



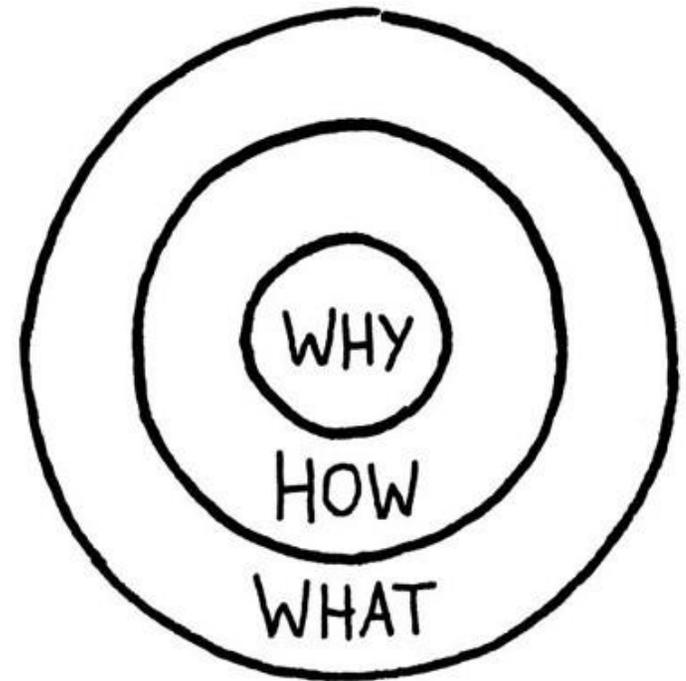
Shared Authority

Session 3 Webinar | May 2017



Agenda

- **Reflection**
- **Questions of Why**
- **Questions of How**
- **Questions of What**
- **Goals and Next Steps**



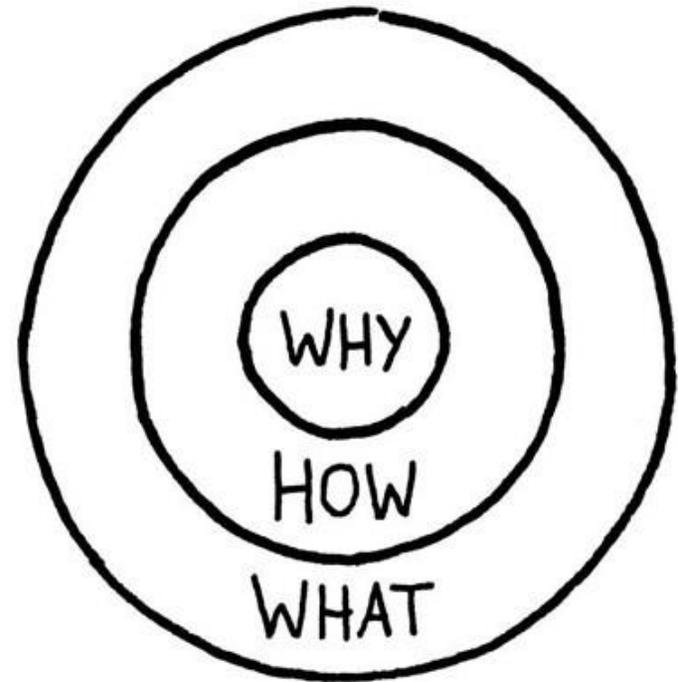
When there is communion between people, they sometimes work together, but what matters most to them is not that they succeed in achieving some target, but simply that they are together, that they find joy in one another and care for one another. J. Vanier – Signs of the Times



Grounded in Why – Framed in How – Acted in What

The principle of **shared authority** is the principle by which authority is exercised in partnership, so as to serve the mission of L'Arche. (2008-2012 Taskforce on Structures of L'Arche International)

- Why is shared authority the aim?
- How do we exercise it?
- What are the particular skills and actions for you in your role, place in leadership and community?



Three Invitations

- 1. Think critically, specifically and continually! Discern what resonates with you in your personal, spiritual and professional journey!**
- 2. Stay in conversation**
- 3. Step Back or Step Forward**

Shared Authority: WHY

Mission and Foundation

Why?

Source of authority is Mission. *What about our mission guides me in my leadership and authority*

Right person, right place, right time to contribute to mission.

