

LATINO PASTORAL LEADERS INITIATIVE  
DIOCESE OF AUSTIN

# FOUR Program Elements



## Peer Group Coaching

Catholic Leadership 360 is a leadership development program that offers clergy and lay leaders fresh insight into their effectiveness as leaders in the Church. It provides a unique opportunity for growth in leadership using respectful and structured feedback from those with whom they regularly interact. There are two 360-degree assessment tools: one for clergy and one for lay leaders. The tools are available in both English and Spanish.

The assessments provide feedback on leadership competencies and behaviors that have been shown to contribute to the success of Catholic pastoral leaders. The feedback is seen only by the participant and their feedback facilitator who helps to process the data with the objective of identifying 1-3 goals for leadership growth and development. Participants receive increased self-awareness of their leadership competencies, a deeper understanding of personal strengths and areas of growth, and a method for tracking personal development as a ministerial leader.

Between January and March 2022, you will participate in a 360 orientation workshop, a feedback workshop, an individual one-to-one feedback session, and a development workshop. Your report and development plan will form the foundation of your personal leadership development during this initiative.

Peer Group Coaching sessions provide a unique opportunity to tap into the wisdom of your colleagues, guided and facilitated by an experienced leader. The group will have the opportunity to bring their questions, listen, explore and offer alternatives to a broad spectrum of issues that are generated from the group itself. Participation requires an openness to give and receive feedback and demonstrate respect of all of the participants in the group. Peer Group Coaching also serves as a forum to further explore and synthesize pastoral skills and leadership concepts you learn in the other program elements.

Every month from February to September 2022, you will meet in small groups of up to eight participants for peer group coaching.

## LEARN MORE

To learn more about the program elements included in the Latino Pastoral Leaders Initiative, visit:

[leadershiproundtable.org/what-we-do](https://leadershiproundtable.org/what-we-do)



The Toolbox for Pastoral Management is a comprehensive introduction to the key elements of pastoral management for pastoral leaders. Clergy and lay leaders who strengthen their managerial skills, as well as how to access the skills of those around them, have more energy to devote to ministering to those they serve. The Toolbox for Pastoral Management curriculum is based on research into pastoral competencies that have been shown to be vital for the success of pastoral leaders. Participants engage in a workshop-style series of presentations that provide practical, ready-to-use tools for the busy pastoral leader. Typical topics include: Vision and Pastoral Planning, Servant Leadership, Meeting Management, Building Intercultural Competence for Ministry, Volunteer Management, and Managing Conflict.

Between April and June 2022, you will participate in five Toolbox sessions that will be led by subject-matter experts. You will have the opportunity to interact with the presenters and in small discussion groups. You will also receive copies of the Pastor's Toolbox books which contain additional tools.

The Catholic Standards for Excellence is a comprehensive set of managerial best practices that help leaders advance the Catholic Church's mission through the prudent and just stewardship of its resources. The codebooks are available in both English and Spanish. The guiding principles include detailed performance benchmarks designed to assist Catholic parishes in their operations. Implementing the Catholic Standards for Excellence improves ministry because a better-managed mission is a stronger and more effective one. Clergy and lay leaders who have embraced and implemented these standards report less stress, greater clarity of roles and responsibilities, and increased donations as a result of demonstrated mission focus and transparency. This training provides you and your parish with strategies, resources, and templates to introduce and implement the best practices found in the Catholic Standards for Excellence codebook.

Between July and August 2022, you will participate in four sessions which will include a self-assessment of your ministry context and cover the benchmarks from all six Standards topics.



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