

Advanced Institute Stresses Personal Assessment, Spirituality

BY CAROL TILLEY

The Advanced Institute, a component of the Catholic Health Association's *Center for Leadership Excellence*, opens doors to valuable personal and professional learning experiences. This was the common theme expressed by the 11 new Advanced Institute members who attended the institute's five-day foundational course, "Transformational Leadership Competencies for the Catholic Health Ministry," last April 29-May 3.

The Advanced Institute builds on participants' prior leadership development experiences and provides 360-degree feedback on their impact as leaders in their organizations. Feedback is given on core leadership competencies (leadership style, team leadership, organizational climate) identified in the landmark CHA-sponsored study (see "Leadership for the Catholic Healing Ministry," *Health Progress*, June 1994).

Leaders participating in the Advanced Institute's foundational program agree to complete a self-directed development plan that includes concentrated learning during the first three years of participation, attending annual leadership retreats, and networking with other institute members as coaches and mentors.

During the most recent session, participants indicated their enthusiasm for continuing their learning by saying: "Let's not wait a year for our next meeting. Let's keep this program going."



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Other participants commented that the foundational program was "insightful and personally enriching" and the "information and materials were invaluable."

Participants who attended morning T'ai Chi exercises during the course said they found that this Chinese "moving meditation" encouraged a feeling of wholeness of mind, body, and spirit, and made it easier for them to stay relaxed and focused.

ANNUAL RETREAT

After completing the foundational program, the group attends a retreat where participants explore mutually chosen topics related to their roles as leaders. On May 28-29 of this year, several members of the institute reconvened for an annual retreat, which was facilitated by Rev. Jack Shea, a well-known writer and retreat director from Chicago. Fr. Shea introduced the participants to a variety of Eastern and Western approaches to spirituality. In addition, he encouraged members to reflect on significant personal events and how these created meaning in their lives.

ON HOLY GROUND

To enrich the Advanced Institute experience and to respond to the many requests for additional materials on the spirituality competency, the Center for Leadership Excellence will publish its new spirituality resource, *On Holy Ground*, in summer 1996. This work can be used by either individuals or work groups to further develop behaviors related to the core competency of spirituality.

In June 1996 CHA members previewed this new resource at an affinity meeting during the Catholic Health Assembly. Look to the upcoming September-October issue of *Health Progress* for an article by Br. Thomas Maddix, CSC, who wrote the introduction to the resource. The article, adapted from the introduction, poses challenging questions for those who work in Christian organizations. □

ADVANCED INSTITUTE MEMBERSHIP

The Advanced Institute, which currently has 32 members, was established in 1994 to create a competency-based forum for advanced development of leaders for the Catholic health ministry. It is open to senior executives involved in the ministry directly or through collaborative partnerships.

For more information on the Advanced Institute's activities or membership, contact Carol Tilley at CHA's Center for Leadership Excellence, 4455 Woodson Road, St. Louis, MO 63134-3797; 314-427-2500; fax: 314-427-0029.