

# Peer leadership clinics



## ROLES

**Presenter:** shares a personal aspiration or leadership challenge that is current, concrete and important and where you are a key player. You should be able to present the issue in 10-15 minutes

**Peers:** Listen deeply, not fixing the problem. Listen for anything you feel that God might be saying

**Facilitator** Manages the time and the process. Explain again process and groundrules - confidentiality; listening, not fixing, suspend judgement, supportive, one at a time.

## PROCESS

### Presenter's airtime 10 mins

My real issue, not just most publically 'presentable' one. Think about:  
Current situation - What key challenge or question are you up against?  
Stakeholders - How might others view this situation?  
Intention - What future are you trying to create?  
Learning - What might you need to let go of? What need to learn here?  
Help - What help do you want from the group?

#### Listening:

Deeply. Active - three levels. Body language, facial expressions  
Suspend judgement, not diagnosing nor fixing  
Supportive - on their side. Empathy, her/his shoes.  
Images, metaphors

### Clarifying questions 10 mins

Big picture. Not too much detail. It's their issue and help them find own path, not you diagnose for them. Open-ended 'How' and 'what' questions? What's underlying issue?

### Creating space for grace 10 mins

3 mins Stillness - Listen to God/Spirit/heart. Any images, pictures, metaphors, verses?  
7 mins Share what came while listening or in silence

### Generative dialogue 20 mins

All reflect on remarks. What resonates with own experiences? Exploring the issue, throwing out ideas, but not fixing. Build on each other's contributions. Not directive. Not offering solutions, but own experience and ideas. How you have dealt with similar issues.

### Action Points 5 mins

What did I hear? What will I take away? How do I see the situation now? What is my way forward? Specific action points

### Prayer 5 mins

Everyone prays for presenter in way that is appropriate and comfortable



**Closing** 5 mins

How was it for you? How was it for others?

Journaling

