


Transformational Leadership

***Reshape Your Ministry
through
Relationships, Vision and Values***

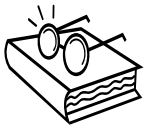


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WORKSHOP OBJECTIVES

- To enjoy the day's learning, conversations, quotations, reflection, poetry, prayer
- To examine the differences in task-driven and relationship-driven leadership and how these differences impact the role of pastoral leader
- To reflect on your personal values and how these attract others to your work
- To focus an organizational lens on the health of your organization
- To assemble some conceptual tools to use in your work with volunteers and staff in your catechetical and youth ministry programs. 

As we progress throughout the workshop:



Note concepts that you want to learn more about following the workshop.



Record new ideas you might want to use in the future.



Mark ideas you want to share with others today.



Capture the “aha” connections that are important to you.

AGENDA

9:30 Introduction/Objectives

Leadership

- Ideal Leader

Leadership Styles: Task-Driven vs. Relationship-Driven

- Laissez-Faire
- Management by Exception
- Contingent Reward
- Transformational

Transformational Leaders

- Characteristics
 - Beliefs and values
 - Vision
 - Creativity
 - Development

12:15 Lunch

Organizational Overview

- Six-box Model

Abundance Mentality

2:45 Summary/Conclusion

YOUR IDEAL LEADER

Think of a leader in your present or past who has had a profound effect or influence for good on your development. Someone you would characterize as being an ideal leader or role model. The leader may be someone you worked for, a teacher, coach, priest or religious, a parent, sibling, etc.

Briefly capture your reflections in the space provided:

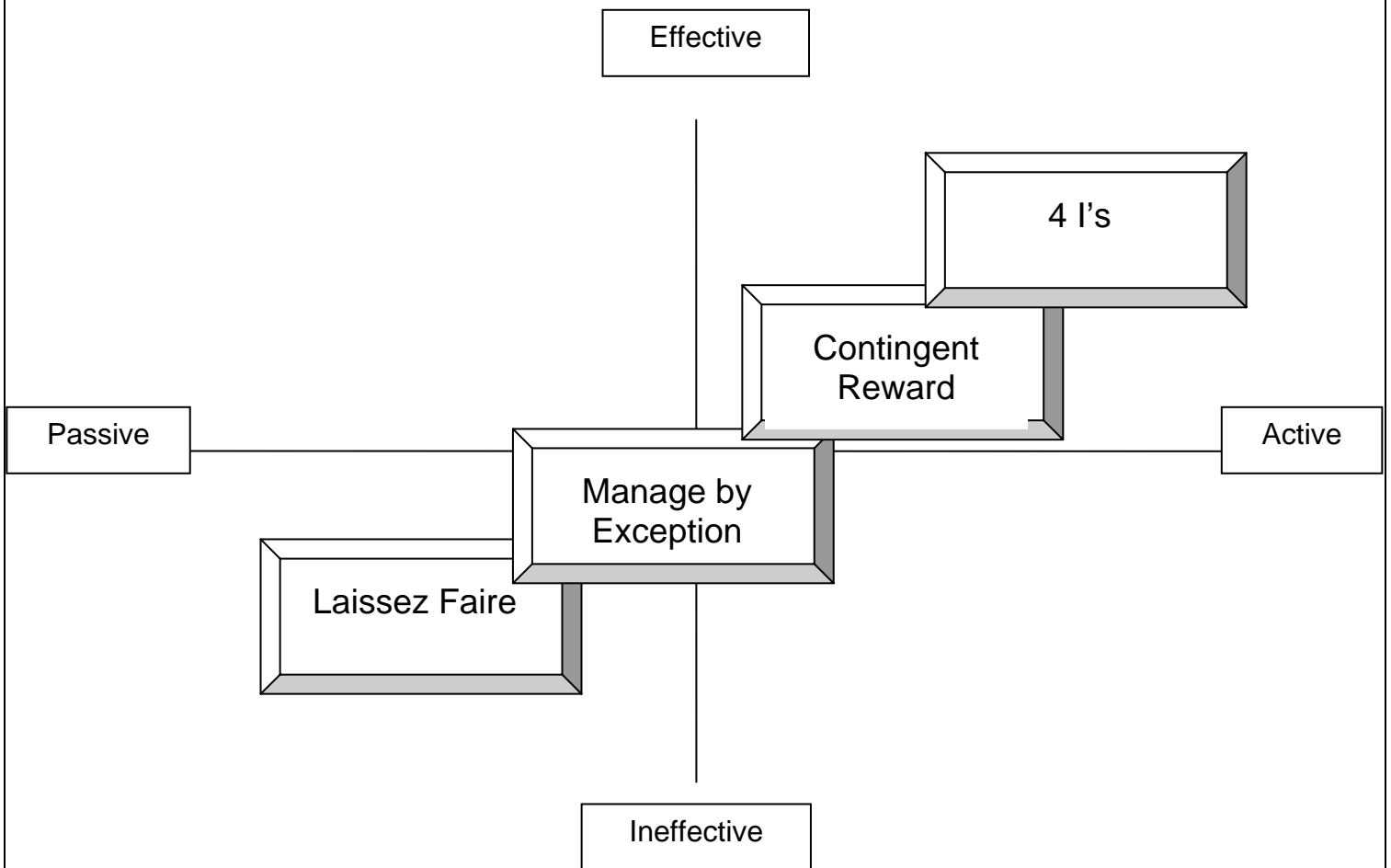
Overview (Who is this leader? Duration of the relationship? Relevant history?)

