

The Circle Model of Shared Leadership



By
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curriculum

In collaboration with
Continental Unitarian Universalist
Women and Religion



Introduction to Shared Leadership
Systems of Decision-Making
Features of a Positive Meeting
Roles that Make Things Flow
Consensus Building
Conflict Resolution
Accomplishments (Completing Tasks)
Nurturing Relationships (The Soul of the Group)
How to Be a Good Facilitator
Benefits of Co-Facilitation



Introduction to Shared Leadership Systems of Decision-Making

Features of a Positive Meeting

Roles that Make Things Flow

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Conflict Resolution

Accomplishments (Completing Tasks)

Nurturing Relationships (The Soul of the Group)

How to Be a Good Facilitator

Benefits of Co-Facilitation



Introduction to Shared Leadership

Introductions:

**Please say your name and one word that describes
your current mood!**



Introduction to Shared Leadership

**Who will be:
Time Keeper?
Process Observer?**



Introduction to Shared Leadership

- The Shared Leadership model strengthens our ability to live out our UU missions as it *affirms the inherent worth and dignity* of each of us.
- The Circle model of leadership provides **tools** and **processes** that support sustainability throughout the areas of stewardship, governance, membership, religious education, spiritual fulfillment and social justice movements.

Introduction to Shared Leadership

- Herstory: Unitarian Universalist Women and Religion (UUWR) participants are the creators of this book.
- UUWR dates back to the passage of the *Women and Religion Resolution* in 1977 by the UUA General Assembly.



Cast in a golden light, the stage was filled with a semi-circle of Women & Religion Conveners & supporters linking weblinks as our foremothers were honored for their visionary leadership.

Introduction to Shared Leadership

- The W&R Resolution calls on all of us to carefully examine and challenge cultural assumptions which cause women to be overlooked and undervalued.
- Shared Leadership is one of the key ways over the years that the W&R Resolution has been implemented.



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Notations by Rosemary Matson

WOMEN AND RELIGION

A Resolution on the relationship between religion and sexism,
by the Unitarian Universalist Association

With an Introduction by
UUA Minister for Women and Religion Leslie Arden Westbrook



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↓

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JILL ATKINSON
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Introduction to Shared Leadership

- Over this long history there have been many local, district and regional W&R committees.



Introduction to Shared Leadership

- One of the important characteristics of these grassroots efforts has been sharing leadership and co-facilitating when planning actions and establishing support groups.



*Unitarian
Religious
Women's
Weekend*



Introduction to Shared Leadership

- Shared Leadership creates healthy groups that thrive on the personal power of each individual, lifting up the voices, knowledge and skills of all its members.



Introduction to Shared Leadership

- Circle relationships rely on communication geared toward mutual understanding which supports communication and right action, empowering each member of the group.





Systems of Decision-Making

Old Hierarchy of Power

(aka Patriarchal Power)

Power of **Results**

- Emphasizes programs, goals, or policies that achieve the desired results.
- Ends (achievements) justify the means.
- “I don’t care how you do it, just get the job done.”

Shared Leadership

(aka Feminist Alternative)

Power of **Process**

- Emphasizes fresh perspective and freedom from rigid schedules.
- Goals, programs and timetables are useful as tools, but are less important than the process itself.

Systems of Decision-Making

Old Hierarchy of Power

(aka Patriarchal Power)

Power of **Prescription**

- Imposes change by authority.
- Vested interests prescribe the outcome.
- Paternalistic attitude:
“Do as I say, I know what is best for you.”

Shared Leadership

(aka Feminist Alternative)

Power of **Letting Go**

- Encourages change emerging out of a collective awareness.
- Inspires balance between interests of individuals and the group, self-knowledge and cooperation.



Systems of Decision-Making

Old Hierarchy of Power

(aka Patriarchal Power)

Power of **Division**

- Values centralization.
- Knowledge and skills are hoarded by the privileged few: “What they don’t know won’t hurt them.”

