

Professional Roundtable: Case Studies

Below you will find several mini-cases based on the challenges and questions you have raised in recent weeks. The cases are divided in to three of the areas where professional teams exercise collaborative leadership: 1) between professionals and lay leaders; 2) among professionals; and 3) with the larger congregation.

As you look them over, choose one mini-case that resonates for you that you would like the opportunity to discuss with your colleagues. On the 3 X 5 card in front of you please note the number of the case you would like discussed.

Collaborative Leadership: Professionals and Lay Leaders

Cases in this section depict collaborative challenges between professionals and lay leaders.

1. I have an emerging idea that I've shared with the other professionals in my congregation, and we've added to it and I'm very excited about it. I'm concerned about sharing it with the lay people on our Task Force and Leadership Team. How can I make sure that all of this work and great ideas aren't set aside for something that I don't support as much?
2. Although we speak about collaboration among lay and professional people, I see that I am already doing quite a bit of the work of RE-IMAGINE. I am concerned that, once we have a vision and we move to creating an alternative model, much of the work will fall on me as the professional. How have others made sure that all the work is not falling on professionals?
3. Our Low Hanging Fruit sub-team is still struggling. I'd like to jump in and tell them the most helpful spots for low hanging fruit. I'm just not sure if, in the long run, that that will be most helpful. What role have other professionals played with low hanging fruit?
4. So far we haven't lost many people on our Task Force. But I'm thinking that it might happen. What are people doing to keep the energy of their Task Force up? What are you doing to keep people on the Task Force? What do you do to bring new people on?

Collaborative Leadership: Among Professionals

Cases in this section illustrate challenges and questions that are emerging among professionals.

5. So far, everything seems to be going according to the plan laid out in the Guidebook. Our professional team often does a quick check in and we say "everything is going well." But in truth, I think there are things that go unsaid. I know I have things that I would like to be able to say to another professional, but I don't think the professional is open to hearing my idea. Rather my sense is, "this is my department and not yours." I'm wondering how people are crossing traditional territorial barriers.



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6. It seems to me that we need to engage our teachers actively in this process. How can we RE-IMAGINE education without getting their ideas? How can we transform education without involving them in some ongoing learning about the kind of education we are imagining? How are other people engaging their teachers in an ongoing (not a one-shot) way?
7. Sometimes I feel like the workload is uneven and a lot is falling on my shoulders. I feel uncomfortable about it and I'm not sure how to address it. I want to deepen partnerships. How are others managing to get shared professional ownership of the work? What are helpful ways to broach this issue among colleagues?

Collaborative Leadership: With the Larger Congregation

Cases in this section depict challenges or questions with the larger congregation.

8. The Chair of the Task Force said we had to put money aside in our budget for next year's work for RE-IMAGINE. We are in a very tight budget cycle. I'm wondering what others have done to go to bat for dollars for something that they can't even describe yet.
9. I know that when we finally decide what to do, I will have a role to play in selling the idea to the congregation. How can I begin to prepare myself now to do that? Even though we don't yet know what we are going to do, how can I begin to act as an advocate for change?
10. From the beginning of this project, we were told how important it was to communicate with the rest of the congregation what The RE-IMAGINE Project is all about and what our Task Force is experiencing. So, we've been writing bulletin articles and have even sent RE-IMAGINE representatives to other committee meetings. Still, I think we'll need to come up with some more creative approaches to keep this group from becoming just another committee. I'd love to hear some examples of what other LT's are doing to raise up The RE-IMAGINE Project within the congregation. What are others doing?



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