



**African Methodist Episcopal Church
Connectional Women's Missionary Society**

**Executive Board Meeting ~ Norfolk, Virginia
January 23, 2008**

Leadership Advance Seminar Presentation

“Multi-generational Teambuilding and Leadership Development”
Focus on Life Members and Young Women's Initiative

Facilitators

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Agenda

- **Overview of Seminar**
- **Presentation ~ The Principles of WMS Leadership Advance**
- **Introduction ~ *Leadership Skills and Styles***
- **Personal Reflection/Discussion ~ *Self Assessment of Leadership Skills***
- **Teambuilding Practicum and Debriefing ~ *Ball Rolling Exercise***
- **Presentation and Reflective Survey ~ *Five Dysfunctions of a Team***
- **Research ~ *Gifts of Leadership***
- **Closing ~ *Sharing Our Gifts***



Just as our bodies have many parts and each part has a special function, we are all parts of his one body, and each of us has different work to do. Romans 12:4-5 New Living Translation

Dear Missionary Sisters:

The **WMS Leadership Advance** is a series of seminars developed to provide continuous learning opportunities for leaders at every level in the Connectional Women's Missionary Society. The underlying theory is to *advance* our leadership skills through pray, reflection, investigation and research. The first year of the Leadership Advance took place at the 2005 Executive Board Meeting in Atlanta, Georgia. The second year took place at the 2006 Executive Board Meeting in Cincinnati, Ohio. During this third year, here at the 2008 Executive Board in Norfolk, Virginia, we continue the goals and objectives of the Leadership Advance as we prepare for the next Quadrennial.

The WMS Leadership Advance is a vision of our president, Mrs. Jamesina M. Evans who believes a prepared, skilled, knowledgeable and committed leader is critical to the success of any organization. The Women's Missionary Society of the African Methodist Episcopal Church is no exception. If our work is to have a positive impact on the communities we serve, then we must continually develop ourselves as leaders.

The WMS Leadership Advance is organized around five principles which focus our skills, knowledge and commitment to the continuous improvement cycle. The Principles of the **WMS Leadership Advance** are:

- Principle 1 Reflecting on the Fruits of the Spirit
- Principle 2 Finding Spiritual Gifts
- Principle 3 Expanding Servant Leadership
- Principle 4 Sustaining Global Missionary Projects
- Principle 5 Developing Program-based Budgeting

There was also a special focus on YWI. During the inaugural session of the **WMS Leadership Advance** we provided separate and specific sessions for missionary sisters under forty (40) years of age. These Track II sessions were designed to bridge the gap of leadership. During the second year we paired senior missionaries with emerging leaders who attended the same sessions at the same time. The goal was to provide a formal mentoring bridge that would continue to develop for support in missionary work at the local, conference, and Episcopal levels.

At each WMS Leadership Advance delved into each principle and focused on continuous growth. For this third year we will focus on identifying leadership strengths and building multi-generational teams for action. All participants will take part in a special teambuilding practicum developed by former supervisor, Mrs. Vivienne Anderson. We appreciate your continued support of the WMS Leadership Advance.

Sincerely,

The Leadership Advance Steering Committee

President Dr. Jamesina Evans, Dr. Bella Parker, Mrs. Myesha Gholston, Ms. Willacin Precious Gholston, and Dr. Jacqueline Cochran



Overview of the Five Principles of Leadership Advance Development

Principles	Concepts	Scriptural Reference	Goals
Principle 1	<i>To Continuously Transform Missionaries to be More Christ-like</i>	Galatians 5:22-23	<ul style="list-style-type: none"> ▪ To develop and embody Biblical teachings on the fruits of the Spirit ▪ To increase the number of reactivated members and societies
Principle 2	<i>To Identify Spiritual Gifts</i>	Romans 12:6-18	<ul style="list-style-type: none"> ▪ To increase growth and expansion ▪ to generate and manifest in self-actualization of spiritual gifts
Principle 3	<i>To Develop Servant Leaders</i>	Joshua 1:6-9	<ul style="list-style-type: none"> ▪ To strengthen interdependent collaborations ▪ To establish and foster teambuilding projects ▪ To use various mode of communication and other techniques to manage meetings effectively.
Principle 4	<i>To Apply the Work of Local and Global Missions</i>	Matthew 25:35-36	<ul style="list-style-type: none"> ▪ To increase the number of people served ▪ To increase the number of people won to Christ and retained to carry on His work. ▪ To focus on sustainability of the work of missions
Principle 5	<i>To Promote the Viability of Board Development and Program-Based Budgeting</i>	I Corinthians 4:1 I Peter 4:10 I Corinthians 14:40 Proverbs 10:4 Ecclesiastes 7:12	<ul style="list-style-type: none"> ▪ To manage budgets so that programs are supported with maximum resources. ▪ To increase the use of program-based budgeting to effectively manage human and fiscal resources



Who Are You?

An informal self-assessment of leadership skills.

When you think of yourself as a member of a group, which traits below best match your self perceived strengths as a member of that group? Check off ten (10).

