

FORMATION FOR LOCAL SUPERIORS: SKILLS AND LEADERSHIP

The Formation for Formators Series (FFS) 11: Formation for Local Superiors: Skills and Leadership of Emmaus Center for Psycho-Spiritual Formation was conceived primarily to provide an oasis and an opportunity to hone one's self in the task of leadership. The five-day module aims to provide the leader with the skills and disposition in carrying out his/her responsibilities.

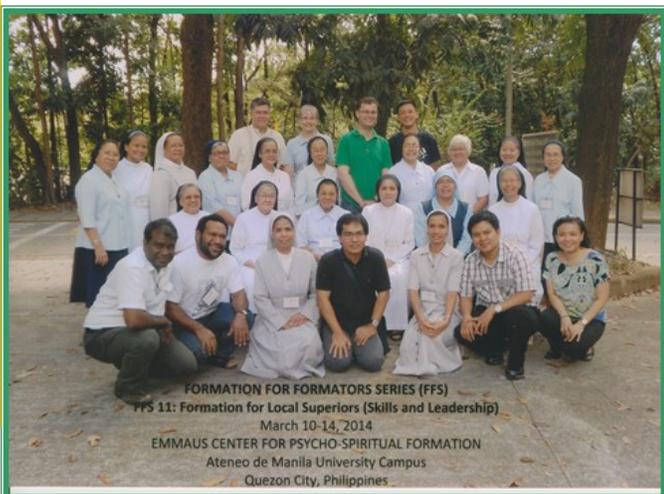
The Formation for Local Superiors: Skills and Leadership (FFS II) was held last March 10-14, 2014 at the Spiritual-Pastoral Center, Ateneo de Manila Campus, Q.C. Seventeen (17) Benedictine Local Superiors attended the said seminar: S. Lydia Villegas, OSB, S. Angelica Leviste, OSB, S. Celine Saplala, OSB, S. Edna Quiambao, OSB, S. Mary Rose Zamudio, OSB, S. Adela Arabia, OSB, S. Mary Frances Dizon, OSB, S. Baptista Busmente, OSB, S. Rosario Obiniana, OSB, S. Mary James Mujar, OSB, S. Evangeline Madayag, OSB, OSB, S. Odilia Bulayungan, OSB, S. Leonor Barrion, OSB, S. Ana Maria Raca, OSB, S. Vicenta Anuran, OSB, S. Rita Tullao, OSB, and S. Ma. Luisa Villanueva, OSB

There were three main perspectives that the module presented – the systems-thinking perspective, the facilitative leadership perspective, and the leadership of individuals including the self. First, the systems perspective presented the leader with the challenge of looking at the congregation as a system embedded in a world of complex reality. The task was to be able to see the whole picture and see how the different aspect of the congregation affects each other. Second, the facilitative leadership perspective walked the leader through the different skills necessary in handling groups. This perspective brings home the point that one crucial task of the leader is to be

able to manage groups of individuals. When individuals come and live and work in groups, certain dynamics arise. These dynamics call for the leader's group skills such as feedback-giving, conflict management, running a meeting. An important tool presented to the leaders is the process observation analysis, which is simply a systematic and detailed process of observing the group. Lastly, the leadership of individuals. As leaders, one is called to manage and attend to different personalities, sometimes, difficult ones. The Enneagram was used as a tool in understanding different personality types or dispositions, encouraging leaders not simply to look at the strengths and weaknesses of each type/disposition but more importantly to look at possible motivations why some individuals do what they do. The Enneagram was also used to initiate reflection on the leader's self as to his/her style of leadership. The module ended with the invitation to the person of the leader for "self-leadership" by attending to one's self-care. The whole module was capped with time to plan concrete steps of action in the short, medium and long term.

One of the most helpful points for the group was not only defining leadership but being able to nuance the difference between leadership and management and the tasks and dispositions each require. As superiors, one is often asked to be both – as a manager who attends to the operations and administrative matters and as a leader who sets the direction for the community s/he leads.

According to Mrs. Paz Bacquiran, the Coordinator, Formation Program also an alumna of SSC-Manila, this year's run of FFS 11: Formation for Local Superiors:



Leadership and Skills attracted a big number of participants who came in groups. Total attendees was 55 participants with the following demographics:

41 women, 14 men

12 nationalities (Philippines, Papua New Guinea, Vietnam, South Korea, Brazil, Argentina, Scotland, Singapore, Indonesia, Thailand, India, Puerto Rico)

14 congregations

Filipino participants came from Luzon, Visayas, Mindanao

Ages ranged from early 30's-late 70s

The diverse composition of the group and the varied experiences provided a rich opportunity to learn from one another – may it be from a long number of years as a religious with the many varied assignments and experiences, from the nuances coming from different cultures and personalities, from simply interacting with each other not only as “superiors and leaders” but simply themselves gaining friends and acquaintances.

Hopefully, the 5 day module not only equipped the participants with skills and perspectives but also renewed their passion for the call of leadership.

By: SR. M. ROSARIO R. OBINIANA, OSB