

I am the good shepherd. The good shepherd lays down his life for the sheep. He who is a hired hand and not a shepherd, who does not own the sheep, sees the wolf coming and leaves the sheep and flees, and the wolf snatches them and scatters them. He flees because he is a hired hand and cares nothing for the sheep. I am the good shepherd. I know my own and my own know me, just as the Father knows me and I know the Father; and I lay down my life for the sheep.  
JN 10:11-16

# What our Statutes and Lay Rule say...

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- *Accompaniment is required to form convinced apostles who aspire to the fullness of life in Christ. Accompaniment is understood as close, stable personal attention marked by selfless service. It seeks to help the other be open to the action of grace and contribute their own human collaboration, so they can respond to the questions and challenges they encounter on their journey of human and spiritual growth (SRCF 35.1).*
- *Lay members of Regnum Christi are accompanied by their team leader, who through frequent dialogue helps them as a friend and brother or sister on their journey of personal and apostolic growth (ROL 13).*

# Our Flock

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- The team leader is one of the most important formators in the section. They are the shepherds of the team. The team leader accompanies each member on their team closely, inviting each member to encounter deeply the mystery of Jesus personally. They are the first to seek out absent members and the first one to know the joys and suffering of their teammates. A Regnum Christi team leader is often the first leader a new or potential member meets, therefore a natural means for transmitting the charism by their lifestyle. (Portrait of a RC Team Leader)

# The Good Shepherd

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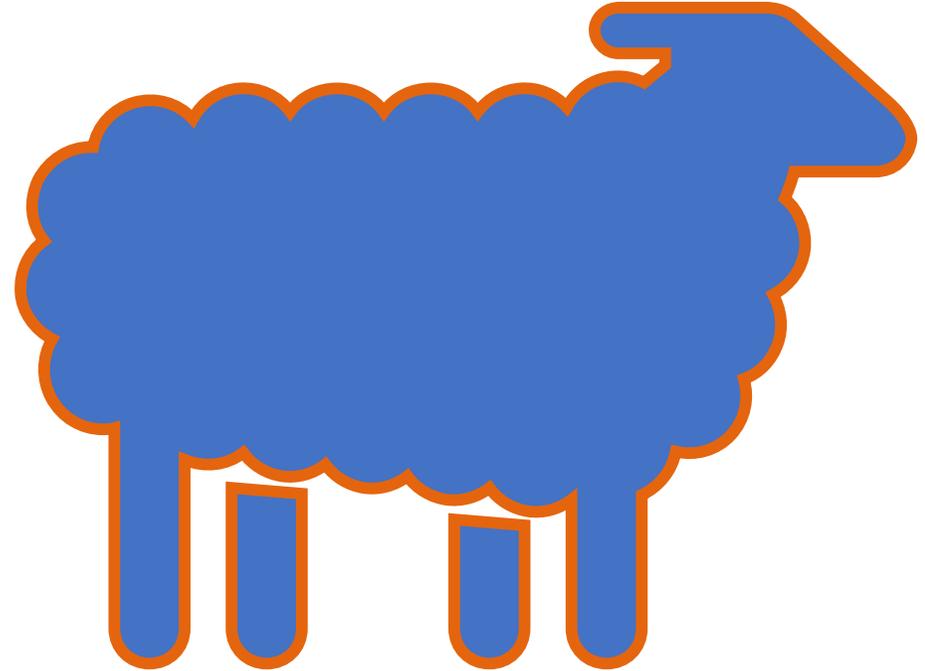
Seven Leadership Principles



# Know the Condition of your flock

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- Get to know your flock, one sheep at a time. What is their history and hopes for the future?
- Take the time to understand not just their work but their personal lives.
- Spend time among them listening, observing, exchanging stories.
- Engage your people in activities and conversations, let them know what they think and value matters to you.
- Follow through on your commitments.





# Discover the shape of your sheep (Strengths, Heart, Attitude, Personality, Experience)

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- How healthy are your sheep? Are they energetic and committed to the mission?
- Are they tired and burned out from years of sacrifice without personal accompaniment?
- Are your sheep in the right roles, on the right teams, being fed the right food?
- If you are a new leader, know what culture you have inherited.



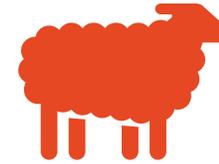
# Help your sheep identify with you



Build trust by *Modeling the Way*, be authentic, humble and compassionate, Leadership is personal



Communicate your values and sense of mission  
(*Inspire a Shared Vision*)



Make sure your members know where they fit into the mission.

# Make your pasture a safe place

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- Communicate, Communicate Communicate (keep your people informed)
- Infuse every position with importance (Airplane Analogy)
- Neutralize negativity
- Provide new challenges to ward off boredom
- Stay Visible within the flock.
- Don't' avoid conflict or give problems time to fester.



# The Staff of Direction

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Know where you are going and keep your flock on the move



Use persuasion rather than coercion



Set appropriate boundaries that allow freedom of movement while avoiding micromanaging—(Enabling others to Act)



When your people get in trouble, go and lead them back with charity, humility and compassion



Failure isn't Fatal, (Failure is learning one way not to do something).



# The staff of Correction

- *Protect*: Stand in the gap and fight for your sheep. Make sure they know you have their back.
- *Correct*: Correction is a teaching opportunity, not a chastisement- (Challenge the Process)
- *Inspect*: Regularly inquire about your people's performance (Apostolic Dialogue) How are they delivering on their mission?

# The heart of the Shepherd

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- Great Leadership is a Lifestyle not a technique.
- Poor leadership endangers the flock.
- Everyday you have to decide to live for your sheep or for yourself.
- You have to love your sheep.
- Sheep follow their shepherd because they know he cares for them, watches over them and defends them. -(Encourage the Heart)

# What Happens when...?

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- Pandemics cause suffering and death and disrupt everyone's lives?
- Political unrest and violence erupts around us?
- Bishops and priests fall and scandal shakes our diocese and parishes?
- Those we love suffer from the sins of others? (Protect and Heal)

# Compassion Fatigue

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- Compassion fatigue can resemble burnout in that it may sap a person's physical, emotional, and spiritual energy. Unlike burnout, however, it appears only in contexts where a person is providing extensive emotional support or emotional labor.
- Anyone who spends significant time helping others or thinking about others' suffering may develop compassion fatigue.
- Some research suggests that compassion fatigue is more prevalent when a person receives inadequate support for their work