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CHARITABLE TRUST



Women in Leadership
A MURDOCK TRUST PROGRAM

Leading Change and Navigating Crucial Conversations

A Faith-Rooted Approach for Times of Transition

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The Old Paradigm

“The purpose of education is to shape you to fit into a suit”

- often attributed to John Lennon



Leading in the In-Between Time

Old Paradigm

- › Enlightenment
- › White Males in leadership, setting standards
- › Above the created order
- › Individual
- › Left hemisphere of the brain

New Paradigm

- › Post-Enlightenment
- › Diverse constituencies and representative leadership
- › Part of creation | Organic
- › Collective
- › Right hemisphere of the brain or whole brain



A Biblical Perspective

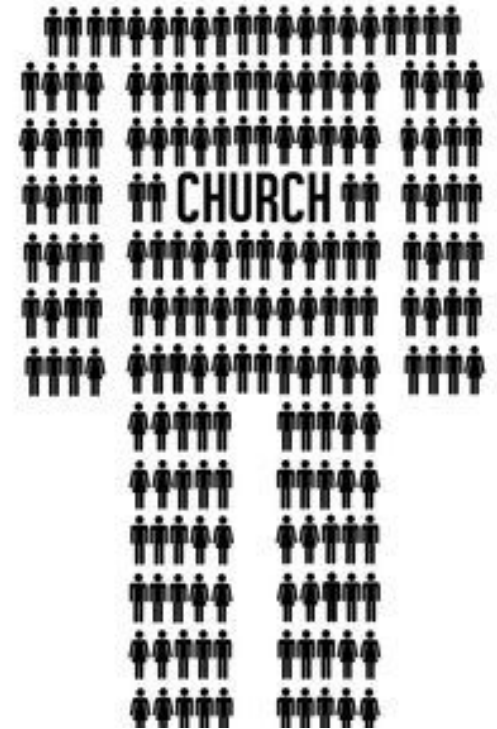


- › The Two Kingdoms
 - › Living under grace and in prayer
- › Body of Christ
- › Wise as Serpents and Innocent as Doves
- › Called to Mission



Body of Christ

- ¹² Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. ¹³ For we were all baptized by^[c] one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. ¹⁴ Even so the body is not made up of one part but of many.
- ²¹ The eye cannot say to the hand, “I don’t need you!” And the head cannot say to the feet, “I don’t need you!” ²² On the contrary, those parts of the body that seem to be weaker are indispensable, ²³ and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty, ²⁴ while our presentable parts need no special treatment. But God has put the body together, giving greater honor to the parts that lacked it, ²⁵ so that there should be no division in the body, but that its parts should have equal concern for each other. ²⁶ If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it. (1 Corinthians 12)



Exercise

- › Reactions?
- › Where have you seen this way of working together?
- › What supports it?
- › What stands in the way?



Body of Christ

- › People not instruments (Rabbi Beerman) – organic image
- › Equally necessary
- › Each different
- › Intentional prioritization of marginalized for the sake of the whole
- › Until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ



Body of Christ Exercise

- › Which two parts of the Body are you?
- › Why?
- › Write your initials on the two Body Parts that reflect your gifts.
- › Explain why you chose those.
- › How could the gifts of your small group work together?



