



Collaboration, Delegation and Conflict Management

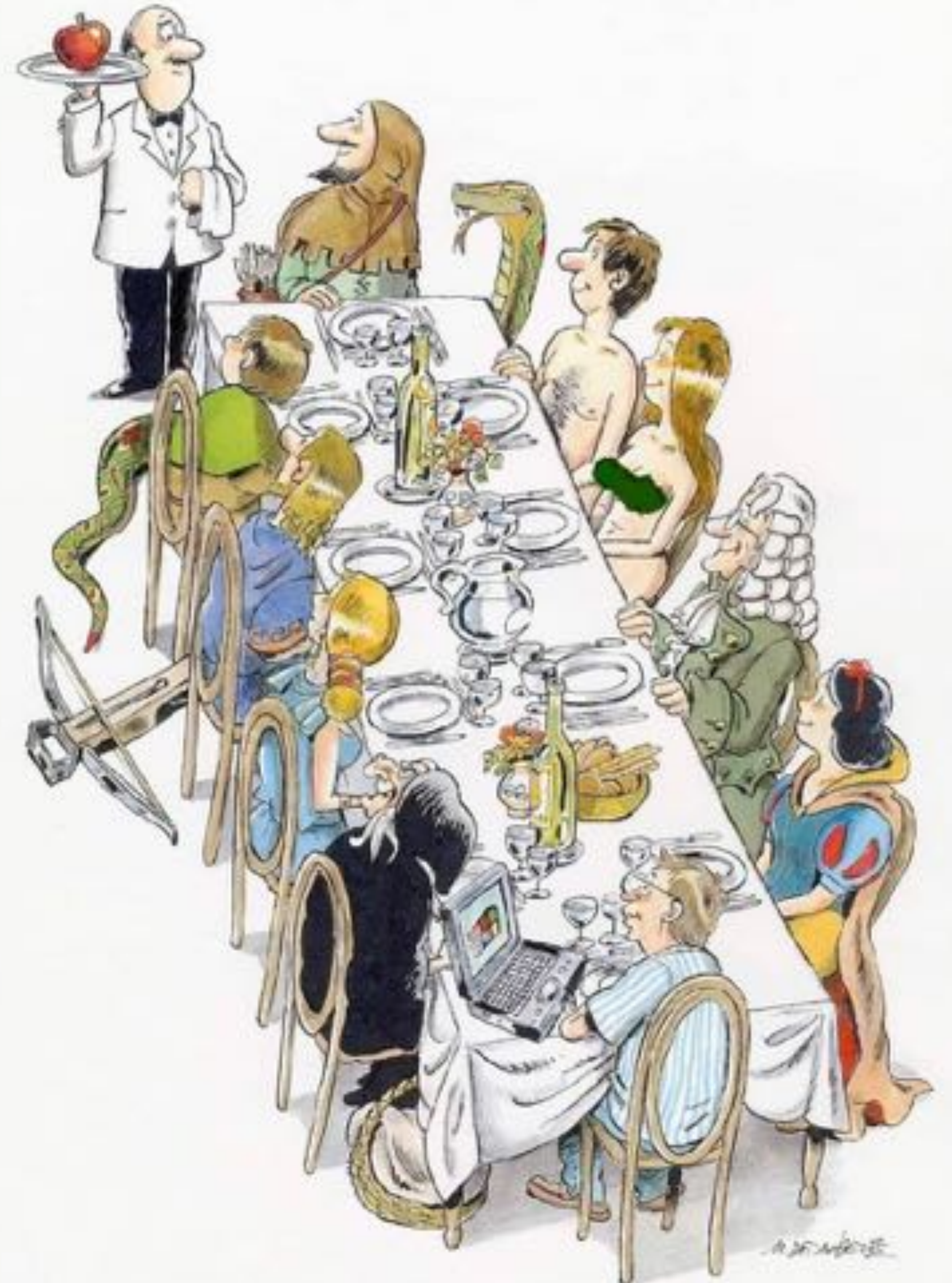
By Doug Tooke, M.P.M








Jonny Appleseed



Assumptions

A thing that is accepted as true or as certain to happen, without proof.

