D: TRAINING FOR PARISH TEAMS

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SCCs AND LEADERSHIP STYLES

TOPICS OF AsIPA TEXTS:

A : GOSPEL SHARING

B : SMALL CHRISTIAN COMMUNITIES

C : A PARTICIPATORY CHURCH

D : TRAINING FOR PARISH TEAMS

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SCCs AND LEADERSHIP STYLES

(Duration of the session about 1 hour and 45 minutes)

AIM: To help the participants to analyze the various styles of leadership and identify the type which is conducive for community building.

INTRODUCTION:

Our style of leadership is very important. The growth of our SCCs, PPCs or Associations in the right direction depends largely on the type of leadership. In this session let us analyze four types of leaderships namely, 1. Highly Efficient 2. Hyper active. 3. Hotch potch and 4. Collaborative.

A. THE LEADERSHIP DEMANDED OF DISCIPLES

Read Matthew 23:8-10
Pick some words and phrases and meditate on them
Share what you think this means for us in our parish groups and Small Christian Communities.

B. FOUR TYPES OF LEADERS

- *Look at the drawings below and read the descriptions.*

- *In Buzz groups reflect on the questions given at the end*
- *Report to the whole group after 15 minutes.*

1. HIGHLY EFFICIENT.

This leader is full of talents. He is a good speaker, highly intelligent, good at designing plans. He has the confidence and the energy to attain his objectives. He plans thoroughly what others have to do and instructs them to do what he wants them to do. All think highly of him. They praise him regarding his wisdom and energy. When others do not follow and carry out his instructions he get very upset.

Question:
What are the advantages and disadvantages of this type of leadership?

Supplement:
Allow people to read the supplementary points in buzz groups or individually silently. Discuss the points that were not discussed earlier.

+ The tasks selected may be accomplished without much delay.
+ Those who work under him are likely to do what they are told to do.
- Except for the leader no body else is involved in the thinking and planning process.
- When the leader resigns or his term of office comes to a close, all activities end too.
- There is no scope for new leaders to emerge.
- People feel inferior before him. There is no scope for the rest to use their talents and they may not dare to make use of their full potential.
- People do not see the meaning in their activities and do not share a vision.
- People are not respected, the task is more important than the people.

2. HYPER ACTIVE:

This type of leader seeks continual activities. Importance will be given to short term, temporary and popular programmes rather than to long term and difficult tasks. He/she acts a lot and involves others also to act. He/she keeps on looking for new things to do. As a result those who work with him/her will find it very difficult. This leader will not find time to build good relationships with the people. He/she will be by himself. He/she will not take any initiative to train nor to motivate the rest.

Question:
What are the advantages and disadvantages of this type of leadership?

Supplement:
Allow people to read the supplementary points in buzz groups or individually silently. Discuss the points that were not discussed earlier.

+ There will be many interesting activities.
+ All may get an impression that the parish, association or the SCC is really doing very well.
+ Many may take part in the numerous short-term tasks that are performed.
- Long term and difficult tasks will find no place in this style of leadership.
- Since the leader is not steady and changes his thinking from time to time, others will find it very hard to work with him.
- Some undercurrent of dissatisfaction might continue to exist among the members.
- Since the leaders and the members will not have a clear long term plan nor any vision there may not be a clear connection between the various activities.
- The members will not find sufficient opportunity to develop their talents. Hence new leaders may not emerge.
- This type of leader, since he is always busy only with activities, he may not find time to sit and discuss with the members, to respect and listen to them.
- When this leader is no more, all the activities will come to a stand still.

3. HOTCHPOTCH LEADER:

This leader will not have any plan nor any order. This kind of leader just catches whatever fad or fashion is passing and tries it out. Very soon, the current project is abandoned for something else. No work will be fully carried out. The members will find it very difficult to work and will get confused. They may respect the office of the leader and keep silent about the whole affair.

Question:
What are the advantages and disadvantages of this type of leadership?

Supplement:
Allow people to read the supplementary points in buzz groups or individually silently. Discuss the points that were not discussed earlier.

+ At least some activities may be taking place in an environment where nothing has taken place at all.
+ Some times some unintended good result may ensue.
+ When the dissatisfaction reaches the boiling point, a worthy leader may come to displace this kind of leader.
- When there is disorder and lack of planning the members by and large may stop attending.
- Members may not easily come forward to work with this type of leader. Some of them may do so only out of human respect.
- Since work will not be accomplished there will be a lot of waste of resource such as time, money labour etc.

4. COLLABORATIVE TEAM LEADER:

This type of leader, will carefully listen to others. As he does his research, study and findings, he will share the same at every stage with the concerned members of his group. He wants all to apply their mind and go through the thinking process along with him. He accepts the fact that God has given various talents to all. He is aware that when real discussion and consultation takes place the decisions will be of a very high quality and useful for all. He will be reluctant to use his power or place emphasis on his "office".

