

The **SHAPE** of Leadership

A Leadership development program for high-potential clergy

The SHAPE of Leadership is a development experience for clergy who are called to make a significant impact on the church. In this day of the changing church, innovation and excellence in leadership is critical – so is support for the journey. The program offers opportunity for clergy to remove themselves from their contexts and spend time with others in an ecumenical setting, honing leadership capacity while engaging in reflection and practice on real world situations in their context.

With a strong emphasis on understanding and embracing one's unique leadership style – leadership SHAPE, the program spends time asking the question “Who am I as leader?” while it provides experiential and student centered learning about adaptive leadership, leading change, power and influence, conflict, and other important leadership topics.

SHAPE is the best thing I've done since seminary (which was wonderful). Each retreat has renewed and enriched me. Thank you! (Beth, 2015 participant)

SHAPE has been a wonderful asset for me professionally and personally. The relationships and leadership skills I have gained are invaluable. I would encourage all women in church leadership to invest in this process. (Annemarie, 2015 participant)

I was concerned that the leadership literature would be dry and lifeless, and instead experienced approaches that honor just what the church needs to be about in this time of change and challenge: self-knowledge, experimentation, relationship building, risk taking, creative conflict, and undergirding it all: purpose. To share this journey over time with brilliant colleagues has made for deep learning and courage for change. (Jill, 2015 participant)

I have valued this time immensely. It was at once a forum for exploration, a time to learn skills, and a concrete opportunity to consider our setting from the outside. (2011 participant)

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Ready for the next step in your professional growth? Need connections with colleagues? Want to learn more about how your gifts and abilities **SHAPE** your leadership? Step back from the tyranny of the “to do” list and attend to the deeper issues of leadership. SHAPE provides opportunities for growth that are both rare and essential in these challenging times.

The program is offered in multiple formats:

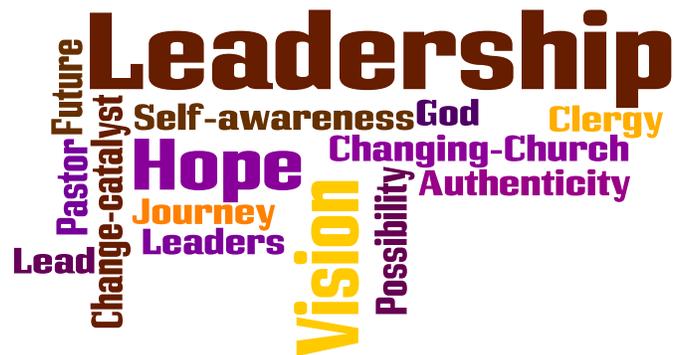
- ✓ Retreat style: 4 2-night retreats over the course of a year
- ✓ Monthly style: 12 ½ day gatherings over the course of a year

All clergy are assigned to cohort groups of about 4 people. Cohorts will meet in between large group gatherings to build a support network and also deepen the learning.

The adaptive leadership framework is taught throughout the year as participants work their own adaptive challenges, and as other topics are explored:

- ✓ Deepening sense of gifts through reflecting on assessments
- ✓ Power and influence
- ✓ Conflict
- ✓ Change models and leadership
- ✓ Emotional Intelligence
- ✓ Spiritual practice as a leadership model
- ✓ Practical management tools
- ✓ Other topics as needed for the group

Leadership today is creative, innovative, and spontaneous. In addition to the adaptive leadership framework and the specific topics mentioned above, opportunities to practice creativity, innovation, and extemporaneous leadership are regular parts of the program.



Meet Your Leaders

Mary Kay DuChene, MA-CML. Creator of the SHAPE program, Mary Kay has brought her corporate leadership experience to the church. Offered first in 2011, the program has expanded beyond the Twin Cities to be offered in New Jersey. Called to accompany faith leaders, Mary Kay is also an Assistant to the Bishop in the Southeastern MN synod of the ELCA, and on the consulting staff of North Central Ministry Development Center. Passionate about helping faith leader hone their gifts while they discern what God is up to in their midst, Mary Kay also works with congregations identify their own calling. Mary Kay has a B.S. from the University of Minnesota, a coaching certificate from Coach U, and an MA from Luther Seminary.

Rev Dr. Mark Sundby, Ph.D., MDiv. Mark has served as a consultant, teacher, and counselor in the field of psychology for over twenty years. For the past sixteen years, as executive director of North Central Ministry Development Center, he has specialized in personality and leadership assessment in ministry, with an emphasis on health and wholeness, leadership development, and conflict skills training. The center is a resource to twelve denominations and three seminaries, and meets with about 750 seminarians and clergy each year.

Mark is an ordained United Methodist pastor in the Wisconsin Conference and a psychologist. He earned his doctorate in counseling psychology from the University of Minnesota, masters of divinity from the University of Chicago, and bachelors from St. Olaf College.

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