.) By naming these fears, you are acknowledging them, but also declaring that they no longer have as much power over you!

These objections no longer have power over me:

Next, identify additional resources you can draw on to help you move in the direction you desire (e.g., a friend or mentor, a book/article, a project that will stretch me, a volunteer opportunity, someone in this programme, etc.)

Now, identify one or two action steps you can take to start moving in the direction you desire. Ensure that the steps you take are achievable and realistic. Write down your actions here:

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