



Every community generates and forms leaders. Leadership is subtle and collaborative, it depends not just on the individual and the task but the context and community. Christian leadership is distinctive because Christians are called to be disciples, followers of Jesus Christ. In his way, leadership is about service both within the body of Christ and for the wider world.

Research tells us what we know instinctively, that the quality of leadership makes a very big difference to individuals, organisations and communities. Every priest is called to lead and so are many lay people.

Called to Lead is an important new opportunity within our Continuing Ministerial Development programme. It will be delivered in association with Sarum College and has commitment from first rate practitioners and theorists who will take part. It is for everyone who exercises leadership in the Diocese who wants to grow and develop their capacity for leadership. I hope you will catch the excitement and make use of the opportunity.

+ Nicholas Holtam

The Rt Revd Nicholas Holtam
The Bishop of Salisbury

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CALLED TO LEAD

releasing gifts ~ fulfilling vocations



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A leadership development opportunity

for lay and ordained leaders

Called to Christian leadership

~ Leadership in the Church is a spiritual task. Women and men are called to exercise faithful Christian leadership as followers of Jesus Christ, the Servant King. The Church seeks to resource those already in leadership roles as well as preparing and developing the leaders of the future.

~ Leadership in the Church takes many forms, in a parish, deanery, diocesan or pioneer context. Ordination is itself a call to leadership and many lay people also serve in key leadership roles. The Church's leaders include lay chairs and rural deans, incumbents, diocesan secretaries, principals of theological colleges, heads of mission agencies, archdeacons, deans, bishops and many others.

~ Called to Lead is an invitation to explore and develop your leadership potential in God's service. It is open to all lay and ordained authorised ministers and other lay leaders in the Diocese and is organised and funded through the Diocesan CMD programme. Called to Lead aims to draw deeply from the Church's own wells of spiritual wisdom and experience while also being open to insights and good practice from secular organisations and professions.

Your leadership 'fingerprint'

Each person has a unique leadership 'fingerprint' made up of the gifts and traits we are born with, combined with the skills and abilities that we have gained through learning and experience. All of us can grow in leadership, in obedience to Christ's command to make the best possible use of our 'talents'. Called to Lead focuses on four areas of development.

Disposition - *the God given selves we bring to ministry*

Understanding – *our insight into the changing context in which ministry is exercised*

Abilities - *the tools and skills to carry out the functions associated with a leadership role to a high standard*

Experience - *the opportunity to deepen and enrich learning through praxis and reflection*

Called to Lead is a person centred approach to leadership development which honours each person's individual call and vocational journey.



What does Called to Lead involve?

Leadership days and residentials:

Participants in Called to Lead will receive invitations to take part in leadership days and residentials. You will have the opportunity to hear from and engage with well known keynote speakers who have passion and expertise in the field of leadership studies or significant wisdom and experience to share.

Mentoring:

Participants will have a named mentor with whom to meet as wished. Your mentor will help you reflect on your vocational journey and evolving call to leadership. S/he will help you plan focused learning which will develop you as a leader. With your mentor you will keep a reflective record of your learning. S/he may also support and advise you in applying for new posts.

Individual development opportunities:

Some of these will be available through the Diocesan CMD programme, some may be offered to Called to Lead participants only, some may be accessed outside the Diocese. Your mentor will help you identify and plan the learning opportunities that are right for you.