



the Uniting Church in Australia, Queensland Synod

Leadership Development Framework

3

Session 3 guide: Build relationships and Engage others

Objectives:

- Introduce the leadership area (domain) *Build relationships and Engage others*.
- Examine how to be more effective in building relationships and engaging others.

Description:

This session introduces participants to the Build relationships and Engage others area of leadership. This workshop particularly explores the concept of engagement, and participants will consider how to invite engagement within their own congregation/organisation.

Facilitation process:

Session: One hour

Room set up: Tables for 3–5 people or the capacity to form small groups quickly.

1. Introduce the leadership area: Build relationships and Engage others. Paraphrase or read the text in Box 1 of the handout. This is a quote from the Leadership Development Framework, page 9. (5 minutes)
2. Activity: Human sculpture (see photo below as an example).
“To introduce the topic of Engaging others, we are going to build a group sculpture that represents how engaged people are within your congregation/organisation. For this activity, engagement means being a willing and active contributor to the work of your congregation/organisation. By the time we have finished we are aiming to have a sculpture that represents the view of the group.”

Provide an example, such as representing those who are willing and keen to be involved by standing with your arms outstretched (demonstrate). The next person will add a different view or may reinforce the view of the first person.

Ask one person to stand in the centre of the space and begin the sculpture by making a physical shape that represents something about engagement in your congregation/organisation. Ask for a second person to join in making a shape that represents some other aspect of engagement. Continue inviting people to join in as long as they have something new to add to the scene or if they want to reinforce a message that is already being represented.

Observe the final sculpture and reflect as a group. For example, ask someone to describe what they see in terms of engagement. Is this an accurate portrayal of what actually happens? Why, or why not? Did anyone represent those who are willing to be engaged but don't feel invited? Ask individuals to describe what they were portraying.

To conclude, ask a volunteer to move the other participants to represent how you would like to see engagement in your congregation/organisation. (15 minutes)



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3. Activity: Engaging moments!

Preparation

- This activity requires three different coloured Post-it notes.
- While participants are completing the first task, write *Impersonal* on one Post-it note and *Personal* on another. Position these on a wall to create a scale from *Impersonal* to *Personal*.

Instructions

1. Now we move from looking at how engaged people in our congregation/organisation are in terms of being a willing and active contributor, to thinking about how we make the invitation to become engaged. Hand out the first colour Post-it note.

“Write down the ways in which people are invited to engage (contribute) within your congregation/organisation. Write one idea per Post-it note, for example, ‘By placing a notice on the noticeboard’.”
 2. Hand out the second colour. When everyone has finished step one, say “Think of the last time you contributed in a new way. How was the invitation made? Write that way on your second Post-it note”.
 3. Hand out the third colour. Say “Think about how you prefer to be invited to contribute to a new area. Write that way down on your third Post-it note”.
 4. Ask each person to place their first colour notes along the *Impersonal* to *Personal* scale. For example, ‘By placing a notice on the noticeboard’ is impersonal.
 5. Referring to the wall scale, discuss the variety of ways that invitations are made. Which ways are most commonly used? What patterns do you see?
 6. Ask each person to place their second colour notes along the scale. Discuss what you see. Did most people identify the same methods? What, if any, are the outliers? Ask someone to provide a summary of the methods used to engage others.
 7. Ask each person to place their third colour notes along the scale. What patterns have emerged? How do different people like to be invited? Does one approach seem to be more effective? Are we inviting others to engage in the way they most appreciate?
 8. Discuss any areas of contribution that are “locked up”, where others are not allowed to contribute.
 9. What lessons can we learn? (20 minutes)
4. Discussion: Direct attention to the capability: *Promote a culture where people feel invited to contribute* (Box 5). For example, read the three behavioural descriptions and consider them from a biblical standpoint. How would Jesus have scored in this capability? Give reasons and examples. What are likely challenges for a leader who tries to promote this capability? How important is it for a leader to develop this capability? (5 minutes)
 5. In pairs or small groups, consider your own congregation/organisation. What are some practical things that you can do to improve relationships and increase engagement? Discuss briefly with the whole group. Write down action steps to further build relationships and engage others. (10 minutes)
 6. Conclusion: Share with the whole group one action that you are going to take. (5 minutes)

Materials

- The Uniting Church in Australia, Leadership Development Framework (LDF) Session 3 handout – Domain: *Build relationships and Engage others* for each participant.
- Post-it notes in three colours
- Copy of The Uniting Church in Australia, Leadership Development Framework (LDF) ucaqld.com.au/download/6194/