- ***Does this resonate for me? How?***
- ***Does it help me to consider it for other leaders with whom I share authority?***



Why?

Good Samaritan story and Head/Hands/Heart/Spirit frameworks show how mission defines distinct roles and responsibilities. ***What authority do I carry in role to further L'Arche's mission?***

Ambiguous relationship with Authority: **What is my own personal relationship to authority? Where is there ambiguity and how does that impact how I hold authority?**

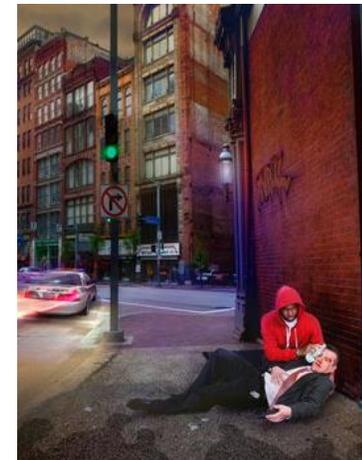
Spirit:
Vision
and
Culture



Head:
Strategic
Priorities

Heart:
Relationships,
Marketing

Hands:
Operations



Shared Authority: HOW

Principles, Practices, Partnerships, Systems

Communal and Spiritual Practices

Relationships → Listening → Accompaniment → Inclusion → Sabbath → Discernment →



- **How might these practices support my efforts to live out of my own authority? To share authority with others? What is most challenging about that in my role at this time?**
- *What relationships do I need to ground me in my membership? In my role? What relationships need more of my attention?*
- *Inclusion gets to the heart of our relationships with core members, especially. How often and how fully do I consider how I am sharing authority with core members?*

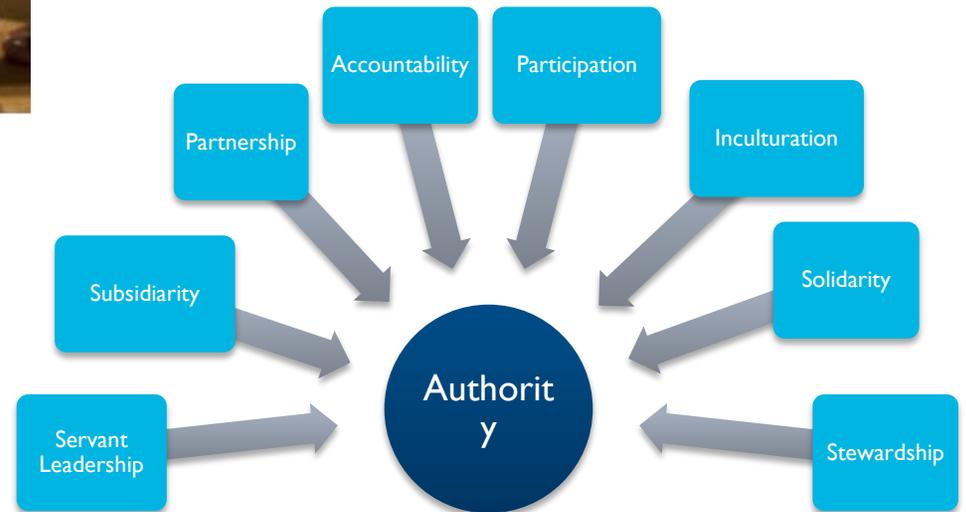
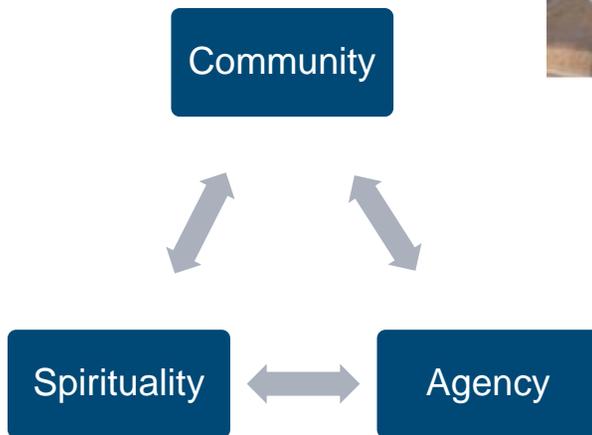
Discernment

