

**Clergy Leadership Development Seminar**  
**Next Cohort**  
**Session 4 – December 18, 2018**

9am – Refreshments

9:30am – Worship

11:00am – WWW

- What went well in 2018 for you?

11:15 – Primal Leadership

- Boyatzis’s Theory of Self-Directed Learning. In pairs, leaders will take turns sharing their self-directed learning handout.
- In pairs, share your responses. Be an active listener. Consider statements such as:
  - “I really like...”
  - “Share with me more about...”
  - “Tell me more about that.”
  - “I am curious about...”

11:30am - Peer Consultation through a Leadership Challenge by Two Cohort Members

- Share a leadership challenge you are having in the local church to receive immediate feedback. Consider Richard Osmer's framework for the 4 movements of practical theology as we examine each leadership challenge. These are as follows:
  - i. **Descriptive-empirical task** (What’s going on?) – Answered by the leader.
  - ii. **Interpretive task** (Why is it going on?) – Answered by the leader and cohort.
  - iii. **Normative task** (What ought to be going on?) – Answered by the cohort.
  - iv. **Pragmatic task** (How might we respond?) – Answered by the cohort.
- Leadership Challenge format
  - Five minutes for the leader to explain the situation. The leader should remain fact focused rather than emotionally driven.
  - Five minutes for the cohort to ask clarifying questions of the leader. Then the leader turns their chair so that they listen to the conversation in the room.
  - Ten minutes for the cohort to discuss and provide the leader feedback and insights.

- Then five minutes for the leader to respond to what they heard. The leader's chair is turned facing the cohort.

12:30pm – Lunch

1:15pm – Project: Discipleship Pathway

2:50pm – Wrap-Up and Resourcing for January

3pm – Adjourn

## **Primal Leadership**

### **Boyatzis's Theory of Self-Directed Learning**

#### **First Discovery: My ideal Self**

*I want to be...*

#### **Second Discovery: My Real Self**

*Who am I really?*

What are my strengths, where my ideal self and real self overlap?

What are my gaps, where my ideal self and real self differ?

#### **The Third Discovery: My Learning Agenda**

I can build on my strengths by....

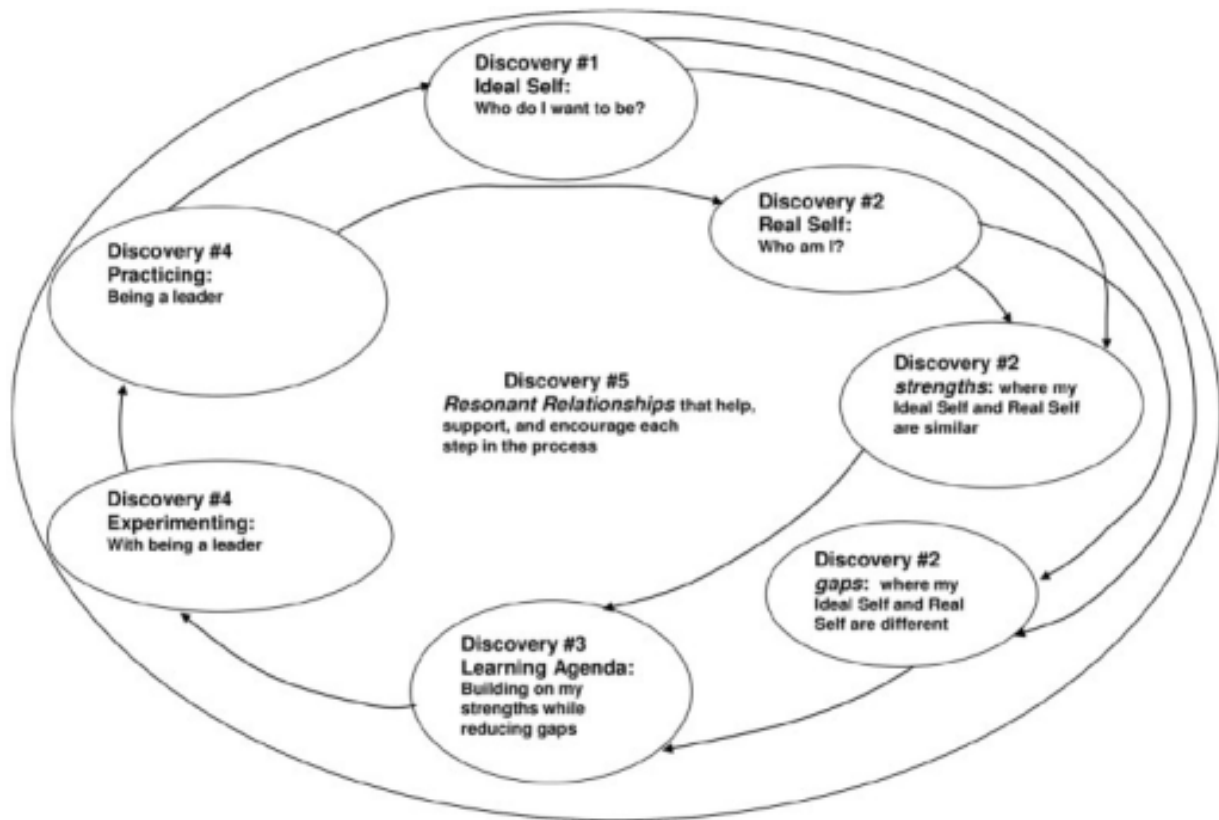
I can reduce my gaps by....

**The Fourth Discovery: Experimenting with and practicing new behaviors, thoughts, and feelings to point of mastery.**

What new behaviors, thoughts and feelings will I embrace to grow closer to my ideal self?

**The Fifth Discovery: Developing Relations**

I will develop supportive and trusting relationships with whom and by doing what?



### Resourcing for January 15<sup>th</sup>

- With a group of 3 – 5 leaders from your congregation, walk through the process of creating a “Discipleship Pathway.” What did you learn from this experience? Do you see yourself using this process with your church council or a leadership team that is able to set a discipleship pathway for your congregation?