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CSSV Conference 2013

**LISTENING, LEARNING AND LEADING:
The impact of Catholic identity and mission
on what we do and how we do it.**

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**Forming leaders
for Catholic identity, ethos and mission**

Anne Hunt
Dean of Theology and Philosophy

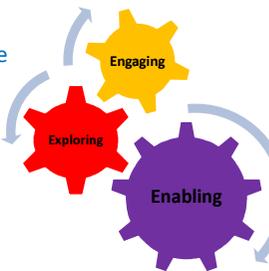
Julie Morgan
Corporate Development Manager, Lecturer
ACU Executive Education

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Why form leaders?

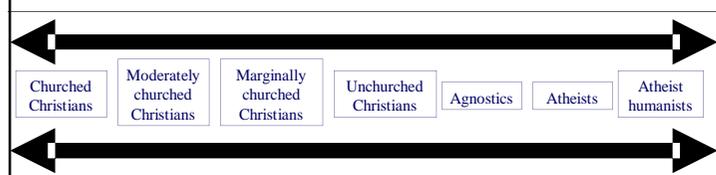
- Passion for building organisational culture
- Consciousness of change and continuity
- Commitment to conversation, education and formative professional development



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**Conscious of the changing context for Catholic
agencies today particularly
secularisation**



Lieven Boeve, "Religion after Detraditionalisation: Christian Faith in a Post-Secular Europe," *Irish Theological Quarterly* 70 (2005)

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The changing context for Catholic agencies today *pluralisation*

Lieven Boeve, "Religion after Detraditionalisation: Christian Faith in a Post-Secular Europe," *Irish Theological Quarterly* 70 (2005)

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The challenge facing Catholic agencies today

Nurturing and sustaining
Catholic identity, ethos and mission

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A starting point for us is that we understand leadership in Catholic agencies to be about

- Engaging people
- Exploring possibilities
- Enabling passions

This kind of leadership says *everybody in the organisation matters*.

And because we understand leadership to be theologically and ethically significant and because we want to make it **utterly engaging**, we take our lead in thinking about leadership from Jesus, and today we turn to the Gospel of John.

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"Jesus left Judea and started back to Galilee. But he had to go through Samaria. So he came to a Samaritan city called Sychar, near the plot of ground that Jacob had given to his son Joseph. Jacob's well was there, and Jesus, tired out by his journey, was sitting by the well. It was about noon.

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A Samaritan woman came to draw water, and Jesus said to her, "Give me a drink." (His disciples had gone to the city to buy food.)

"How is that you, a Jew, ask a drink of me, a woman of Samaria?" (Jews do not share things in common with Samaritans). Jesus answered her, "If you knew the gift of God, and who it is who is saying to you, 'Give me a drink,' you would have asked him, and he would have given you living water."

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The woman said to him, "Sir, you have no bucket, and the well is deep. Where do you get that living water? Are you greater than our ancestor Jacob, who gave us this well, and with his sons and his flocks drank from it?"

Jesus said to her, "Everyone who drinks of this water will be thirsty again but those who drink of the water that I will give them will never be thirsty again. The water that I will give will become in them a spring of water gushing up to eternal life."

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The woman said to him, "Sir, give me this water, so that I may never be thirsty or have to keep coming here to draw water."

Jesus said to her, "Go, call your husband, and come back."

The woman answered him, "I have no husband."

Jesus said to her, "You are right in saying, 'I have no husband', for you have had five husbands, and the one you have now is not your husband. What you have said is true!"

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The woman said to him, "Sir, I see you are a prophet. Our ancestors worshipped on this mountain, but you say that the place where people must worship is in Jerusalem."

Jesus said to her, "Woman, believe me, the hour is coming when you will worship the Father neither on this mountain nor in Jerusalem. You worship what you do not know; we worship what we do know, for salvation is from the Jews."

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But the hour is coming, and is now here, when the true worshippers will worship the father in spirit and in truth, for the father seeks such as these to worship him. God is spirit, and those who worship in spirit God must worship in spirit and truth.”

The woman said to him, “I know that the Messiah is coming” (who is called Christ). “When he comes, he will proclaim all things to us.”

Jesus said to her, “I am he, the one who is speaking to you.”

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Just then his disciples came. They were astonished that he was speaking with a woman, but no one said, “What do you want?” or, “Why are you speaking with her?”

Then the woman left her water jar and went back to the city. She said to the people, “Come and see a man who told me everything I have ever done! He cannot be the Messiah, can he?”

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They left the city and were on their way to him...

Many Samaritans from that city believed in Jesus because of the woman’s testimony, “He told me everything I have ever done.” So when the Samaritans came to him, they asked him to stay with them; and stayed there two days. And many more believed because of his word. They said to the woman, “It is no longer because of what you said that we believe, for we have heard for ourselves, and we know that this is truly the Saviour of the world.”

John 4: 3-42

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Transformative leadership
Engaging People

Jesus *engages* the woman in conversation. At first it is abrupt but there is something about *her* that deeply engages him...

The disciples were surprised that he was talking with a woman...

But she matters.



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Exploring the Possibilities



Whatever it is about her, Jesus is prepared to **explore** his identity with her - this is the first time that we hear Jesus reveal himself as Living Water.

