



## **Catholic Leadership 360 Program Overview**

### **The Ongoing Development of Lay Leaders and Priests – A Central Element of Pastoral Ministry**

We believe that leadership development and the ongoing formation of priests and lay ministers are vital elements of pastoral ministry in our Church today. We also believe that those who minister in the name of the Church are called to grow in the likeness of Jesus so that their ministry can more accurately reflect his life and communicate his message. Both priests and lay ministers grow to understand and appreciate the meaning and purpose of their ministry *as they exercise it*. The experience is richer when ministers are asked to reflect upon their words, actions and effectiveness and when they have the opportunity to receive feedback from those with whom they interact and work. No part of this reflection is more important than discussing opportunities to nurture growth and development in the likeness of Jesus.

### **A Tool to Support Ongoing Development and Growth**

NFPC, NACPA and National Leadership Roundtable on Church Management have partnered to develop two distinct 360 degree assessment tools to provide lay leaders and priests with a unique opportunity to seek feedback from those with whom they interact. The custom 360 Assessments draw upon *National Certification Standards for Lay Ecclesial Ministers and In Fulfillment of Their Mission: the Duties and Tasks of a Roman Catholic Priest* in addition to proven best practices for leadership development, performance improvement and interpersonal communication.

The 360 Assessments provide feedback on leadership competencies and behaviors deemed important for success in the roles of lay leader or priests. The leadership competencies included in the 360 tools focus on the areas of Communication, Leading Others, Relationships, Planning and Personal Management. The term 360 is used because the instruments are designed to collect feedback from a multitude of people referred to as raters. The data is summarized and provided to the participant in a comprehensive report. Each participant engages in a confidential, one-on-one feedback session with a certified facilitator to review and interpret their feedback report and to create an individual development plan for continued growth.

### **What Will Be Gained from the Catholic Leadership 360 Assessment?**

Completing the Lay Leader or Priest version of the Catholic Leadership 360 Assessment and using the information to create a Development Plan has many benefits to participants including:

- An enhanced level of self-awareness and alignment
- Validation of your personal understanding of your strengths and development needs
- A motivation to change leadership behaviors
- Enhanced working relationships with others

In addition, this tool can be used to develop Leadership Teams within the Church. The benefits to a team completing the 360 process include the ability to:

- Identify skill level of areas most important for success
- Identify a group's strengths and areas for development
- Facilitate discussion of past, present, and future needs
- Focus development resources more effectively

### **How to Learn More**

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