Leadership Skill/Trait
▶ Provider/Supplier
▶ Visionary
▶ Clever
▶ Knowledgeable
▶ Futurist
▶ Leader
▶ Collaborator
▶ Manager
▶ Worker
▶ Perceptive
▶ Monitor
▶ Cooperative
▶ Quick
▶ Administrator
▶ Imaginative
▶ Resourceful
▶ Team Player
▶ Skillful
▶ Director
▶ Watchful



Who Are You?

An informal self-assessment of your leadership style.

Place a check in the empty column for each trait that you selected as a trait that matches your perceptive leadership skills. Write the total at the bottom of each column.

Trait				
Provider/Supplier				
Visionary				
Clever				
Knowledgeable				
Futurist				
Leader				
Collaborator				
Manager				
Worker				
Perceptive				
Monitor				
Cooperative				
Quick				
Administrator				
Imaginative				
Resourceful				
Team Player				
Skillful				
Director				
Watchful				
Total				
	Collaborative	Resourceful	Visionary	Administrator



The Five Dysfunctions of A Team

Excerpts from The Five Dysfunctions of a TEAM, A Leadership Fable

By Patrick Lencioni

A good team is a precious thing, the book, *The Five Dysfunctions of a Team: A Leadership Fable*, really brings to light how difficult it is to get a good team together and working well. You know when you are apart of a good team and when the team needs work. The book lists the five dysfunctions of a Team:

1. The first dysfunction is an ***absence of trust*** among team members. Essentially, this stems from their unwillingness to be vulnerable within the group. Team members who are not genuinely open with one another about their mistakes and weaknesses make it impossible to build a foundation for trust.
2. This failure to build trust is damaging because it sets the tone for the second dysfunction: ***fear of conflict***. Teams that lack trust are incapable of engaging in unfiltered and passionate debate of ideas. Instead they resort to veiled discussions and guarded comments.
3. A lack of healthy conflict is a problem because it ensures the third dysfunction of a team: ***lack of commitment***. Without having aired their opinions in the course of passionate and open debate, team member rarely, if ever, buy in and commit to decisions, though they may feign agreement during meetings.
4. Because of this lack of real commitment and buy-in, team members develop an ***avoidance of accountability***, the fourth dysfunction. Without committing to a clear plan of action, even the most focused and driven people often hesitate to call their peers on actions and behaviors that seem counterproductive to the good of the team.
5. Failure to hold one another accountable creates an environment where the fifth dysfunction can thrive. ***Inattention to results*** occurs when team members put their individual needs (such as ego, career development, or recognition) or even the needs of their divisions above the collective goals of the team.

Truly cohesive teams are obvious...

- 1. They trust one another*
- 2. They engage in unfiltered conflict around ideas*
- 3. They commit to decisions and plans of actions.*
- 4. They hold one another accountable for delivering against those plans.*
- 5. They focus on the achievement of collective results.*

Team Effectiveness Survey

	All the Time	Most of the Time	Sometimes	Almost Never
Our Team is open and honest about mistakes and successes.				
Our Team regularly engages in passionate debate of ideas without repercussions.				
Our Team is committed to the decisions agreed upon by the majority.				
Each member of the Team holds themselves and others accountable for the implementation of the work of the Team.				
Our Team focuses on the achievement of collective results.				

Reflection ~ *What should be the next step for your team?*



Gifts of Leadership

Lee G. Bolman's and Terrence E. Deal's book, Leading With Soul is promoted as, "*An uncommon Journey of Spirit.*" *In this story of growth and personal revelation, they identify four gifts that leaders should give to those they lead.*

The first gift of leadership is Authorship. Authorship is the sheer joy of creating something of lasting value; to place your name on something good. Leaders who give this gift empower people, within the parameters of the organization, to feel a sense of worth by creating something of which they can be proud. Trusting people to solve problems brings about higher levels of motivation and better results.

The second gift of leadership is Significance. It differs from authorship in that significance is the feeling of self-worth that comes from working with others on something noteworthy. It is the powerful sense of accomplishment. Key to significance is the concept of us, ours and not me or mine. The gift of significance lets people find meaning in the work, faith in themselves, confidence in the value of their lives and hope for the future. To open one's self to the ideas of significant community has to be couched in hope and wisdom.

The third gift of leadership is Power. Empowering people is risky but can have huge payoffs. The key is timing and sincerity. There are also mammoth downsides to giving power when it is a win-lose situation; that is they win and you, as a leader, lose. In a win-win situation people feel included. You win and they win. That should be the goal. Hoarding power creates a powerless organization. To pretend to give power and then ignore the decisions leads to mistrust and friction that can start a fire which will destroy the organization. Remember, in sharing power there must be collaboration with boundaries.

The fourth gift of leadership has a direct connection to II Corinthians 13. "*The greatest of these is Love.*" How do those you lead know you love them? When you show people you care they will reciprocate. When people love you they will warn you when you are on the edge and about to drop off. When they don't, they will pull up a chair to watch you careening down the slope. Caring begins with knowing about others. It means listening, understanding and accepting. Love is the willingness to reach out and open one's heart. Sometimes it is easy to identify those who have awarded us the gift of love.



Notes...