And, in conversation, he draws out her hidden self in a way that is **invitational and non-judgemental.**

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Enabling Passions



Jesus **enables** her to go back into the city, back to the people from whom she is probably hiding, in order to tell them about Jesus.

Because he believes in her, she can let go of the boundaries that life has placed on her and she brings others to him:

This excluded woman, this sexual sinner, is the first missionary in the Gospel of John.

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Reflection

Working with vulnerable people in ways that draw on their strengths...

Leading organisations in ways that demonstrate that everybody matters, that builds capacity, that enables change...



Developing people in ways which are deeply respectful, which create energy, which invite transformation...

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Discussion

1. Is there something new in this Gospel passage for you today?
2. What would you like your staff and/or Board to know about the surprising ways in which the Gospels reveal something to us about leadership?
3. How do you think you'd go about developing a PD opportunity for the staff, or for the Board, about Gospel inspired leadership?



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Forming leaders for Catholic identity, ethos and mission

It's our *theology* of the person that makes all the difference - the woman, excluded by the many, is authentically engaged by Jesus: *everybody matters*



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“What you have said is true! You have had five husbands and the one you have now is not your husband.”

How do we know what's right in *this* context today?
 What does our Tradition say about the best ways to live, to be happy, to work with others, to love freely and creatively, to work for justice?

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The Samaritan woman returns to the city, she goes straight back to the people who have excluded her:
our community matters.



Solidarity, human dignity, compassion, generosity, stewardship of resources, reconciliation in the midst of conflict, the rights of the marginalised...

What does **Catholic Social Teaching** say about our responsibilities to the many, particularly those who dwell on the margins?

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Reflection and Discussion

1. What do you think staff need to know about our **theology** of the person?
2. What do you think the staff need to know about the Catholic **ethical imagination** and about our **ethical frameworks**?
3. What do you think the staff need to know about **Catholic Social Thought** that would energise them?

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**Forming leaders
for Catholic identity, ethos and mission**

An offering from ACU:
**The Graduate Certificate in Leadership
and Catholic Culture**

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**Graduate Certificate in Leadership
and Catholic Culture (GCLACC)**



A strategy for bringing on, for **forming and informing** this and the next generation of **leaders of Catholic agencies**

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Leaders matter, leadership matters



Target group: CEOs and senior staff in Catholic agencies
Program: 4 units at graduate level
Process: 4 week-long residential intensives, over 1 or 2 years

The units:

- *Catholic Ethos and Care of the Human Person*
- *Catholic Social Thought*
- *Ethics in a Faith-Based Context*
- *Leading the Mission of Care of the Human Person*

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**The aim: learning for leadership
of Catholic ethos, identity and mission**



- **Competence and confidence** in articulating and leading Catholic identity, ethos and mission
- Leaders who are **'fit for practice'** in Catholic settings
- A course designed to foster both **transformation and personal integration**

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The program at a glance



- 20-30 participants/group, mostly 40+yo
- Residential intensives, Monday til Friday
- Lectures, break-out groups, readings, group discussions, guest speakers
- An introduction to Catholic social teachings, ethical frameworks and ecclesial structures
- An appreciation of their organisation's work as part of the mission of the Church
- Lecturers with strong credentials in the sector as well as academic credentials

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Vital elements of the program



- Taking participants out of the workplace, preferably with at least 2 others from their organisation
- Inviting them to engage - with themselves, each other, and the issues
- Breaking down silos in and across sectors
- Combining an academic curriculum with personal and professional formation and integration
- Strong partnerships with industry partner/s
- A shared vision and goal

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What graduates say

- Truly **transformative** education
- A **tangible difference** to people's lives, their sense of self, life and work
- **Confidence and competence** in concepts and language for leading Catholic identity, ethos and mission
- Graduates who are well prepared for **their role as leaders** within the specifically Catholic context
- Graduates who are well able to articulate the work of their organisation as part of **the mission of the Church**

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The vision: Catholic leadership education without borders



- **Catholic health and Catholic social services** participants in the program
- **Bridging the divide** - the social welfare and health care sectors – especially through discussions and networking
- Enhancing the learning by **learning together, across sectors**

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Keeping the flame alive in the workplace



- What effectively promotes formation in the workplace?
- How to support and sustain that formation and growth?

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Developing the Next Generation of Leaders



- The work of Church agencies = **Reign of God work**
- Attention to education and formation in **Catholic identity, ethos and mission** = of utmost importance, too important to leave to ad hoc osmosis
- A vital practicality: a **budget allocation** for such programs
- Setting our sights: this is a vital objective; it is also an achievable goal.

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Questions for discussion

- What strategies are being used in your organisation for sustaining the staff's sense of Catholic identity, ethos and mission in your workplace?
- How could those strategies be strengthened?
- What are the impediments and how to overcome them?
- What are the budget issues?
- How can we assist you in that venture?

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Forming Leaders for Catholic identity, ethos and mission

Graduate Certificate in Leadership and Catholic Culture	GCLACC in 2014
Anne Hunt Dean, Faculty of Theology and Philosophy	Unit 1: Feb 17-21 Melbourne
Julie Morgan julie.morgan@acu.edu.au	Unit 2: May 5-9 Sydney
	Unit 3: July 21-25 Brisbane
	Unit 4: Oct 13-17 Perth TBC

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