Wise as Serpents: Intentional Strategies

Session #2



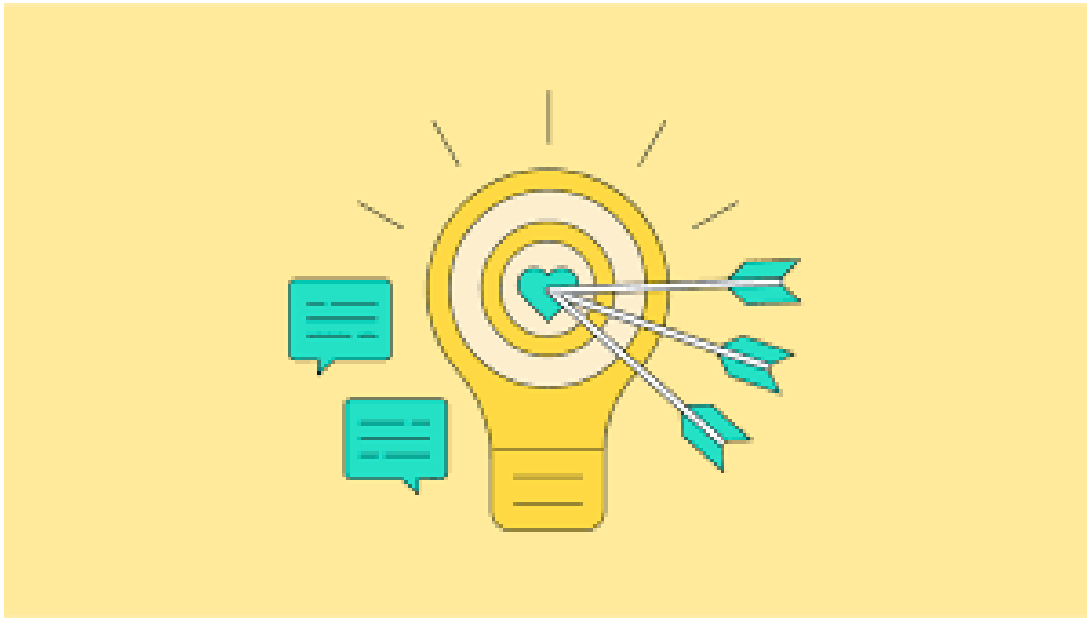
On the Balcony - Mapping

- › Expression is not the same as effective communication
- › Who makes what decisions?
- › Who influences who?
- › What are the strategic interests of key leaders?
- › Who are your Gamaliels?
- › Who are your Judas?
- › Who are you in this web?

*Exercise: Who do you want to motivate to do what?
Do a map.*



Intentional Strategies



- › Relationship, relationship, relationship
- › Cultivating allies, neutralizing opponents, convincing swing votes
- › Identifying common interests
- › How can I make it in your interest to care about my interest?
- › Depersonalizing conflict – differences in goals or differences in strategy?
- › Managing the temperature
- › Realistic, optimistic objectives – series of steps



Case Study Options

1. Your Gen Z staff are not doing their jobs. There is significant drama. They don't trust you. A big project must be done in a short time. What do you do?
2. Your boss keeps making decisions that throw a wrench in your plans and make it hard for you to get your goals met. You are not the only one that has this experience. You know that some of the problem is that he doesn't trust women's capacity. What do you do?
3. The organization is under-staffed and everyone is exhausted but its culture is risk-averse so they would rather not spend money to bring in more staff on the chance that it could increase productivity. You can see how staffing up would end up taking the organization forward and make it a much more humane place to work. What do you do?

Use **serpent wisdom** to address your case study!



Innocent as Doves: Dove Power

Session #3



Dove Power

- › The power of faith, hope, and love
- › Finding common values
- › Finding common dreams
- › Naming God's dream
- › The power of prayer



The Art of Awakening

2 Samuel 12

12 The Lord sent Nathan to David. When he came to him, he said, “There were two men in a certain town, one rich and the other poor. 2 The rich man had a very large number of sheep and cattle, 3 but the poor man had nothing except one little ewe lamb he had bought. He raised it, and it grew up with him and his children. It shared his food, drank from his cup and even slept in his arms. It was like a daughter to him.

4 “Now a traveler came to the rich man, but the rich man refrained from taking one of his own sheep or cattle to prepare a meal for the traveler who had come to him. Instead, he took the ewe lamb that belonged to the poor man and prepared it for the one who had come to him.”

5 David burned with anger against the man and said to Nathan, “As surely as the Lord lives, the man who did this must die! 6 He must pay for that lamb four times over, because he did such a thing and had no pity.”