Context (What role did this person play in your life? What were the greatest advantages of having known this individual?)

Behavior (What behaviors characterized this leader? How did these behaviors influence you?)

*We are not put on this earth for ourselves, but are placed here for each other.
~ Jeff Warner, folklorist and musician*

RANGE OF LEADERSHIP



RANGE OF LEADERSHIP

Laissez Faire

The absent leader

Manage by
Exception

Can be either active or passive

Contingent
Reward

An effective style of leadership

4 I's

Transformational Leadership – the 4 I's

IDEALIZED INFLUENCE: PROVIDING AN IDEAL ROLE MODEL OF LEADERSHIP

Governing Values

adventure	growth/learning	patience
authenticity	gratitude	resilience
balance	health/wellness	security
beauty	humor	spirituality
creativity	integrity	success/achievement
compassion	justice	teamwork
courage	leadership	trust
excellence/mastery	love	vitality
fitness	peace/tranquility	wisdom

Value: _____

Clarifying Statement(s): (I am... I do... I will...)

Value: _____

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Value: _____

Clarifying Statement(s): (I am... I do... I will...)

INSPIRATIONAL MOTIVATION: ARTICULATING A VISION WITH WORDS AND SYMBOLS AND WORKING ON WAYS TO ACHIEVE IT

What is your vision of ministry?

What values are explicit in the organization to guide the work of the volunteers you attract?