“Action of taking for oneself.” (Cicero)

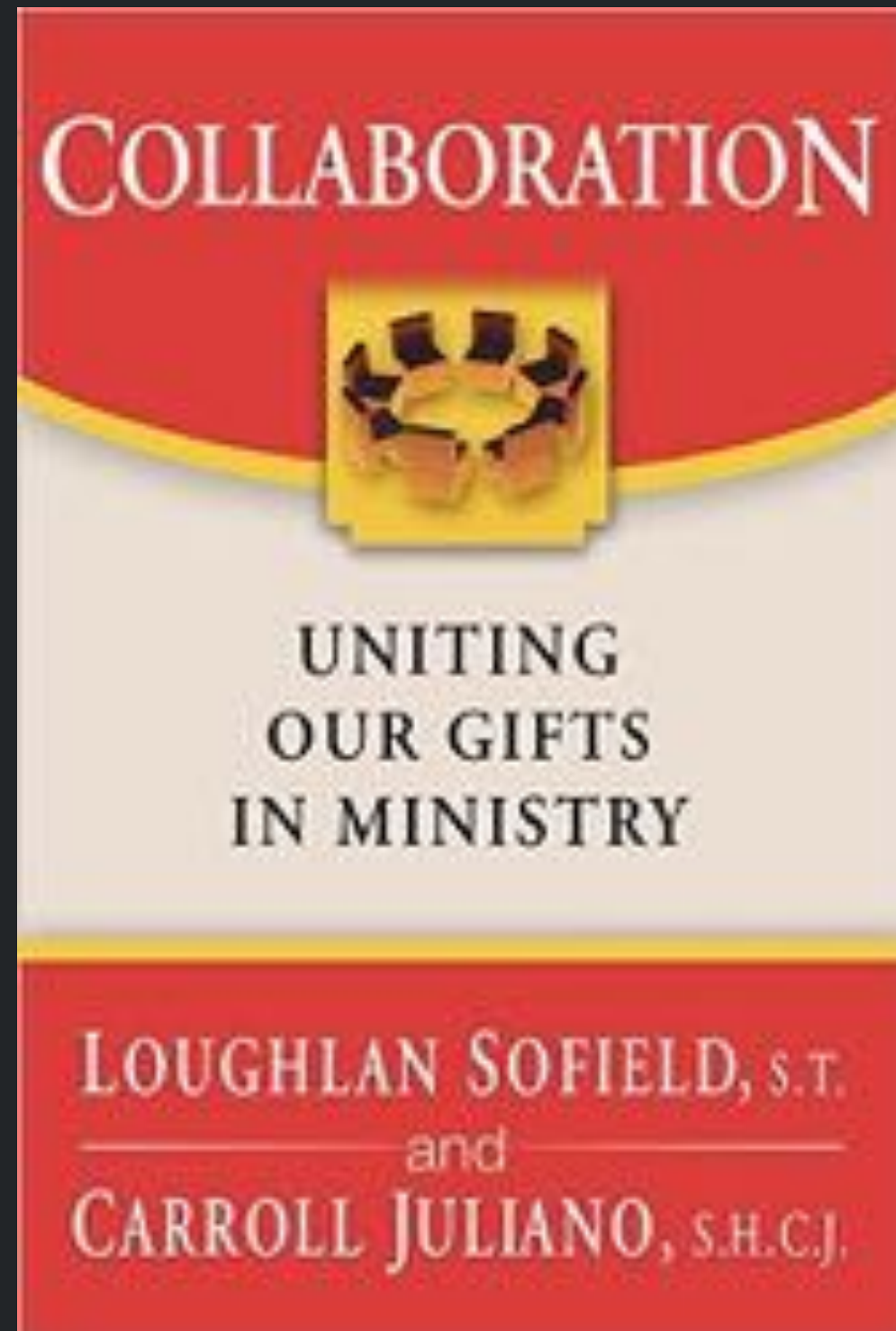
The background of the slide is a collage of characters from the movie Avengers: Endgame. It features a mix of the original Avengers and the newer heroes, all set against a backdrop of cosmic energy and battle scenes. The characters are arranged in a way that suggests a unified team effort.

Think of a time when you were
part of a team that accomplished
something together.

What helped you work together?

What hurts collaboration?





Sofield & Juliano

“The identification, release and union of all the gifts in ministry for the sake of mission.”



Mission

Working collaboratively releases...

