



Title: Leadership Challenge as a Path of Commitment

As you can see, the title of the following presentation is "Leadership Challenge as a Path of Commitment." I want to begin by explaining why these three words - CHALLENGE, PATH, and COMMITMENT - are included in the title. These three words appear within the Programmatic Guidelines of the World Confederation Mornese Exallieve/i FMA. I have discovered that they are closely connected to the theme of this presentation and are closely related to the concept of leadership.

The three Programmatic Guidelines establish three concepts I would like to develop from a leadership perspective.

First, we have a CHALLENGE.

We know that the concept of challenge can be defined as a difficult or dangerous situation that someone faces. Good leadership precisely involves this: a challenge on both a personal level (with oneself) and a social level (with others). But who are the others? It's our entire environment, whether work, family, or friendship.

Second, we have PATH.

What does this entail? It implies effort, as embarking on a journey involves movement (physical activity), understanding the context in which we operate, and being prepared, which means appropriate and comprehensive training.

Third, we have COMMITMENT.

Towards something and someone— towards something, to achieve a specific project, and towards someone because we rarely travel alone and are therefore accompanied by people.

All of this is under the prism of appropriate anthropology. What is relevant anthropology? Well, it conceives the human being in its three-dimensionality. Considering the physical part, the psychological aspect, and the spiritual/transcendent feature, thus contemplating the PERSON. This implies having clear principles and values as foundations.

Principles such as:

Respect - the dignity of every human person

Solidarity - attention to the person as a whole

Freedom: sharing diverse experiences

And values such as:

Mutual support - reciprocity in practice

Closeness: willingness to meet the needs of others

Social participation: understanding social reality and contributing to its improvement.

Gratuitousness: altruism towards others



Based on this anthropology, we can understand the concept of leadership as: "A set of managerial abilities that a person possesses to influence the way people or a specific work group behave or act, motivating this team with enthusiasm towards achieving their own goals and objectives."

We will gradually explain this definition. First, know that a leader does not command and expect others to obey. A leader helps, serves, and facilitates the creation of positive relationships, involving all the people in their group in everyday work. These abilities are acquired by exercising a series of skills: some we already have, others, if not well developed, we can work on. These skills require assertiveness, empathy, active listening, negotiation skills, credibility, respect, enthusiasm, and clear objectives.

Let's examine and describe each of them:

Assertiveness: the ability that allows people to express themselves appropriately, without hostility or aggression, their emotions or thoughts in front of another person.

Empathy: the ability to understand and share the feelings of others.

Active listening means actively and consciously listening and showing interest in what the person or people in front of us are conveying.

Negotiating attitude includes dealing well with setbacks or obstacles that arise during interactions with others, implying patience and control of anger in specific conflict situations.

Credibility and respect: credibility means that someone can be "taken because they are sincere." Respect is given to someone and includes attention and courtesy.

Enthusiasm: an intense feeling of exaltation of the spirit produced by passionate admiration for someone or something, manifested in speech or action.

Clear objectives: a goal is a long-term overall result that one wishes to achieve. A short-term goal defines measurable actions and helps us achieve the overall goal. Setting milestones and objectives helps guide activity appropriately.

So, a Salesian leader must embody these characteristics:

On a psychological/intellectual level, they must be capable of critical thinking, open to continuous education, emotionally balanced, respectful of the dignity of all people, and capable of witnessing Christian life.

On a human and relational level, they must be available at all times and places, capable of welcoming and respecting diversity, promoting integration and shared responsibility among people, and willing to promote the principles and values of the Association.

I want to conclude this presentation with a quote from St. John Bosco that summarizes these characteristics and this leadership vision: "You must conquer these friends not with blows, but with gentleness and charity."

Thank you very much.

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