

## Chat Box during Ian Parkinson's lecture 24<sup>th</sup> April 2021

- 10:06:54 From Troy Fournier : Love this topic! Thanks, Ian!
- 10:27:33 From Linda Boon : What might be some of the most compelling practical reasons for giving time and attention to the work of growing and developing others?
- 10:39:53 From Anna Lumb : Helping people to find their talents and vocations
- 10:39:57 From Ruth Nabi : succession planning
- 10:40:03 From Stewart Davies : Creating a community of vocation and growth into leadership
- 10:40:42 From Bob Mathews : One person trying to do it all burns out.
- 10:40:52 From Maxwell-Wood : Shared responsibility is such a relief! Also should prevent burnout.....the whole machine only functions properly if every cog turning properly.
- 10:41:23 From Mike Procter : Rapid amplification
- 10:41:25 From Troy Fournier : Martin, Gill, Cecilia, and Troy- Noticed the idea of needing more succession planning in raising future leading and that there was significant value the diversity of developing the next generation leader. Meaning that developing that "new" leader can be "raised" by multiple perspectives from their personal area of expertise.
- 10:41:54 From David Bolton : How do we minimise the gap between the leaders and the led? How do we develop consensus based leadership so all travel together? how do we move from a 'stop gap' leadership approach (plugging holes when someone leaves) to intentional, strategic leadership development/succession planning/multiplication?
- 10:42:00 From Stewart Davies : A challenge - creating a pool of people willing to lead from the AV desk, including live broadcasting, rather than burning out the one individual who's carried the burden since the first Lockdown.
- 10:42:23 From Bob Mathews : Covid has cut our income. So we will have to expand the number of lay volunteers compared to stipendiary clergy
- 10:42:33 From Maxwell-Wood : Psychologically if everyone feels vital then best 'production' possible
- 10:42:56 From Ruth Nabi : feeling valued - better retention
- 10:43:09 From Linda Boon : Insightful comments! Many thanks
- 10:43:30 From Troy Fournier : Yes! Great point! How can "surviving a pandemic" to make our churches more resilient? How do we raise up agile and resilient leaders?
- 10:44:22 From C A Jack : It might help to visualise the whole horizontally, rather than vertically, leader and led etc.
- 10:44:50 From Linda Boon : Yes, I agree Christine
- 10:45:18 From Bob Mathews : It is a gift to help lead from the second chair or secondary posts
- 10:55:19 From C A Jack : Comforting the disturbed, and disturbing the comfortable
- 11:00:42 From Stella Pilling : In the secular world it has been shown that those selecting future leaders, or those with development potential, tend to choose people in their own image! Can such bias be overcome?
- 11:01:32 From Linda Boon : Stella, that is so true - 'mini-me' syndrome
- 11:01:44 From Troy Fournier : Wow! Mind blown! When people don't believe in themselves, we need to believe in them!
- 11:03:24 From Stella Pilling : Should we expect our 'leaders' to be role models for us?
- 11:05:01 From Linda Boon : If we have a very broad concept of leadership, Stella, we will have many role models to observe, showing different attributes. But if we only see 'the leader' as one person, that's perhaps more limited?
- 11:09:41 From Linda Boon : Think of a leader who has been especially significant in your own releasing and development as a leader. What did you find most helpful in the way they treated you?
- 11:09:42 From Stella Pilling : Giving people who might not be ready or equipped to undertake a task, eg preaching, might not be the best way forward. Would we be happy with allowing individuals to 'have a go' at eg surgery! Should we treat the congregation as guinea-

pigs?

11:15:47 From Maxwell-Wood : Huge thanks to Dave at MCC! Trust key component for encouragement

11:18:22 From Neil Tunncliffe : If we want to encourage everyone to get involved, I wonder whether the terminology that we use is helpful? If we talk about leaders, we imply that there must be people who are led - the former are active and do all the doing, the latter are passive and the ones who are done to!

11:19:28 From Linda Boon : Language is so important, isn't it Neil?

11:20:00 From Mike Resch : Servant Leadership depends on who or what you are serving to its effectiveness. The big vision agenda

11:21:11 From Ruth Nabi : interesting reflection on Luke 5 suggesting perhaps willingness to obey qualified disciple rather than identifying a gift in them which is how we may identify a leader. There may be a lot of overlooked faithful people we should be trying to identify

11:26:35 From Stella Pilling : The Church of England often appoints clergy to parishes with no management skills or experience. Does this matter?

11:28:30 From Troy Fournier : Very well done, Ian, this was one of those sessions that I wish WOULD go on for hours. Thanks for putting it together and encouraging participation.

11:28:55 From Maxwell-Wood : Yes! Thank you.

11:29:18 From Sue Atkin : Such an excellent session, Ian. Many, many thanks!

11:30:59 From Ruth Nabi : thankyou

11:31:20 From Celia Fowler : Thank you

11:31:54 From Troy Fournier : FAIL - First Attempt At Learning