



the Uniting Church in Australia, Queensland Synod

Leadership Development Framework

5

Session 5 guide: Shape a preferred future

Objectives:

- Introduce the leadership area (domain) *Shape a preferred future*.
- Build an understanding of areas for leaders to consider as they seek to shape a preferred future for their congregation/organisation.

Description:

This session introduces participants to the four capabilities in the domain: *Shape a preferred future*. Participants will explore the capabilities and consider how to develop these within their congregation/organisation.

Facilitation process:

Session: One hour

1. Introduce the topic and objectives of the session. The leadership area as expressed in the Leadership Development Framework (LDF) has four distinct capabilities that all relate to bringing about change. Direct attention to Box 1 in the handout and briefly walk the group through each capability (left hand column). You may want to read out the capability as the next activity explores capabilities and behavioural descriptions in detail. (5 minutes)
2. Break into three groups. Allocate one capability (13, 14 or 16) to each group (approx. 10 minutes). Capability 15 will be explored as a group later in the session. Each group will be asked to report back on the questions in Box 2. Provide around three minutes for each group report. Briefly summarise the discussion at the end. (20 minutes total)
3. Whole group discussion. The capability that may be viewed negatively is capability 15: Being politically astute in building support for change. There is sometimes initial resistance to the word "politically".
 - a. What does being "politically astute" mean? (Aim for a definition like: someone who understands the landscape/environment and is able to use that understanding to gain an advantage.)
 - b. Can anyone share an example of a person they know who is politically astute and who has used that for good? One or two to share, or provide an example yourself.
 - c. Notice the behavioural descriptors are quite positive. Would you agree that in this context, if we were a little more politically astute as leaders it would be helpful to bring about change? (15 minutes)
4. In small groups, discuss: What would it mean to be politically astute in the context of our congregation/organisation? How can political astuteness be developed? Debrief key points with the whole group. (10 minutes)
5. Write down one thing you can do to become more politically astute in your congregation/organisation? Share this with your small group. (5 minutes)
6. Conclusion: Read out the serenity prayer as an example of a prayer that touches upon shaping a preferred future. (5 minutes)

Materials

- Session 5 Handout – Domain: Shape a preferred future for each participant.
- Copy of The Uniting Church in Australia, Leadership Development Framework (LDF) ucaqld.com.au/download/6194/