



Clergy – Peer Learning

Personal Development for Leading Change – Unit 1, Session 1 “Know Thy Strengths”

Session Description: This course helps participants gain insight into their strengths and apply them to leading change within their context. Participants will make connections between themselves and the organizational structures in which they lead. Communications strategies will be explored to find solutions for effectively communicating organizational change.

Session Date: September 20, 2018, 9 am to 2 pm

Schedule:

9 am – 9:30 am: Introductions/ “House Keeping”

9:30 am – 11:45 am: StrengthsFinder

11:45 am: Lunch

12:15 pm: Team Building

12:30 pm – 2:00 pm: Communication Plan

Presenters:

StrengthsFinder – Rev. Justin Hicks, Campus Minister, Longwood University-Hampton-Sydney College

Communications – Madeline Pillow, Communications Director, Virginia Conference

Materials:

Book - “Living Your Strengths” – Albert Winseman & Donald Clifton

Assessment – “StrengthsFinder” – Code for assessment is included in “Living Your Strengths”. Bring assessment results to session

Learning Objectives:

- 1) Determine and Interpret StrengthsFinder Results
- 2) Evaluate how to lead change from strengths
- 3) Create a sense of urgency for a communication plan
- 4) Describe the core elements of a communication plan
- 5) Analyze communication needs and most effective channels in your church
- 6) Apply strengths to create a communications plan
- 7) Evaluate skills for leading and developing teams

Key Concepts (See “Know Thy Strengths” Handouts)

Living Your Strengths:

- What is a Strength? Talent? Skill? Knowledge?
- A theology of strengths – Executing, Influencing, Relationship Building, Strategic Thinking

- Knowing and Applying strengths to effectively lead change
- Helping Others to find their talents and right fit
- Creating strength-based congregations
- Developing a process for change management that utilizes one's strengths

Communications:

- Communication process, channels, and usage. Consideration for improving communication within an organization.
- Assessing the current state of communication at your church
- Identifying barrier to communication
- Analyzing the communication needs of your congregation
- Using effective communication to influence change

Team Building:

- Leading and building your NLI team

In Session Applied Learning Activities:

1) *Determine and Interpret Strengths:*

- a. In your peer group, share something from your analysis of your strengths and how it shapes the way you lead and communicate with others. Provide a specific example to illustrate your conclusions.
- b. Discuss ways that you can leverage your strengths when leading change at your church.

2) *Communications:*

- a. In your peer group, share your assessment of the state of communication at your church. Provide an example that has led you to draw this conclusion.
- b. Brain storm ways to improve the communication at your church. Create an outline of your NLI Communication plan for your church.

3) *Team Building* - Team Building Activity (see Team Building handout)

Workplace Transfer Activities:

1) *Determine and Interpret Strengths*

- Implement changes needed to your leadership and communication styles to effectively lead change.

2) *Communications*

- Finalize and deploy your communication plan at your church

3) *Team Building*

- Lead your NLI team in a Team building activity