7 Then Nathan said to David, “You are the man!”



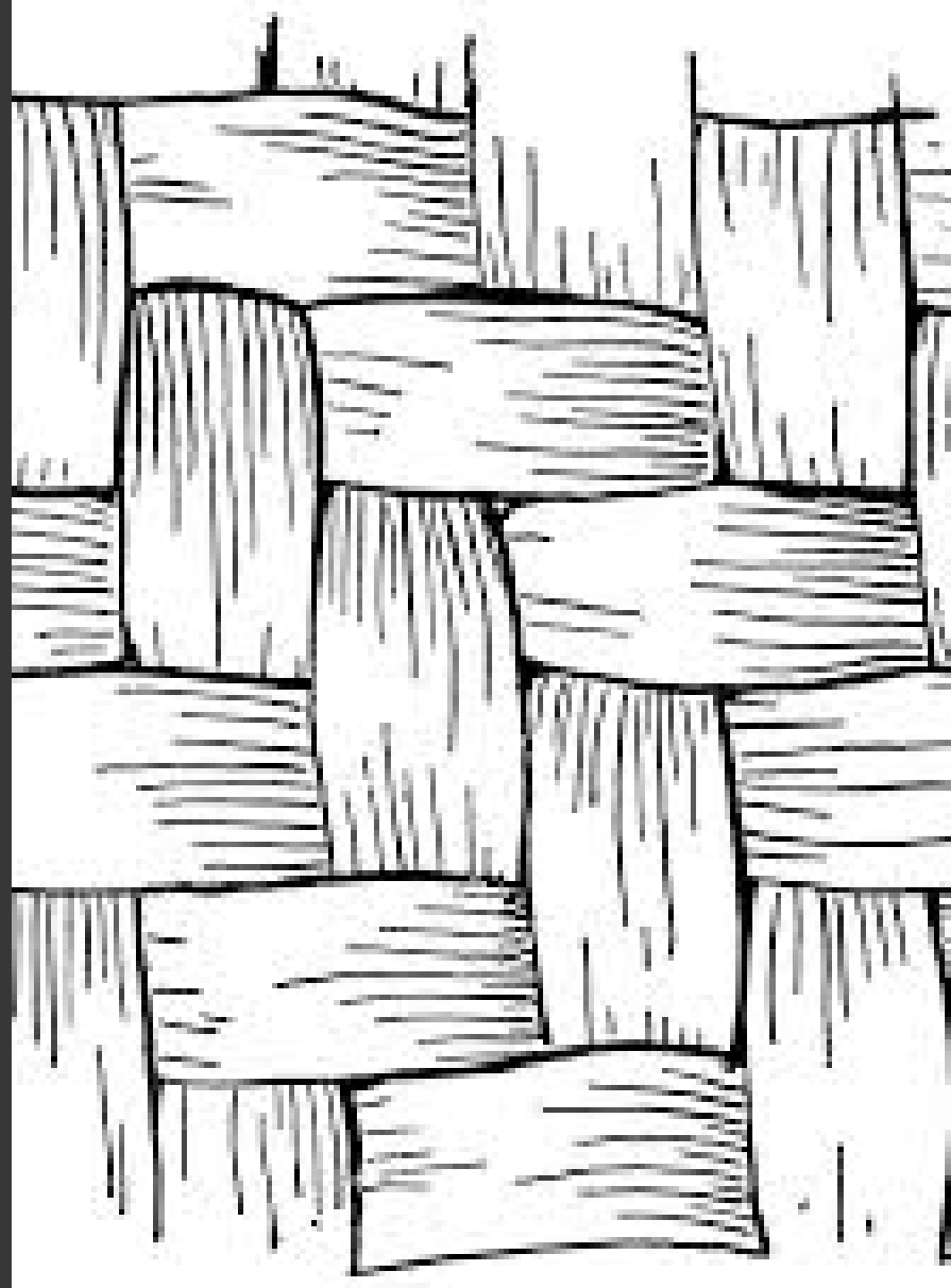
Dove Power Leadership Development: Fishing

- › The Sweet Spot – the intersection between their gifts and passions, and what you need done
- › En-couraging Exercise: When were you frightened to do something you knew inside was best and someone successfully encourage you to go forward and take the risk?
- › The Rhythm of support/affirmation and challenge/risk/investment
- › Developing a leadership team - Give the work to the people



Weaving it Together & Taking it Home: Self Care and Communal Care

Session #4



Case Study Options

1. Your Gen Z staff are not doing their jobs. There is significant drama. They don't trust you. A big project must be done in a short time. What do you do?
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Use **dove power** to address your case study!



