



Catholic Leadership 360 Overview

Partnership Organizations



National Federation of Priests Councils



National Leadership Roundtable on Church Management



With the Center for Creative Leadership



What is Catholic Leadership 360?

- ▶ Most customized leadership program the U.S. Church. Each participant receives a report focused on his leadership behaviors and coaching on how to improve and grow.
- ▶ Allows participants to see how they are viewed by others. Highlights blind spots AND unrecognized strengths.
- ▶ Each participant creates a personal development plan to maximize their growth as a leader.



Church Leaders on Catholic Leadership 360

“Catholic Leadership 360 will allow [priests in the Archdiocese of Boston] to even more fully bring forth the power of God's grace given in the Sacrament of Holy Orders.”

Cardinal Sean O'Malley, Archdiocese of Boston

“I will lead a cohort of my priests through Catholic Leadership 360, which offers the leadership development we deeply need as we prepare to begin a pastoral planning process in the diocese. Our pastoral plan will only be as good as the leaders who implement it and so CL-360 will play a crucial role in moving our diocese forward.

Bishop Mark Bartchak, Diocese of Altoona Johnstown, PA



What is 360 Degree Feedback?

- 360 Degree Feedback is a process in which individual receives feedback from the people who work and minister with him.
- The feedback is provided through an online survey that is confidential and anonymous.
- Those providing feedback include the individual's superior/supervisor, peers, and direct reports. The person receiving feedback also answer the same survey questions.
- Survey responses are compiled into a confidential report by the Catholic Leadership 360 team and delivered only to the participant.
- Each participant uses their feedback to create a personal development plan to ensure they grow as leaders as a result of participating in Catholic Leadership 360.



What is 360 Degree Feedback?

Is



A systematic way of collecting multiple people's opinions about behaviors



Assessment



A spring board for creating a development plan

Key Elements of Program

- ▶ **Orientation workshop:** Provides participants overview of process and instruction in selecting feedback providers
- ▶ **Invite feedback:** Participants request feedback from representative group of people who interact regularly with them in in ministry. Customized report is then created for each participant summarizing feedback received
- ▶ **Feedback workshop:** Full cohort comes together for an overview of how to read feedback reports
- ▶ **1-on-1 feedback sessions:** Trained facilitator guides each participant in reading his report
- ▶ **Development workshop [In-Person]:** Full cohort comes together for training in how to create their personal development plan based on the feedback they received in CL 360.



FAQ

- ▶ **How many people participate in CL 360 at the same time?** We recommend a cohort of 20. We can take a group as large as 30 or as small as 10.
- ▶ **How long does the program take?** Generally 3–4 months but we always customize the timeline to meet each group's needs.
- ▶ **Who receives a copy of the feedback report?** Only the participant receives the feedback report, since the focus of CL 360 is on the participant's growth, not evaluation. The participant may then choose to share the report with others.

FAQ

- ▶ **What is the time commitment for each participant?**
 - Three meetings (Orientation, Feedback and Development workshops). Each meeting is 2-hour long.
 - One 90 min 1-on-1 coaching session for each participant to review their 360 feedback report
 - Time devoted to implementing personal development plan for growth based on insights from CL 360 report

Each Participant Receives

- ▶ Comprehensive, individual report
- ▶ One-on-one feedback session
- ▶ Development plan coaching
- ▶ Development planning guide
- ▶ Resources to support ongoing development
- ▶ Optional ongoing coaching

Sources for CL 360

CL 360 draws upon the leadership competencies identified in the following Church documents:

- ▶ *In Fulfillment of Their Mission: The Duties and Tasks of a Roman Catholic Priest*
- ▶ *The Basic Plan for the Ongoing Formation of Priests*
- ▶ *Co-Workers in the Vineyard of the Lord*
- ▶ *National Certification Standards for Lay Ministers*

Competencies Assessed

- ▶ Leadership competencies: 13 competencies including Communication, Managing Conflict, Listening, Bringing Out Best in People, Managing Diversity, Plan/Set Goals and Time Management
- ▶ Ministerial Competencies – Focus on Ministerial Identity and Role through being a Person of Faith and Minister of the Church
- ▶ Open-ended Questions – Focus on Effective Ministry

Contact:

Dominic Perri

360@nlrcm.org

773-318-7837