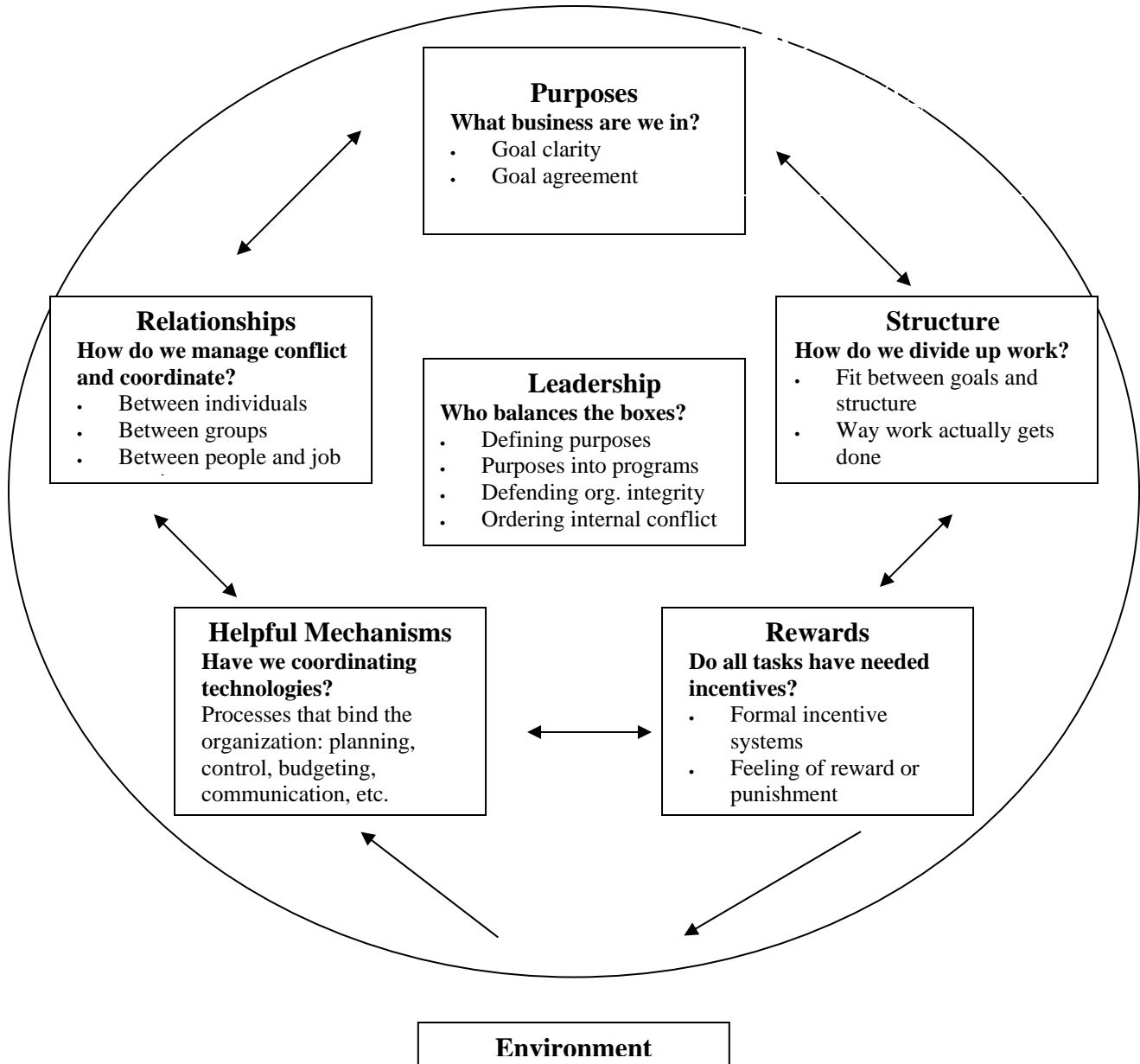
What contribution does your ministry make to the larger faith community?

What does your ministry stand for? How can you tell?

What makes this ministry necessary and unique in the life of the parish?

Other questions?

Weisbord's Six-Box Organizational Model¹



¹ M.R. Weisbord, "Organizational Diagnosis: Six Places to look for Trouble With or Without a Theory," *Group and Organizational Studies*.

ORGANIZATIONAL RADAR

PURPOSE

What business are we in?

REWARDS

What are the incentives?

STRUCTURE

How will we divide up the work?

LEADERSHIP

Who keeps the boxes in balance?

RELATIONSHIPS

How do we interact?

HELPFUL MECHANISMS

How do we coordinate technologies?

AN ORGANIZATIONAL PERSPECTIVE

1. What are the strengths of our group? Our organization?
2. Where are the “blips” on the screen that need attention?
3. Where are we vulnerable? (E.g. loss of focus, unclear expectations, lack of resources etc.)
4. Where could we apply one of the 4 I’s of leadership? In what way?
5. Whom do we need to involve in this discussion?

Other questions?

FOR YOUR READING PLEASURE

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