

## **Dharma Rain Zen Center Seminary: Issues in Leadership**

August 22, 2020

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This class is included in Part II of the DRZC seminary program, designed to focus on Dharma Expression. It prepares senior members to express their understanding of the Dharma as speakers, team leaders, and instructors. The class is open to those who have been enrolled in seminary by 2017 and to those who have completed the five required courses in Part I.

### **Objectives**

Students will be able to

- formulate their own theory and practice of leadership
- identify where leadership plays roles in their own lives
- explain how DRZC works with Ethics
- describe how hierarchy (junior and senior roles) works in DRZC's culture
- kindly give and gracefully receive feedback effectively
- explain the Mandala Model and the Strategic Plan and how they inform DRZC operations
- discuss how DRZC is working with Diversity, Equity, and Inclusion

### **Pre-assignment**

Read (or re-read) the following documents:

“Confidentiality, Privacy and Transparency Policy” <http://dharma-rain.org/wp-content/uploads/2015/04/Confidentiality-Statement-FINAL.pdf>

“Ethics and Precepts in Sangha Relationships” (the Green Book) <http://dharma-rain.org/wp-content/uploads/2015/07/EthicsPreceptsinSangha-2015FINAL.pdf>

“Ethics Complaint and Dispute Resolution Processes” [http://dharma-rain.org/wp-content/uploads/2015/04/Ethics-Process-Revisions\\_4-9-15\\_FINAL.pdf](http://dharma-rain.org/wp-content/uploads/2015/04/Ethics-Process-Revisions_4-9-15_FINAL.pdf)

“Mandala Model Organizational Structure” <http://dharma-rain.org/wp-content/uploads/2016/01/Mandala-Model-2017.pdf>

“Our Lineage Tradition and Temple Culture” <https://dharma-rain.org/wp-content/uploads/2013/08/DRZC-Lineage-and-Temple-Culture-2018.pdf>

“Dharma Rain Strategic Plan” (condensed version) <http://dharma-rain.org/wp-content/uploads/2019/01/Strategic-Plan-2019-Condensed.pdf>

(Note that the full version is also available on the website)

Safe Environment Policy and Procedures <https://dharma-rain.org/wp-content/uploads/2013/11/SEP-revision2018-Mar.pdf>

Respond in writing to these questions:

- What is leadership and how do you manifest it in your life?
- What are some different models of leadership that you are aware of?
- In what areas would you be interested in expanding your leadership?
- What aspects of leadership are you the most interested for us to cover in this class?
- What questions come up for you on reading the Ethics document? Other documents mentioned?

Response should be between 2 and 4 pages, sent by e-mail to Genko by no later than Thursday midnight (August 20). Please bring (6) printed copies to class to discuss (one for each member of the class, TBD).

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### **Topics**

- What is Leadership? (review homework questions)
- Junior/senior/hierarchy/authority. Teacher/student relationships, mentor/mentee, practice advisor, Dharma friend; Leadership Styles
- Temple organization and culture. How does leadership intersect with organizational structure?
- Diversity, Equity, Inclusion and how we work with those at DRZC.
- Ethics, power dynamics and how they work as roles. Self-care, intimacy, dual roles. Confidentiality, holding secrets. Safe Environment Policy.
- Leading groups and classes, dealing with disruptive people. Giving and receiving feedback. Making Referrals.

### **Post-Assignment**

Write about how this class has changed your thinking about Leadership. How would you now answer the question: What is Leadership? What new understanding have you come to? What new goals have you set for practicing with Leadership?