Shared Leadership

(aka Feminist Alternative)

Power of **the Whole**

- Values new ideas, images and energy from all.
- Sharing of knowledge and skills is viewed as healthy and desirable through mutual help networks.



Systems of Decision-Making

Old Hierarchy of Power

(aka Patriarchal Power)

Power of **Force**

- Invests power for or against others. “We’re number one!”
- Force is accomplished by a willingness to impose penalties and negative sanctions.
- One person makes decisions on behalf of the group. “Do it or else!”

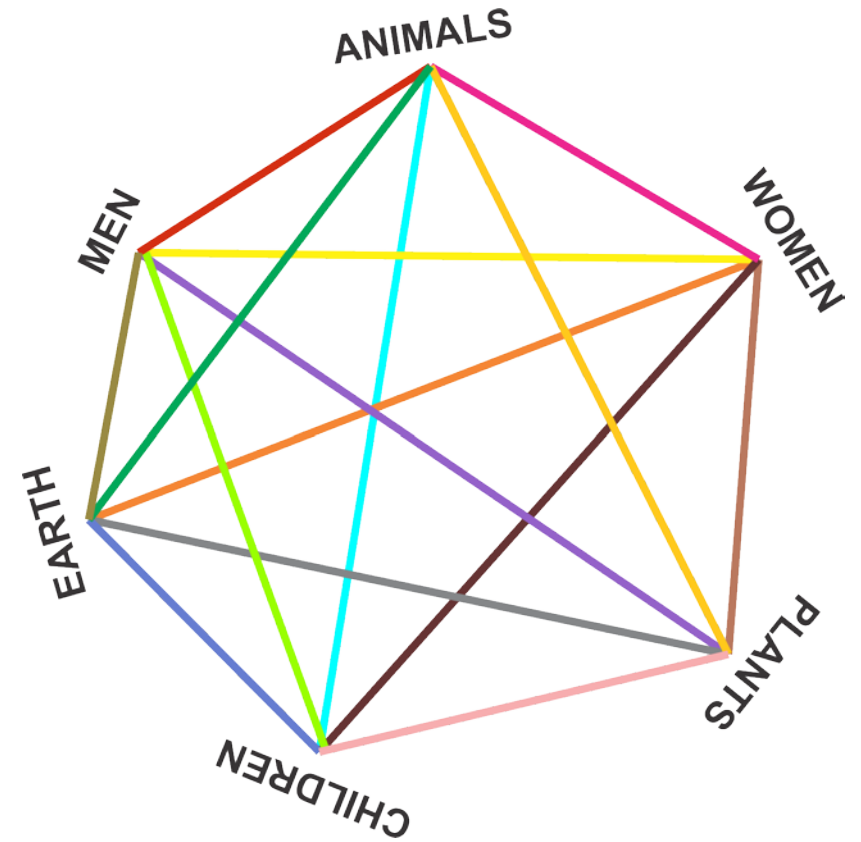
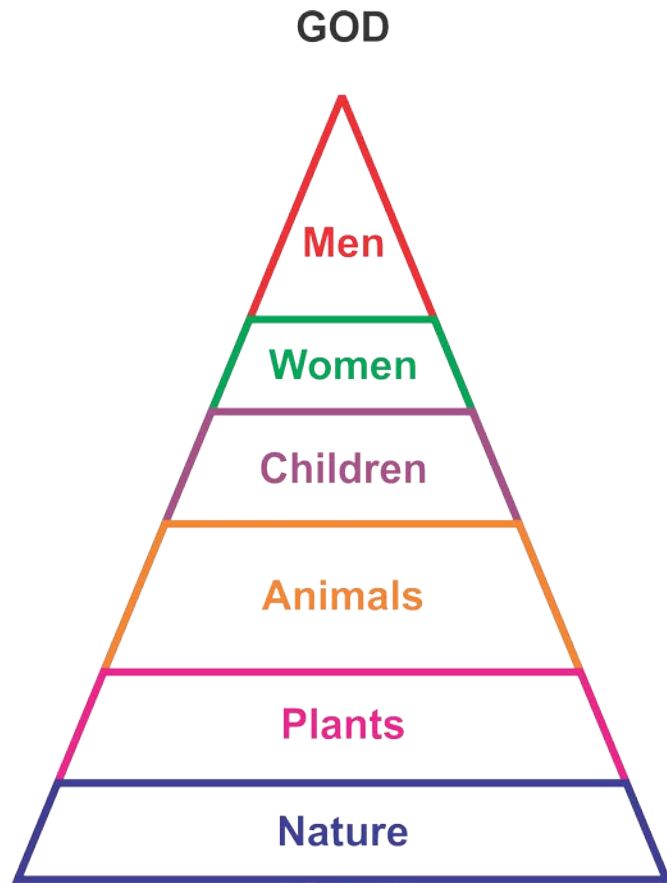
Shared Leadership

