

## Conference for Mercy Higher Education: Mission Officers

### A Template for Reporting Best Practices (Modeled on the ACCU “Promising Practices” Site)

This form is intended to capture very high level information or descriptions of a best practice at your institution. For our purposes of quickly collecting a few of your practices that you want to share with our CMHE colleagues, please fill out enough so that we can understand the effort. Hopefully, if this is not too demanding on your time, we will have several practices to explore more thoroughly with the individual mission officer.

**Title: College of Saint Mary Leadership Formation Institute: Experience I**

**Summary:** A five session course fostering the leaders’ understanding of ministry and how their particular vocation, giftedness, contributions and strengths further the ministry identity of the University.

**Goals:** Staff and faculty in leadership positions at the University will complete the Leadership Formation Institute. Participants, nominated by their leader, will experience a cohort learning process where they explore and strengthen the understanding of their vocation and call to ministry leadership. Leaders will identify their own characteristics and qualities that support their ministry response and will discuss practices, techniques and tools that assist them to motivate others to ministry awareness and choices.

**Description:** Leadership Formation Institute – Experience I - is presented in five, 2 ½ to 3 hour modules over a six to nine month time frame. Involving cohort learning with a group of 10 – 15 leaders, the sessions are held in comfortable environments that support participation and sharing, reflection, and dialogue. Starting with the Senior Leadership Team as the first cohort, additional cohorts groups are identified by University leaders and participants are invited to the Institute. The five sessions are titled:

- Vocation and Call: Exploring careers versus vocations; a look at personal stories of *call* and naming one’s personal vocation.
- Claiming one’s Ministry Identity as Leader and the gifts of personal spirituality.
- Motivating Others toward Ministry (storytelling techniques, deepening awareness of heritage/legacy stories and other tools for inspiring others are presented.)
- Catholic Social Teaching and Basic Ethical Principles
- Theological Reflection and Discernment

**Successes:**

- Builds authentic ministry relationships where matters of mission and ministry are routinely considered.
- Creation of mutual accountability for the mission and ministry identity of the University.
- Engages leaders in meaningful conversations about mission decisions and directions.
- Heightens appreciation for the servant leader concepts.

**Advice:**

- Facilitate highly interactive sessions that are complimented with reflection time.
- Evaluate sessions and make updates as indicated.

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