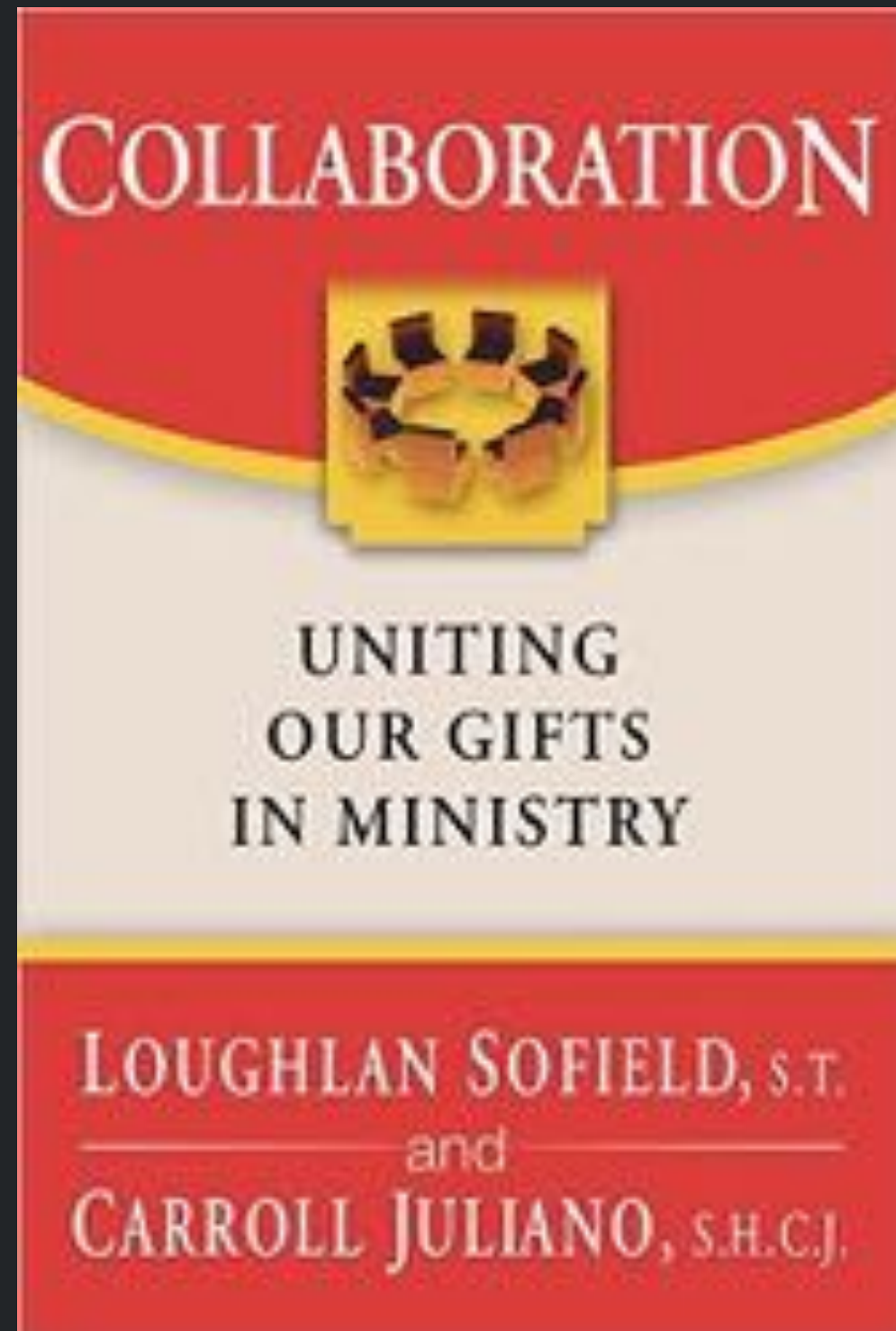
Passion

Creativity

Commitment

Ownership

Enthusiasm



Sofield & Juliano

See your primary role as
empowering and
animating gifts of the
entire **community**.



What is your
vocabulary of
faith?

