

WRCC Zoom/ Phone conversation of the Community Council: March 30, Thursday

Present: Irma Dillard (chair for meeting); Mary Kay Hunyady; Kathleen Dolan, Clare Pratt; Adele Schroeder, Marcia O’Dea (note-taker), Paula toner, Mary Finlayson, Maura Keleher, Annette Schmeling.

A key idea for our discussion appears in the Peddigrew article listed below; it is that to define “shared leadership” would be “going back to an old way”; as it is this term “invites our exploration, individually and together.”

And our exploration led us to consider these points:

- Shared leadership takes time and a commitment to change our story.
- The recent Cohort Meeting evinced “shared leadership” because those attending were in a deep and trusting relationship which prompted them to be open to another’s influence.
- Our model in the WR of “shared leadership” in this council and in the Cohort meeting show that rscj and our wider communities are now bringing their gifts forward in trust; questions about “shared leadership” remain, such as “How do we do it?” It is important to know our goal and how we want to get there; how do we move our interest groups forward in this Region?
- One person said that each one is a leader who authors life in another; we need to pull apart the difference between shared leadership and delegating responsibility or authority.
- While the Peddigrew article suggests that if one person’s “light shines overwhelmingly, other lights. . . are permanently lost to a group”- one might qualify this idea because sometimes an overwhelming light brings forth others’ well.
- As one sees in the Google paper about Project Aristotle, the exercise of “shared leadership” requires a psychological safety; there needs to be a continuous trust that each person has a role.
- The you-tube video indicated below offers a metaphor for “shared leadership.”
- Leadership is loving service.
- Shared leadership emphasizes the idea that “All of us are better than any one of us.”; the role of a leader requires inspiration and the desire to author life in others.
- Today’s new forms of relationships give us a better sense of the relevance and meaning of “shared leadership.”
- One person spoke to her own situation; that in everyday life she shows shared leadership because of the position she is in with another “leader.” But it is hard to go beyond this singular experience to a sense of “shared leadership” in another or broader context.
- We could avoid the “parent-child” sensibility which hinders one’s relating to others in “shared leadership/” The concept implies using each one’s gifts, avoiding

“meanness” being part of the solution, and building relationships for the good of the Religious Community.

- The exercise of this leadership means individuals bring their gifts into the conversation, put their egos on the side, and focus on what is being created.
- It is important to know our Goal and then how we want to get there; how do we move our interest groups forward in this Region?
- While there is a distinction between management and leadership, some people can do both.
- More conversations need to occur around this subject so we understand the kind of creative and collective energy we need to move forward; an underlying vision must be that each one matters and all are in this together.
- Is there a collective “fear” about assuming “shared leadership?”; that would be unfortunate because this leadership encourages the heart.
- We did show “shared leadership” at the Regional Meeting in November because each one said “yes” to something – to some interest group and to holding the course when, literally, “the lights went out!” How do we nurture this trust and mutual support?
- Are we better at this when we are physically present to each other?

Some resources:

- <https://www.youtube.com/watch?v=hO8MwBZl-Vc> - video related to who follows the leader. . .
- “Sharing Leadership”: Brenda Peddigrew, RSM
- <http://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html?smprod=nytcore-ipad&smid=nytcore-ipad-share> : team building and steps to create understanding