

# Mercy Leadership: Empowering Middle Leaders

*Ongoing formation in leadership for mission  
Program commencing in 2024*

## PROGRAM AIMS

Underpinned by adult learning principles, the program provides an opportunity for middle leaders within MMC to engage in ongoing formation within a cross-ministry context.

Through their engagement in the four (4) parts of the program, it is hoped that participants will:

- Be enriched personally, professionally and spiritually
- Develop a sense of belonging to MMC and of their contribution to its Vision, Mission and Values-enlivened ministry of service
- Enhance their appreciation of the Mercy context and heritage in shaping their leadership
- Grow in appreciation of the richness which sacred texts bring to their leadership role
- Deepen their understanding of values integration as key to their role as a leader
- Gain some understanding of a Ministerial Public Juridic Person (MPJP) within the Australian Church
- Increase their understanding of the role of middle leaders in shaping organizational culture
- Become more confident in exercising their role as middle leaders within MMC
- Contribute to relationship-building within an MMC cross-ministry 'community of practice'
- Commit to ongoing leadership formation as key to their ministry of leadership

## RESOURCE PERSONS

Annette Schneider rsm, Formation Coordinator for MMC, will coordinate the Program, assisted by experienced facilitators and presenters.

## PROCESSES

Formative processes will include:

- opportunities for personal reflection and prayer
- small and large group conversation and interaction
- input and reflection on middle leadership from a range of lenses and sources (e.g. presentations, articles, videoclips, Case Studies)
- sharing stories
- sharing meals and 'unprogrammed' leisure time

Ongoing evaluation will also be incorporated into the Program.

## PARTICIPANTS

While 'Middle Leaders' have a range of titles within our ministries, participants will likely include those engaged in the following types of roles:

- Middle Managers
- Team Leaders or Coordinators
- Heads of Departments
- Nurse Unit Managers
- Finance Lead
- Pastoral Leaders
- Care Managers
- Volunteer Coordinators
- Learning Area/Curriculum Coordinators
- Year Level/House Heads



# CONTENT

The proposed content explores aspects of personal and professional formation for leadership including:

1. Personal experience of middle leadership and key aspects of this leadership role
2. Transition from seeing the role as 'job' to 'career' to 'calling' as leaders in a ministry of MMC
3. The mission or purpose, vision and values of MMC as a Ministerial Public Juridic Person within the Catholic Church in Australia
4. Catholic Social Teaching and its relevance to contemporary leadership for mission
5. Catherine McAuley's response to the Gospel and mission of Jesus and her legacy to middle leaders, with insights drawn from our Wisdom tradition
6. The values-based unearthing of Mercy Leadership
7. Middle Leaders as shapers of organizational culture
8. The meaning, nature and importance of initial and ongoing formation for leadership in a faith-based ministry
9. Building resilience as a middle leader
10. The contribution of reflective practice to leadership development
11. Identification of a small project of relevance as a middle leader which can be undertaken during the Program and shared as part of a 'community of practice'
12. Identification of future topics for in person and/or Zoom ongoing formation offerings for middle leaders

# FORMAT

The Program has four (4) components in which each participant will participate:

## Part 1

2-day residential (Given sufficient interest, there will be 2 cohorts of participants):

**Cohort 1: May 26-28, 2024**, at Santa Casa, Queenscliff, Victoria (up to 18 participants) and

**Cohort 2: July 21-23, 2024**, at Mary MacKillop Place, North Sydney (up to 30 participants).

## Part 2

2-hour Zoom session, approx. 6 weeks after Part 1 (Focus – **Catholic Social Teaching and its relevance to our Mercy ministry and leadership**; will also include sharing on the progress of the Project)

## Part 3

2-hour Zoom gathering approx. 6 weeks after Part 2 (Focus – **Building resilience as a Mercy leader**; will also include sharing on the current status of the Project)

## Part 4

1 day face-to-face gathering of participants, in Melbourne, to explore ways of continuing this 'community of practice'. The day would also include opportunities for ongoing leadership formation.

Optional ministry site visits could be arranged for the following day, given sufficient interest.

## Funding

Ministries will meet the travel and accommodation costs of their participants.

MMC will meet the Program costs - facilitators, speakers, catering, resources and venue hire.

## Potential accreditation

The program "Mercy Leadership: Empowering Middle Leaders" will be certified as an approved ongoing formation Program within MMC.

Application will be made with relevant external agencies, where possible, for accreditation of the Program "Mercy Leadership: Empowering Middle Leaders."

Expressions of interest will open in mid November 2023.

For further information please check our website [www.mercyministrycompanions.org.au](http://www.mercyministrycompanions.org.au) or email [ministries@mercyministrycompanions.org.au](mailto:ministries@mercyministrycompanions.org.au)