

Yin and Yang of Biblical Leadership

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Bridging Conference

DESCRIPTION: Biblical leadership involves leaders' inner wholeness which in turn forges reciprocal interpersonal relationships in ministry. The wholeness of the leaders include both masculine and feminine sides exemplified by Jesus. In seeking integrated wholeness of each gender, the workshop will uncover both the male shadow (anima) and female shadow (animus). By identifying with the shadows, the leaders will prevent projecting their shadows on other people to whom they are called to minister. When the shadows of the leaders are left repressed, often they project their repressed shadows onto people around them. Hence, by offering toolboxes, the workshop seeks to bridge both intra and inter gender gaps in the family, church, and Asian American ministries, and thus move toward mutuality and power sharing across gender.

I. CONTEXT OF LEADERSHIP: Otto Scharmer¹

1. We live in a time of massive institutional failure, collectively creating results that nobody wants. Climate change. AIDS. Hunger. Poverty. Violence. The foundations of our social, economic, ecological, and spiritual well-being are in peril.
2. Massive Social Change: toppling of dictatorship: Egypt, Lybia, Wisconsin
3. Why do our attempts to deal with the challenges of our time so often fail? The cause of our collective failure is that we are blind to the deeper dimension of leadership and transformational change.
4. This "blind spot" exists not only in our collective leadership but also in our everyday social interactions. We are blind to the *source dimension* from which effective leadership and social action come into being.

We know a great deal about *what* leaders do and how they do it. But we know very little about the inner place, the source from which they operate.

5. Successful leadership depends on the quality of attention and intention that the leader brings to any situation.

II. MOVING FROM OBJECT TO SUBJECT

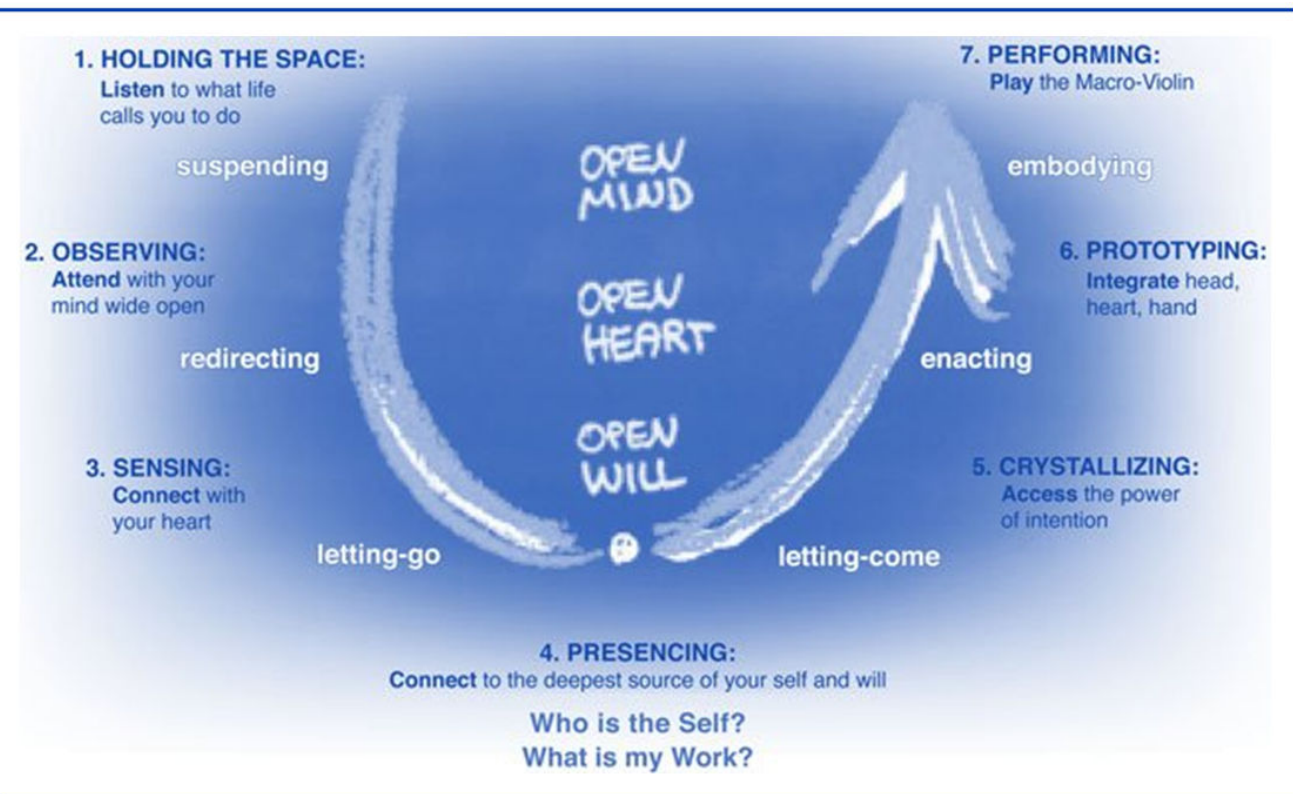
1. Jesus' gender exercise
2. Jesus' dialogical listening (John 4)
 - a. The power of vulnerability
 - b. Dare to confront
 - c. Moving from exterior to interior
3. Levels of Listening (Scharmer)

¹ C. Otto Scharmer, "Uncovering the Blindspot of Leadership," *Executive Forum: Leader to Leader*, Pp. 52-59, Winter 2008.

- a. Downloading: listening by reconfirming what you already know
- b. Factual: object-focused listening by paying attention to facts
- c. Empathic: moving from seeing the objective world of things (the “it world”) to listening to the story of a living and evolving self (the “you world”).
- d. Generative: being connected to something larger than myself, the highest future possibility that can emerge

III. SEVEN LEADERSHIP CAPACITIES (Scharmer)

1. Holding the space: Listen to what life calls you to do.
2. Observing: Attend with your mind.
3. Sensing: Connect with your heart
4. Presencing: Connect to the deepest source of yourself and will
5. Crystallizing: Access the power of intention
6. Prototyping: Integrating head, heart, and hand
7. Performing: Playing the macro violin



IV INSIDE OUT LEADERSHIP: EQ (Goleman²)

Traditional leadership qualities (intelligence, toughness, determination, and vision) are not sufficient. Truly effective leaders are also distinguished by a high degree of emotional intelligence—1) self-awareness, 2) self-regulation, 3) motivation, 4) empathy, and 5) social skill.

The Five Components of Emotional Intelligence at Work

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	Definition	Hallmarks
Self-Awareness	the ability to recognize and understand your moods, emotions, and drives, as well as their effect on others	self-confidence realistic self-assessment self-deprecating sense of humor
Self-Regulation	the ability to control or redirect disruptive impulses and moods the propensity to suspend judgment—to think before acting	trustworthiness and integrity comfort with ambiguity openness to change
Motivation	a passion to work for reasons that go beyond money or status a propensity to pursue goals with energy and persistence	strong drive to achieve optimism, even in the face of failure organizational commitment
Empathy	the ability to understand the emotional makeup of other people skill in treating people according to their emotional reactions	expertise in building and retaining talent cross-cultural sensitivity service to clients and customers
Social Skill	proficiency in managing relationships and building networks an ability to find common ground and build rapport	effectiveness in leading change persuasiveness expertise in building and leading teams

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² Daniel Goleman, "What Makes a Leader?" *Harvard Business Review*, January 2004, Pp. 1-10.