- He will respect all and accept them as equal to himself.
- He will be transparent in financial and other matters.
- When it is a question of implementing any task he will see that responsibility is shared.
- Whatever skills or knowledge he has, he will share with the others and will make others also do so.
- He will inspire and motivate others joining hands with them in all the difficult tasks.
- He will evaluate the activities along with the rest of the members from time to time.
- He will be first one to keep all the rules and regulations of the association and will be the last one to talk about the privileges.
- When any task is accomplished he will share the credit of success with all the members of the group.
- What he does not know, he will acknowledge and take the necessary steps to learn.
- He will also arrange for the training to all the members and will participate in the same along with them.

- Even when the work to be done is going slow, he will give greater importance to the fellowship and unity of the members.
- When his term of office comes to a close, with great satisfaction he will hand over the charge to the successor.
- He will not rely only on his and other team members efficiency but take care to seek divine help and inspiration constantly and will advise others also to do so.

Questions:

1. ***Pick 2 or 3 positive features of collaborative leadership narrated above which you consider important for an SCC in your area? Why?***
2. ***What would be the difficulties involved in this style of leadership?***

Supplement:

Allow people to read the supplementary points in buzz groups or individually silently. Discuss the points that were not discussed earlier.

+ Only those plans and tasks which are useful and meaningful for all will be realized.
+ When they plan, continue, accomplish and evaluate every one will get good opportunity to express his or her opinion.
+ With this leader, all members, women and men, rich and poor, literate and illiterate will feel equal to one another.

+ With this process, new leaders begin to emerge, God given talents will come to light, the living presence of the risen Christ will be felt.
+ When this process continues for a long duration, a gradual change of attitude among all the members will be visible. They will grow in the kingdom values of truth, love and justice and will be of "one heart and one mind"
+ If due to any reason the leader is absent or completes his term of office, the process will continue since it is well founded on the initiative of all the members.
+ The members will learn to give greater importance to the word of God. Whenever they arrive at any decision, they will do so under the light of the Gospel, inspired by Jesus the good shepherd.

- The work or result will be slow. No quick results and this requires much patience.
- The leaders who are serious about collaboration will find that they sometimes have to follow the suggestions of those who oppose them.
- A collaborative style can often lead to members thinking the leadership is indecisive and weak.

SUMMARY:

Invite someone to read the following:

In our parish, in SCCs, PPCs and Associations, what kind of leadership should we have? Obviously the style of leadership of Jesus, which we find in the Gospels tallies with the description of leadership that we find in the fourth type of Collaborative leadership. When Jesus wanted to begin the greatest plan of building the

"Kingdom" of God here on earth, he opted for and followed this style of leadership with the Apostles, disciples, women and other groups of people. We read the characteristics of His style of leadership in the Gospels. We also perceive in the early Church a similar style of leadership. We hope and pray that this new style of leadership will be a lived reality in our SCCs, PPCs, Parishes and Associations.

CONCLUSION

Pray for all the leaders of the parish in the various SCCs and ministries.

End with a hymn.

METHOD OF ASIPA TEXTS

ASIPA TEXTS are compiled for Christian men and women at grass root level of the parish. They can be conducted most fruitfully in Small Christian Communities, Neighbourhood Communities, Parish Pastoral Councils or any other small groups in the parish.

ASIPA TEXTS can also be used with larger groups, e.g. in the parish hall - provided the "participatory method" is maintained in smaller working groups.

Features of the "ASIPA approach"

1. ASIPA TEXTS adopt a **"participatory approach"** in which all participants of a group search and discover for themselves as far as they are able to.
2. The texts are compiled in such a way that the facilitator can use them with a **minimum of preparation.**
3. The facilitator is requested to **follow the text** as closely as possible and allow the participants to contribute when indicated in the text.
4. The facilitator is not content with one answer to a question but he/she encourages as many participants as possible to search for an answer. **"Buzz groups"** of 2/3 are helpful to achieve maximum participation.
5. The **SUPPLEMENT** can help add to the findings of the participants and summarize them.
6. The **SUMMARY** is meant to be used as 'input'.

ASIPA:

As-ian -**I**-ntegral -**P**-astoral -**A**-pproach

The Asian Bishops declared in the Final Statement of their Fifth Plenary Session in Bandung: The Church of 1990s has to be a "Participatory Church", a "Communion of Communities", a Church that "witnesses to the Risen Lord" *(FABC5,#8).*

The question was, how to promote this "new way of being Church".Therefore, late in 1993, jointly sponsored by the FABC Offices of Human Development and of Laity, a consultation meeting was held in Malaysia. It was during this consultation that the pastoral process for promoting a "Participatory Church" in Asia was termed ASIPA: Asian Integral Pastoral Approach.

ASIPA TEXTS (training programmes) follow this directive:

ASIAN

They want to implement the vision of the Asian Bishops and help Asian Christians face Asian life in the light of the gospel.

INTEGRAL

They aim at achieving a balance between the "spiritual" and the "social", between the individual and the community, between hierarchical leadership and the co-responsibility of the laity.

PASTORAL

They train the laity in their pastoral mission in Church and world.

APPROACH

The process of ASIPA TEXTS can be described as a pastoral approach which is "Christ- and Community centred". It involves the participants of workshops to search for themselves and allows them to experience a "New Way of Being Church."