Discernment is faithful living and listening to God's love and direction so that we can fulfill our individual calling and shared mission. – Discernment, H Nouwen

Discernment came up in both sessions as a key communal/spiritual practice supported by the others, and as a daily way of proceeding that supports shared authority. *How do I engage in discernment? What does it mean to me? What more would I like to learn about it?*



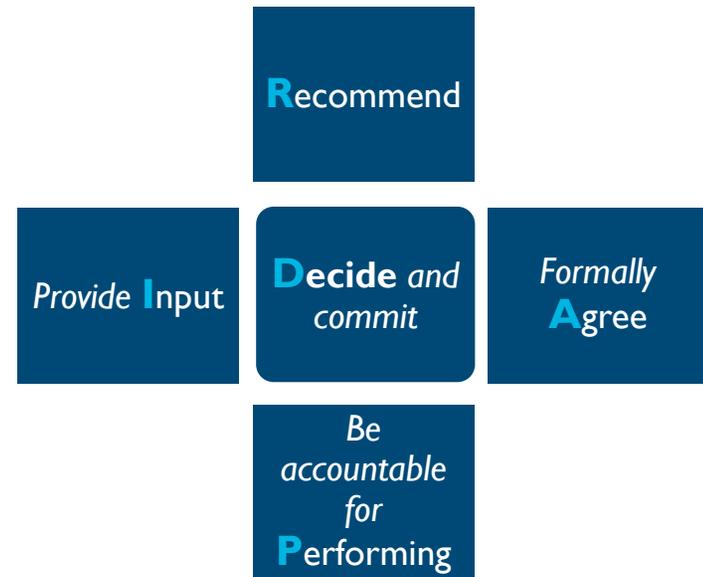
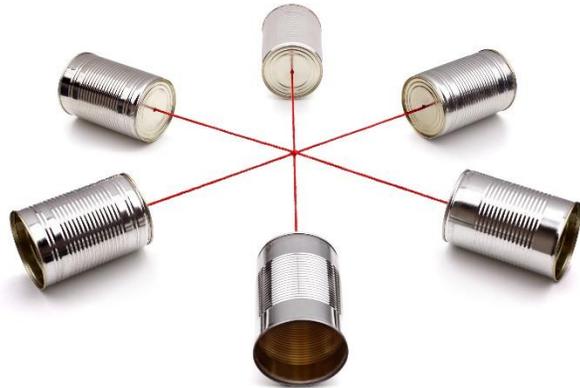
Guidelines and Partnerships



How do these principles and partnerships impact how I hold authority?

Do I have practical examples where they work at odds or in communion with each other?

Sharing Authority: Communication and Decision-making



- *Can I think of a particular decision I'm part of in role that would benefit from RAPID process?*
- *How does such a process support shared authority? What obstacles might I encounter?*
- *What helpful communication practices do I / does community use? Which might be improved? How does communication impact authority?*

Shared Authority: **WHAT**

Application to Role and Reality

What

- ***What is my new learning or insight related to shared authority?***
 - ***What is my new learning or insight about myself as a leader?***
- 
- ***From all that was presented, what do I want to learn more about? Where can I go to learn?***
 - ***Are there current situations where I need to set limits or be a commanding voice? What grounding will help me to do so?***
 - ***Are there current situations where I need to accept the authority, voice, wisdom of another? What grounding will help me to do so?***
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- ***When I consider my most pressing concern of the day, what from this material offers ideas or encouragement to address it?***
 - ***When I consider my most energizing opportunity of the day, what from this material offers ideas or encouragement to move it forward?***

Goals

What concrete goals or steps for growth do I have for myself the next six months related to shared authority? For my community/team/home?



SMART Goals

- S** Specific
- M** Measurable
- A** Attainable
- R** Relevant
- T** Timely

What's next?

Going Forward

What related to this would you like to learn more about? Further resources?

more

Interest in open follow up conversation?

- **What time frame makes sense? 2 months? 3 months?**



Evaluation:

- **What are your takeaways?**
- **What worked?**
- **What would you change?**
- **Topics**



Feedback to National Team – insights on Shared Authority

Future Modules

Questions?

