

Shaping the Parish

Developing a healthier, more faithful church

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Applying Shaping the Parish to Secular Settings

Thank you for your interest in attending Shaping the Parish. I am writing to address some of the questions you posed concerning whether this program would provide directly transferrable leadership skills to settings outside the parish church.

The program is grounded in organization development and systems thinking. We are applying to a church setting what we know broadly about the field of organization development, including change methods; coaching and people development; ways to increase buy-in and accountability, thereby improving team functioning; and effective analysis and decision-making. These areas are critical to the health of any organization and we will be using methods and theories that can be easily transferred to different organizational settings. Our specific aim is to increase the skills of participants in all of these areas, while building flexibility and depth.

Areas of focus that are particularly applicable to secular work include:

- Use of the MBTI with individuals and teams to increase leadership competencies and improve emotional and social intelligence.
- Considerations in evaluating whether a proposed goal or change fits strategically with broader organizational goals, and what impediments to the change or goal are likely.
- Ways to effectively implement change, monitor effectiveness based on observable data, and make mid-stream adjustments as needed.
- Methods to overcome learning anxiety to increase the capacity of team members to learn new skills and better support new organizational goals.
- Ways to share information constructively within a team to increase internal commitment.
- Identifying skills needed for a particular project and selecting the right team members to accomplish it.
- Development of a range of leadership styles, and the capacity to move between them to fit the specific needs of the situation (e.g., appropriate and effective use of coaching skills; recognizing when a “democratic” style fits and when a more “authoritative” style is more appropriate).
- Creating improvement processes and learning plans.

In my secular career, I am the Chief Compliance Officer for a regional financial services company. My training work with the church has led to significant and tangible improvements in my own leadership skills and in my ability to further the organization’s goals. I would be happy to discuss this in greater depth with you or others from your company. Thanks again for your interest.

Sincerely,

Michelle Heyne
Co-Founder