



J -Term 2007 - Course Description & Application Form

EMOTIONAL INTELLIGENCE

AND

HUMAN RELATIONS TRAINING
(EXPERIENTIAL)

RAISING ONE'S

LEADERSHIP EFFECTIVENESS

ST MARY'S BY THE LAKE CONFERENCE CENTER

MUNDELEIN, ILLINOIS

JANUARY 22 - 26, 2007

AUTHENTICITY AND LEADERSHIP EFFECTIVENESS

1:00 PM, January 22 to 12:30 PM, January 26, 2007
St. Mary by the Lake Conference Center, Mundelein, Illinois

The research of social scientist, Daniel Goleman, has challenged traditional definitions of leadership. His break-through article in the Harvard Business Review of Nov.-Dec., 1998, entitled ** “What Makes a Leader?”, asserts that effective leadership cannot be adequately measured by any academic training but can be more effectively measured by Emotional Competence. His research indicated that many valedictorians in High School did not turn out to be the most effective in their careers, but it was rather “B” students with high Emotional Intelligence that ended up being the CEOs of Fortune 500 companies. Clergy can have PhDs in theology, be excellent preachers, or have a rich and meaningful spiritual life, but if they lack emotional intelligence they will struggle in parish ministry, or even in a classroom or other setting.

The break-through research by Speed Leas at the Alban Institute, on the “Involuntary Termination of Clergy”, indicated that it was not a lack of theological excellence or preaching skills that caused them to fail, but rather the inability of these clergy to develop trusted relationships with congregants, and their lack of interpersonal skills needed in getting along with people. In short, they simply lacked the people skills necessary for being competent pastors.

This workshop is aimed at raising the EQ (Emotional Intelligence) of church professionals in order to assist them in becoming more effective agents of the Gospel as they pursue leadership roles within congregations and church agencies. While IQ remains constant throughout one’s life time, one’s EQ can be raised by intensive experiences such as this one.

Goleman identifies 18 competencies that comprise emotional intelligence. One need not be skilled in all 18, but having 8 to 10 can provide a foundation for raising the other competencies.

In this workshop we will focus on 8 of the 18 competencies. These 8 are the foundation to the other competencies. Goleman discovered that people that scored low on the top four mentioned here, were off on all the remaining competencies. When an individual does not possess accurate self assessment, they are really just guessing at their other competencies. This lab will focus primarily on the first four, but deal with all eight:

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|------------------------------------|-------------------------------------|
| 1. EMOTIONAL SELF-AWARENESS | 2. ACCURATE SELF-ASSESSMENT, |
| 3. SELF CONFIDENCE | 4. EMOTIONAL SELF CONTROL, |
| 5. TRANSPARENCY, | 6. EMPATHY, |
| 7. CONFLICT MANAGEMENT | 8. GROUP DEVELOPMENT |

Participants will be asked to complete an Emotional Intelligence survey and have ten (15) other persons, well-known to them, complete the same survey on them. This survey will go a long way in developing accurate self-assessment for participants. Other personality surveys will also be used at this workshop. (See below)

Learning Purposes of this Workshop (Learning by experience)

1. To raise the EQ (Emotional Intelligence) of participants
2. To learn group phenomena which will raise participant's skills in working within small groups. For example:
 - Phases in group development
 - Shared Leadership
 - Dealing with negatively
 - Group norms
3. To gain a more accurate self-assessment, using such instruments as:
 - the Myers/Briggs Type Indicator,
 - Thomas-Kilman Conflict Management Indicator.
 - Pastoral Intelligence Survey

By inviting feedback from other participants and by using the above instruments, participants will see themselves more clearly as others see them.
4. To have an experience of authentic communication.

This workshop will be REFLECTION BASED. People don't learn by experience but by disciplined reflection on their experience. At this workshop, participants will spend much time in groups of about 10 persons, each group having two experienced trainers, and together they will experience group phenomena, such as stages of group development, and will watch the effect of their own behavior on the group. In the process participants will be able to invite feedback on their own interpersonal behavior and its impact on others. A frequent (and Graceful) experience for many participants is to be involved in authentic communication.

There will be some reading requirements for this workshop. Participants will be sent Goleman's 10 page article in the Harvard Business Review entitled, "What makes a Leader.". Reading the remaining books by Goleman will be optional although highly recommended. These titles are: "Emotional Intelligence," "Working with Emotional Intelligence," "Primal Leadership," "Social Intelligence."

The end product is not so much the mastery of a body of information, although this may happen, but helping participants to become better leaders. Should you have questions about this workshop, please call Roy Oswald, 301 432 2616 (cell) 301 254 7895, or Connie Kleingartner 773 256 0747

STAFF:

Coordinator and Trainer: Rev. Roy Oswald, Alban Institute Senior Consultant for 31 years.

Trainer: Dr. George Peabody, formerly Director of Training, Episcopal Church, USA.

Trainer: Ruth Wright, therapist, and O.D. consultant for congregations.

Trainer: Rev. Rod Reinecke, Licensed Marriage and Family therapist, and former Rector of an Episcopal church in Burlington, N.C.

Organizational Sponsors: Lutheran School of Theology at Chicago
The Cathedral College, Washington, D.C.

Cost:

Tuition: \$490.

Lodging and meals: \$495.

Total . \$985

APPLICATION FORM

NAME _____

ADDRESS _____

TELEPHONE: _____

email address _____

HOME CHURCH _____

OF CITY _____

YEARS ON A CHURCH SALARY. _____

DENOMINATION: _____

CURRENT ROLE IN A CHURCH _____

SPECIAL DIETARY OR HOUSING NEEDS _____

AGE _____ **GENDER-M** _____ **F** _____ **ACADEMIC DEGREES** _____

Deposit paid: _____ (Deposit: \$300. Full payment to be made by Dec. 15, 2006)

Payment in full: _____ (\$985.00) If paying by credit card, complete these lines.

Visa/MasterCard number _____ Expiration date _____

Send payment to: Ms Marji Shannon, LSTC, (Lutheran School of Theology)
1100 E 55th St., Chicago, IL, 606115 Telephone 773 256 0700

To register by email: MShannon@LSTC.edu

(Full refund less \$100 Administrative fee will be made if cancellation is received within 30 days of the event) Limited scholarships are available. Contact Roy Oswald at email:

Roymoswald@aol.com for a scholarship application.