

## 4<sup>th</sup> Concept Presentation

Presenters: Keith & Michelle – Gave out handouts

There were (2) excellent articles from the NA Way about Leadership. These were what I call World Board written articles.

We are going to talk about leadership and leadership qualities. We are going to write down things that you have said, and if you are real stimulated I'll put a second page up. The second stage is considering and cultivating leadership. The third phase is doing an exercise and point and lead the way about what we are going to talk about. What actions should we take and what new directions can we go in?

A good start would be to talk about the handout Leadership Qualities:

- Selflessness
- Integrity
- Accountability
- Spiritual Depth
- Open-mindedness
- Honesty
- Trustworthiness
- Willingness
- Humility

This overview – is that all of us being leadership type of people. Why are you here for this workshop? Please feel free to bring up your own goals. What we are going to find out is that leadership is all around us whether we see it or not.

### **Other leadership qualities: (developed following list)**

- Diverse Experience
- Humor
- Patience
- Commitment
- Perseverance
- Acceptance
- Communication
- Adaptable
- Self Awareness
- Respect
- Gratitude
- Tolerance
- Creative
- Passion
- Compassionate
- Ability to Delegate

### **Leadership Skills (Handout)**

- Humility, willingness, and love
- Leading by example
- Strength and Courage
- Knowledge and Vision
- Ability to motivate
- Skill at interacting w/ other people
- Knows when to ask for help
- The ability to step aside
- Flexible & open-minded, not judgmental
- Ability to make decisions
- Reliable, honest, and operates with integrity
- Experience with steps
- Disagree without being disagreeable
- The courage to surrender
- Stay informed

## What is leadership? (Handout)

“In as much as we have a great need for leaders, we also have a need to be a fellowship made up of members who possess these leadership qualities.”

“The ability to see where today’s actions will take us and to offer the guidance to prepare for the demands of tomorrow.”

“A leader’s task is to help people have a purposeful and meaningful conversation about who they are and what they believe is important to do.”

### Considering and Cultivating Effective Leadership

#### Development Approaches

<ul style="list-style-type: none"><li>• Sponsorship and mentoring</li><li>• Leading by example</li><li>• Sharing the positive side of service</li><li>• Recruiting</li><li>• Recognition and Praise</li></ul>	<ul style="list-style-type: none"><li>• Regard the applicants ability to do the job when choosing</li><li>• Regard reporting with more respect</li><li>• Emphasize alternates and vice-chairs</li><li>• Demand mentoring from the previous position holder</li></ul>
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#### Remarks

“Too often we do not support the new person in their new role.”

“By fostering good will we may be able to help stem the close minded, apathetic tide that appears to be eroding our services.”

“Even when we say nothing we are teaching our trusted servants. We may be sending the a message that we don’t really care about what they do.”

“...a real need for a systematic and practical path to generating leaders in service.”

“By nature we are strong willed, self-centered people, who are thrust together in NA. We are mismangages and not one of us is capable of consistently making good decisions.”

#### Leadership Quiz:

1. Are you registered with the World Pool?
2. Have you ever voted against a friend in a selection process?
3. How honest are you on a scale of 1 to 10?
4. The last NA Way you had in your hand did you read 25%, 50% 75% or 100%?
5. Have you ever had a position go unfilled after your term was up?
6. Have you ever asked a candidate about their step work?
7. Which country in the world has the strongest NA program?
8. Are you currently actively sponsoring 3 or more sponsees?
9. Have you completed a step with you sponsor in the last 6 months?
10. Would you hold one of the positions at the SZF?
11. How many meeting do you average per week?
12. What is your favorite color?

## DESIGNING THE PROCESS SZF STYLE

<ul style="list-style-type: none"> <li>• Identify the responsibilities and tasks of our positions</li> <li>• Have a clear written definition of duties</li> <li>• Training materials</li> <li>• Help members find their service niche</li> </ul>	<ul style="list-style-type: none"> <li>• Do not compromise requirements for position</li> <li>• Use forms to identify skills</li> <li>• Solicit people for positions</li> <li>• Utilize learning days &amp; workshops</li> <li>• Overlap terms of service</li> </ul>
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Questions to consider:

1. Have they been honest about their step work?
2. Have you talked about your sponsor before running for this position?
3. Do some of these question mislead about a
4. Tell me about working your steps?
5. Should require service resumes?
6. Are we afraid to ask the tough questions?
7. Are you capable of fulfilling this position?
8. Have you ever not fulfilled a commitment? If so, what were the circumstances?
9. Will this position interfere with your personal life?
10. What other service commitments do you currently hold?
11. Do you have any other service commitments that this position might conflict with?

<u>SZF Secretary</u>	<u>SZR Treasurer</u>	<u>SZF Facilitator</u>	<u>SZF Representative</u>	<u>Website</u>
Type Computer skills Organizational Skills	Basic Accounting Humility & Honesty	Level headed Calm under pressure	Service Experience Presentation Skills Willingness to Travel	Type Computer Literate

## ENDING DISCUSSION

General topics:

- Why not have the person selected halfway thru the term?
- Nobody ever told me what they though I should be.
- Running unopposed
- What are the new things to try?
- How do we cultivate these qualities in our service structure, where do you learn integrity, courage, humility and spiritual depth?

Leadership Frontiers:

The careful selection of to what and where we are lead is as important an aspect of leadership as who will lead.

- We try to select things to lead towards in our topic selection process at SZF
- The fellowship has begun doing this with our yearly “themes”.
- Personal recovery is also full of these processes, each step gives a different goal and a different spiritual principle to strive towards attaining.
- Brainstorm the ones we wish to see and why

Examples:

- Anonymity
- Humility
- Consensus Based Decision Making
- Nicotine Addiction
- God-Centeredness
- Coffee at Meetings
- Sexual Addiction
- Resolution A
- Fund Flow