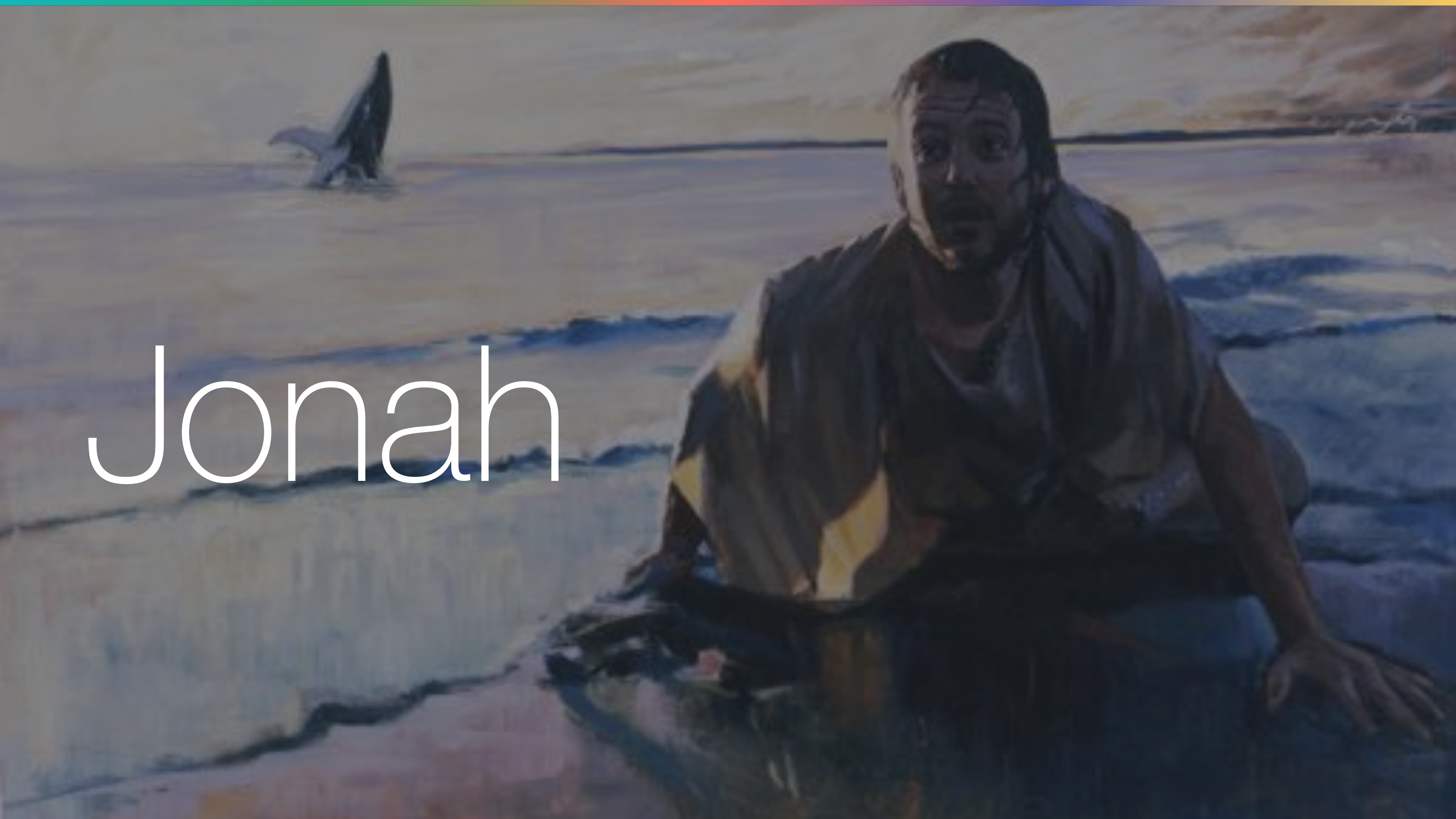
A photograph of two children, a boy and a girl, standing behind a large, open cardboard box. The boy on the left is wearing a red shirt and a grey vest. The girl on the right is wearing a blue denim jacket over a black top. They are both smiling. The word "EASTER" is written in large, white, bold, sans-serif capital letters across the center of the image, partially obscuring the children's faces. The background is a solid teal color.

EASTER

This is cute but
not good
enough.



What is the difference between
you and a monstrance?



Jonah

Delegation & Empowerment



Delegate

To choose or elect a person to act as a representative for another.

Delegation



Acting
Representative

Empowerment

To truly empower someone you must grant them **authority**, you must give them proper **resources**, and you must hold them **accountable** to organizational values and **principles**.