(aka Feminist Alternative)

Power of **Collectivity**

- Values the personal power of each individual.
- Consensus decisions are viewed as more viable than those made by one person or than those made by a voting majority.

Systems of Decision-Making



Roles That Make Things Flow

- Facilitator (Convener) / Co-Facilitators
- Recorder (Scribe)
- Time Watcher
- Latecomer/Newcomer Watcher
- Light-and-Lively Leader
- Process Observer



Let Us Walk As Friends Together

Music: Traditional words: Roberta Bard

Let us walk as friends together
Sharing heart and soul and mind.
Please accept my strength and weakness,
Please be honest, be gentle, be kind.

CHORUS:

Will the circle be unbroken

By and by, oh by and by.

There's a better world a-waiting,

We can build it, you and I.

There's a better way of living,
Filled with honor, trust and pride.
In a circle made of equals,
Take my hand, friend,
and stand by my side.

CHORUS:

Will the circle be unbroken

By and by, oh by and by.

There's a better world a-waiting,

We can build it, you and I.

We can build a world of friendship,
We can cause all war to cease.
If we choose to trust each other,
We can walk in the bright path of peace.

CHORUS:

Will the circle be unbroken

By and by, oh by and by.

There's a better world a-waiting,

We can build it, you and I.

Consensus Building

- Consensus is a process for making group decisions without voting
- Consensus requires discussion(s)
- Consensus does not mean unanimity
- In a growing, changing community, it is rare that complete consensus is achieved
- It's okay to take a vote



