

# Fundamentals of Transitional Leadership (FTL) Core Training

## Intended Outcomes

*As a consequence of the FTL Core Training, participants will...*

### **Demonstrate knowledge and understanding of:**

- Systems theory
- Change/transition theory
- Conflict theory
- Inter-personal and group dynamics
- Power dynamics
- The impact/effects of trauma on an organization
- Resources and tools available in the practice of transitional leadership
- The value of collegial support
- Various modes of organizational assessment
- The qualities, best practices, and professional standards of transitional leaders

### **Be able to:**

- Apply knowledge of systems, change, conflict, and trauma theories to the practice of transitional leadership
- Ask open-ended questions
- Recognize systemic patterns
- Stand on the perimeter and stay engaged (balcony to dance floor)
- Accept and engage in collaborative decision-making
- Find and practice self-care in the practice of transitional leadership
- Think strategically about leadership
- Use the resources and tools in the practice of transitional leadership
- Recognize and respond appropriately to conflict issues
- Tend organizational wounds
- Help build a bridge to the future
- Get out of the way
- Utilize all communication modes – including worship – as opportunities for tending transitional processes
- Use organizational assessments to further transitional goals
- Support the organization's development and ownership of identity, mission, and vision
- Make a quick, positive, and informed entry into the organization's system

- Help the organization identify its strengths and recognize places where improvement is needed

**Begin to express key transitional leadership postures including:**

- High emotional, cultural, and spiritual intelligence
- Acting in a self-differentiated manner
- Being a non-anxious presence
- Being non-defensive
- Non-attachment to outcomes
- Leaning into curiosity
- Respecting those you serve
- Having comfort with ambiguity
- Being open-minded
- Demonstrating flexibility in forming and executing plans
- Clarity about whether this form of leadership is something for which you are well suited