Empowerment



Authority



Resources



Accountability

Delegation

keeps you in the center of leadership activity

Empowerment

places someone else at the center of
leadership activity



Conflict Management
Cause you know...its Church.



Roger Fisher and William Ury developed the Interest-Based-Relational approach and published it in their 1981 book, "**Getting to Yes**." They argue that you should resolve conflicts by separating **people** and their **emotions** from the **problem**. Their approach also focuses on building mutual **respect** and **understanding**, and it encourages you to resolve conflict in a united, **cooperative** way.

Relationships

Treat the other person with respect. Do your best to be courteous,
and to discuss matters constructively.

Empathy



Blame



**1.
Separate
people
from
problems.**



Recognize that, in many cases, the other person is not "being difficult" – real and valid differences can lie behind conflicting positions. By separating the problem from the person, you can discuss issues without damaging relationships.

**2.
Listen
carefully
to different
interests.**



You'll get a better grasp of why people have adopted their position if you try to understand their point of view.

**3.
Listen
first, talk
second.**



You should listen to what the other person is saying before defending your own position. They might say something that changes your mind.

**4.
Set out the
"facts."**



Decide on the observable facts that might impact your decision, together.

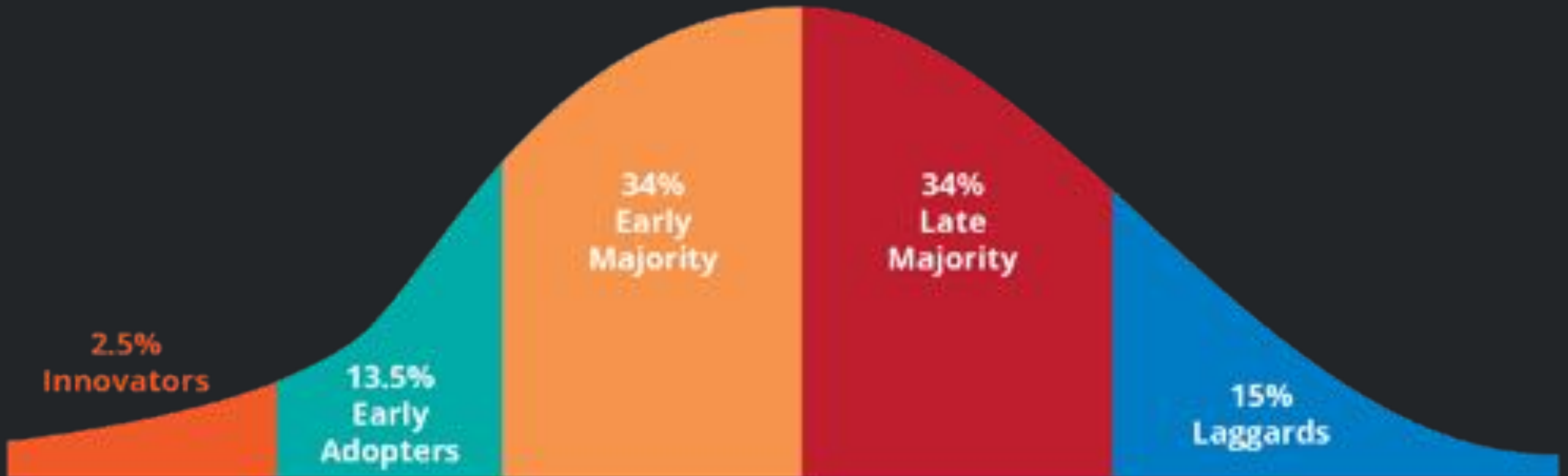
**5.
Explore
options
together.**



Be open to the idea that a third position may exist, and that you might reach it jointly.

What if it doesn't work that way?

Diffusion of Innovations Theory



"I SEE THE CHURCH AS A FIELD HOSPITAL AFTER BATTLE.
IT IS USELESS TO ASK A SERIOUSLY INJURED PERSON IF HE HAS
HIGH CHOLESTEROL AND ABOUT THE LEVEL OF HIS BLOOD SUGARS!
YOU HAVE TO HEAL HIS WOUNDS.
THEN WE CAN TALK ABOUT EVERYTHING ELSE."

Pope Francis



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