Consensus Building

For mutual empowerment, use phrases like

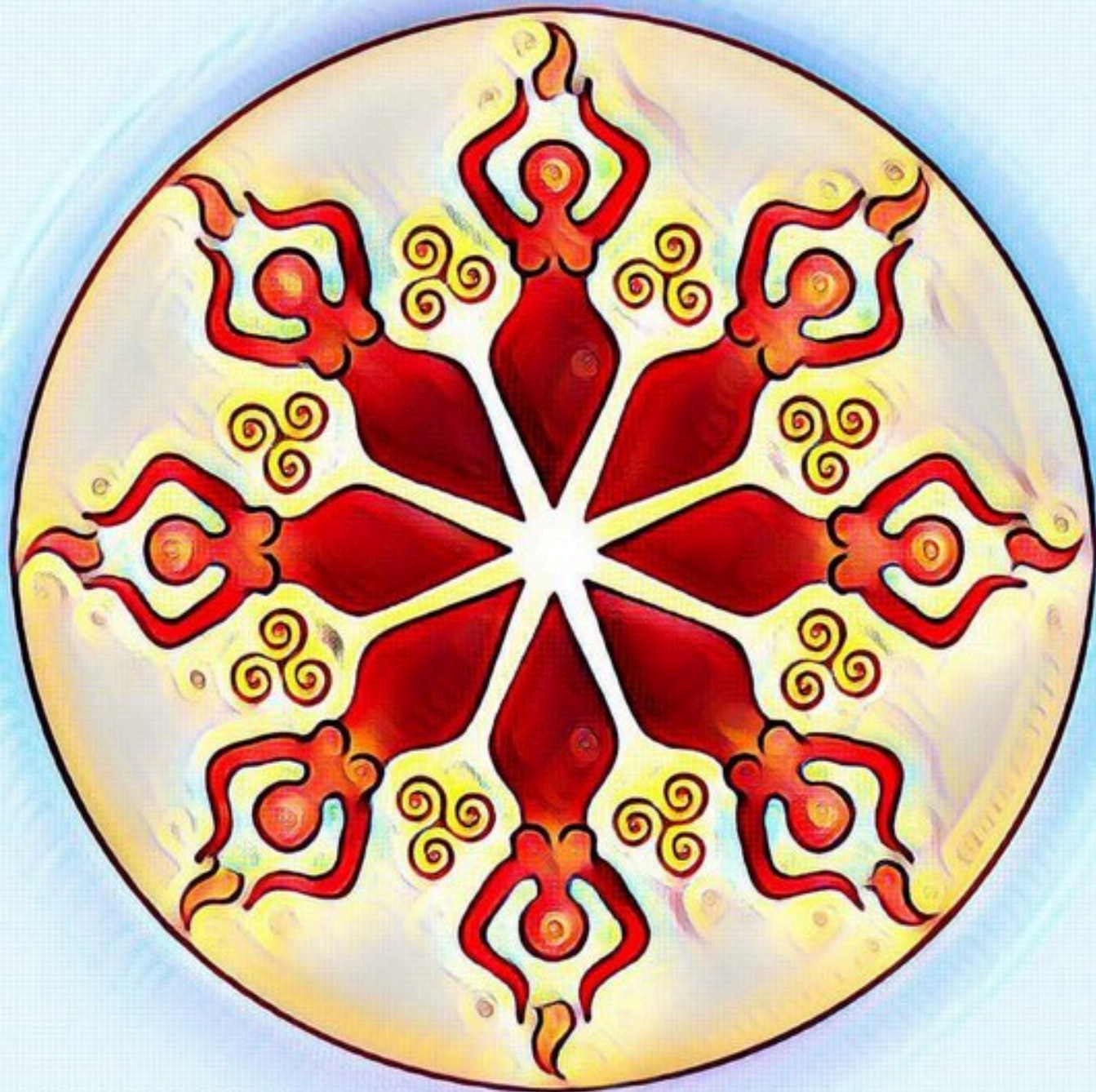
- “this is where I stand..”
- “What about this way of expressing...”
- “What about this possibility...”



Consensus Building

- Remember, positions are negotiable
- The group needs to share its own pro and con responses so that it can decide on the merits of the *issue(s)* ...
- helps avoid a focus on personalities.





Consensus Techniques Lightning Round!

How would you:

- Encourage participation -
example: *“How do you feel about this?”*
- Ask for opinions - *“What is your thinking on...”*
- Paraphrase
- Ask for a summary
- Ask for clarification



Consensus Techniques Lightning Round!

- Ask for examples
- Test for consensus
- Initiate action
- Action choices
- Do a quick survey
- Suggest a break



Consensus Techniques Lightning Round!

- Suggest a procedure
- Share your feelings
- Be supportive
- Check goals
- Look into the future
- Confront differences



Consensus Building

- *Let's try it!*



Your mission, should you choose to accept it...

- *Move to small groups*
- *Distribute kazooos*
- *Determine what song to play together*
- *Come back to the large group and comment on your experience*



Roles

- Facilitator
- Recorder (Scribe)
- Time Watcher
- Newcomer Watcher
- Light-and-Lively Leader
- Process Observer

Steps

- Agree on Goal
- Choose Roles
- Use Consensus Techniques
- Make a decision
- Play it!



Thank you!



The Circle Model of Shared Leadership

