



# UNITED METHODISTS OF GREATER NEW JERSEY

## Clergy Leadership Development Seminar

### Next Leadership Cohort

#### Session 4 – December 8

9:30am – Devotional Time

10:15am – Plenary

- In breakout groups: What was something that you learned and how did you learn it? Did your learning focus on concrete experience, reflection, model building or trial and error learning?
- Beginning in January we will begin in intercultural competency learning with Rev. Giovanni Arroyo from the General Commission on Religion and Race.

11am – Cohort Groups

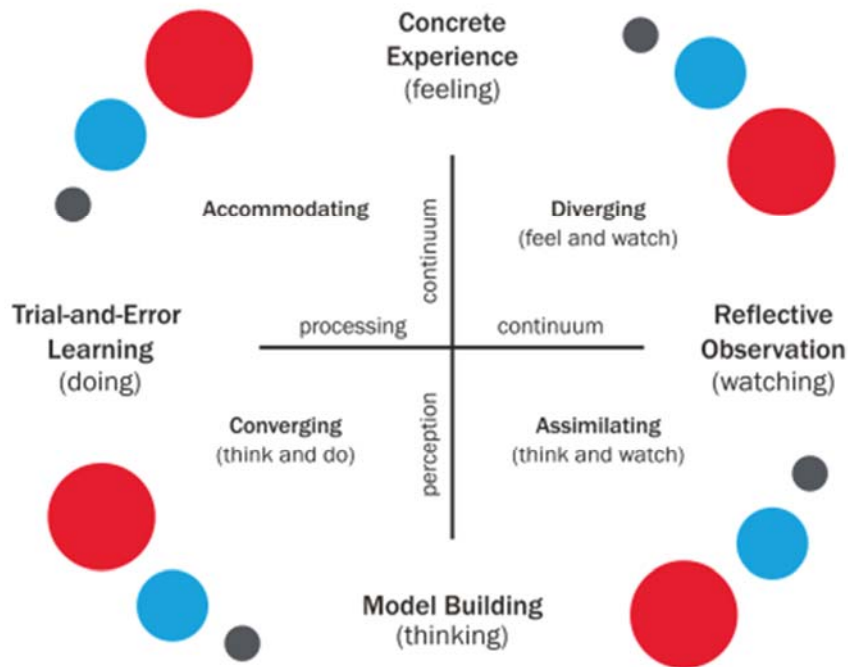
#### Styles of Learning

- Who was one of your greatest coaches or mentors? What about how they mentored made them great? Who are you currently coaching or mentoring?
- In chapter 8, the authors refer to Kolb's four ways that people most often learn. How would you define each? What is an example each?
  - Concrete Experience:
  - Reflection:
  - Model Building:
  - Trial-and-Error Learning:
- How does your culture and life experience inform the way you learn?



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- When was the last time you used trial-and-error learning? What was the result?
- What ways of learning does your church provide for individuals and groups?



- Chapter 7 discusses the ideal self and the ought self. Imagine/reimagine what does life and ministry look like a year from now? What are three actions you can take to achieve this vision?
  - Consider the following: What kinds of people would be around you? What does your ministry look and feel like? What might you be doing during a typical day or week? In what ways are you living your values and faith? What have you accomplished? What obstacles have you overcome? How do you feel?



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### 11:45pm – Cohort Groups: Peer Consultation through a Leadership Challenge

- 5 - 10 minutes for the leader to explain the leadership challenge. The leader should remain fact focused rather than emotionally driven.
- 5 minutes for the cohort to ask clarifying questions of the leader.
- 15 minutes for the cohort to discuss and provide the leader feedback and insights.
  - At this time the leader turns their chair or turns off their video, so that they are listening to the conversation in the room but their face is not on the screen.
  - In the discussion consider the leadership styles and the four quadrants of emotional intelligence that may apply to the situation.
  - Reflect on it theologically and consider where God may be at work in the situation?
- 5 - 10 minutes for the leader to respond on screen to what they heard and the next steps they might take.

### 12:30pm – Lunch Break

### 1pm – Manager/Administration and Leadership

For today we looked at three different works.

1. “Managers and Leaders: Are They Different?” by Abraham Zaleznik
2. “Leading Like Nelson Mandela” by Linda Hill -  
<https://hbr.org/video/2515962122001/leading-like-nelson-mandela>
3. “Good Administration is Good Leadership” by Bishop William Willimon

An overarching questions:

- How do the authors describe what it means to be a manager and/or a leader? What about this resonates and challenges you? What would you challenge about their conclusions?

“Managers and Leaders: Are They Different?” by Abraham Zaleznik

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- Review the chart on page 1 of the article “Mangers and Leaders: Are They Different?” In 1992, this business article was foundational for the comparison of managers and leaders. In what ways does this speak to the role of managers and leaders in today’s contexts? And what ways does it fall short?
- Zaleznik suggests two ways to develop first time leaders. First, avoid overreliance on peer-learning situations. Second, cultivate one-to-one relationships between mentors and apprentices. Do you agree or disagree with this conclusion?
- Once one is a leader, what ways have you found helpful to further develop one’s leadership?

In “Leading Like Nelson Mandela” by Linda Hill

- How is leadership described? When have you seen this leadership the most effective?

“Good Administration is Good Leadership” by Bishop William Willimon

- Does a leader need to be both a good administrator and leader?
- Who do you lean on to compliment your skills? What gifts do they have?
- How would you describe your role as a pastoral leader?
- What scriptures provide a foundation for your own pastoral leadership?

### Resourcing for January 5<sup>th</sup>

- Read the article “The Developmental Model of Intercultural Sensitivity.” In January we will be joined by Giovanni Arroyo of The General Commission of Religion and Race who will be leading us in discussion of intercultural competency.