

Summary/collated -Evaluation/Reflections: Shaping the Parish Cycle One (2011)

1. Significant learnings for me in emotional intelligence, spiritual practice, change theory and method have been Helped me broaden my leadership awareness; Reinforcing places I know I need to work/struggle with - being more decisive, taking initiative, carry through on projects; conflict management; Episcopal spirituality, my own affiliation is less about deep emotional support received and more about what's familiar from childhood; Greater understanding of MBTI, FIRO B, E Underhill; Confrontation meeting (intergroup team building), facilitation skills; new learning in EI and change theory & method; being aware of the EI of the Hispanic community, never though about it; systematic processes of change theory and method; how I see myself and how others see me are different, more to me than I'm conscious of; better sense of how Type/FIRO is helpful; change theory (wish I knew it 2 years ago), tools for looking at resistance; my tendency toward inclusion and affection; models to use with groups and individuals; reorienting own daily spiritual life; importance of awareness of own strengths and weaknesses.

Comment: In several cases learnings were noted in response to other questions on the form. As possible they were brought up and included in the material above.

2. My challenges are Staying focused and energized in a challenging context (my church); setting boundaries (are mine too close in or not); the program system is a challenge; allow others time to develop insights and analysis before listing out steps to fix them; flitting between too many things; Reinforcing places I know I need to work/struggle with - being more decisive, taking initiative, carry through on projects; conflict management; follow through, discipline, conflict avoidance; processing all the information, own thinking styles, clarify expectations with back home authority; pushing myself to push others effectively, navigate my own and parish power dynamics in order to use what I learned; deepen my daily spiritual life; work required to participate in this program, tension with my life style; becoming more deeply involved with people

3. A new EI behavior I intend to use several times in the next couple of week is Paraphrase skills, feedback skills; transparency; allow others time to develop insights and analysis before listing out steps to fix them; awareness; writing down thoughts, planning rather than keeping it in my head, articulating what I think; being more decisive, greater clarity in expression; speaking up to affirm and direct, using "and" with people; more intentional in listening to people

Note: you'll receive a message in about ten days to complete a survey monkey process sharing how it has gone.

4. What helped me in my learning process (e.g., training approach, a stance I took, a filter I carry, something in one of my teams, a particular session, etc.) openness to new ideas; my stance of active listening and silence; use of specific examples to illustrate how learning takes places after experiences change and the insights gleaned from that; Benedictine model with awareness; listening to others and how they perceive; feedback; concentrated number of days helped me pick up the rhythm of things; use of models and newsprint; staying connected to the overall purpose of being in program; feedback

5. What hindered me in my learning process (e.g., training approach, a stance I took, a filter I carry, something in one of my teams, a particular session, etc.) My own tendency to lose energy in the afternoon, difficulty sitting and listening; overload in a new subject area; training approach difficult to assimilate, too intense for me; more integration of T-group with DI's and other elements; Not having done all the readings beforehand; doing this on my own work site; days are long; training approach I found difficult at first but it's beginning to make more sense; need

clarity in my back home setting; need to pace myself better for reflection and processing information; rigid time schedule was a challenge, had to get over my feelings of being controlled; learning process not familiar to me took effort

Comment: Learning to learn from experience is new for most people. The mental models most people have about learning are mostly ones that look to presentation and possibly conversation models. While those are useful methods they are rather ineffective when it comes to behavior change around EI, spiritual life and change initiatives. Some seem to grasp how to use the T-group for their learning, a few still seem to misunderstand what a T-group can do and not do in regard to learning.

A couple of people had to struggle with the program being as advertized vs. their hope for a different approach to the work

6. For me the pace was:

Too Fast About Right // // // // Too Slow //

One "about right" added an arrow pointing to "too fast" Comment: This information matches what Michelle and I have seen over the years in working on CDI programs. Most people see pace as "about right."

7. We are considering adding time to each June session. If we do that for 2012 there will be no addition to your workshop fee.

a. If two days were added to the end, I could do that Yes // // // // // No // //

Comment: If days are added 1) We will decide soon. 2) You can decide to not attend the added days. If our conclusion is that more workshop time is needed that will be partly to serve future participants. 3) Creates another difficult in the likely need for more of a break period. That would stretch out the entire time period and add to hotel costs.

In the end our decision will be based on what is needed to achieve program goals. We are seeking the optimal level taking into account issues of likely and desired program outcomes, costs, and so on. Our initial read is that there was a need for more T-group time (time needed for moving through group development stages and getting productive around EI work), experiential exercises (e.g., more facilitative intervention, maybe communications skills), and time for thinking about back-home application.

b. If additional time is necessary I'd rather see it done more as

- work two evenings and add one day
- work four evenings and add no days

A few thought evenings were possible. Most not wanting it because of energy.

Comment: Staff would rather not do evenings. Thought we needed to ask though.