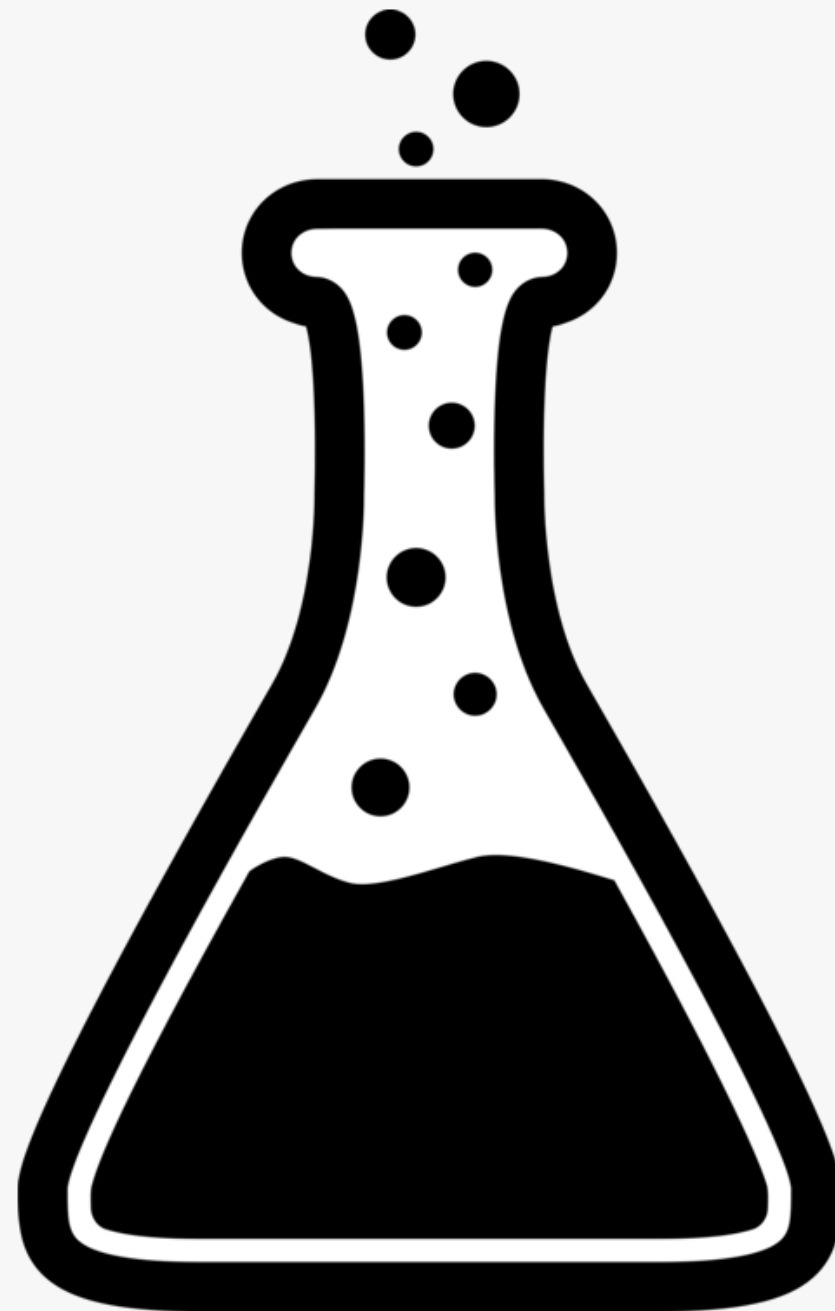
Practices for Self-Care and Communal Care

- › Knowing your own triggers and termites – what frightens or threatens you?
- › Regulation
- › Exercise: Be Still and Know that I am God
- › Respite – taking turns
- › Community of Support
- › Right Thinking: Naming the lie/curse and truth/blessing
- › Meaning and Mission – participating in action for change



Laboratory

Session #5





Thank you

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