

*Spiritual depth and
theological curiosity*

A proven ability to bring transformation to people & places

Leadership

Personal impact

The potential for wider leadership responsibilities

Breadth of perspective

Eagerness to learn

Understanding others

Personal maturity

Wisdom, prayerfulness and the charism of discernment

Those who are called to leadership in the Church will always need qualities such as wisdom, prayerfulness and the charism of discernment, and these gifts are exercised “afresh in each generation”.

This is a thread which runs throughout the SLDP, and we expect SLDP participants to:

- Have a spirituality and faith which gives a strong foundation for life and ministry;
- Show evidence of developing the spiritual and theological life of church and community;
- Have a robust theological understanding of their ministry, and that of the Church of England;
- Show curiosity in interpreting the contemporary world through a theological lens;
- Reflect the love and compassion of Jesus Christ in all relationships;
- Have a wise and prayerful understanding of the sacrificial cost of ordained ministry;

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Leadership

The SLDP builds on individuals' existing leadership skills and experience. Participants should be able to demonstrate a range of leadership characteristics, including:

- Being agile in leading through ambiguity and navigating paradox
- Speaking the Gospel clearly & effectively into the public square;
- Building effective partnerships with other people;
- Recognising and developing gifts & vocation in others;
- Acting as a coach and mentor;
- Willingness to have difficult conversations;
- Discerning and articulating vision;
- Leading others through change;
- Balancing long and short term priorities

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Personal impact

We expect participants in the SLDP to have demonstrated their potential through making a difference in and through people and situations – in and out of the Church. This will include:

- Having a sustained track record of strong performance in current and previous roles (both prior to and since ordination);
- Demonstrating transformational, radical and imaginative problem solving;
- Thinking creatively and radically about the big questions facing the Church and communities;
- Willingness to take risks for the sake of the Gospel;
- Showing integrity & authenticity in their encounters with others

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Breadth of perspective

Taking a wider view on issues, bringing in additional points of view.

This factor is characteristic of people who see the value and meaning in gaining experiences and using perspectives beyond their core area of expertise. It drives the ability to see issues in a broader context, think them through deeply and see less obvious connections to other issues and to other parts of the organisation.

This ability becomes increasingly important as people take on broader roles and need to coordinate across or beyond their organisation. People who demonstrate a breadth of perspective don't believe in one 'right' answer. They approach issues by gathering points of view from multiple perspectives and disciplines.

People who demonstrate a narrow perspective strive for efficient performance in their current role by attempting to have the 'right' answer based on their core expertise.

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Eagerness to learn

Willing to take a risk to learn something new.

This factor is characteristic of people who believe that their talents are fundamentally developable (as opposed to fixed) and are worth developing for their own sake. Curiosity provides the impetus for learning, and supports people in developing a broader perspective.

People who come across as eager to learn are seen making an effort and taking on opportunities to learn new things, even when their learning is not directly related to their current or next job.

People who don't appear to learn can be seen to focus on immediate performance – keen to demonstrate excellence by delivering the specific performance indicators of their current job – rather than exploring in areas which are not immediately relevant.

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Understanding others

Accurate understanding of others' thoughts and perspectives

This factor is characteristic of people who can build an accurate understanding of others' experiences and perspectives. It is motivated by a desire to listen to others with care and respect in order to learn from them.

People who demonstrate this ability listen carefully, especially when others perspectives are different from their own. This helps them to learn from others experiences and take feedback constructively.

People who lack this tendency may appear more concerned with communicating their own views effectively. Their emphasis on immediate performance may result in a concern with being persuasive, rather than eliciting – and understanding – the viewpoints of others.

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Personal maturity

Ability to take feedback and difficulties as a chance to learn and grow

This factor is characteristic of people who view negative feedback and performance difficulties as a chance to learn and grow. Personal and professional growth can be difficult and involve setbacks and criticism – it takes emotional balance and resilience to learn from them.

People who demonstrate emotional maturity are seen to maintain an even temper and objectivity. They cope with emotional strain and learn from it, rather than defend themselves against it. They demonstrate persistence with unfamiliar roles or new tasks, even when they're highly challenging.

People who are low in this growth factor may demonstrate self-confidence in their current performance and mastery of their current role. But they can grow defensive in the face of criticism, may handle negative emotion poorly, or may avoid taking the sometimes painful risks needed to learn and grow.

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