

Dharma Rain Zen Center

Seminary: Issues in Leadership

May 20, 2023

Teacher: Genko (genko@dharma-rain.org) and Ryotan

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, instructors and more. 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, prioritizing the Ethics Documents, and including as many of the others as possible:

“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

“Organizational Structure Document”
http://dharma-rain.org/wp-content/uploads/2023/04/DRZC_Organizational_Model_05_01_2023.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>

Diversity, Equity, and Inclusion Committee Planning Document http://dharma-rain.org/wp-content/uploads/2021/06/Diversity_Equity_and_Inclusion-Planning-.pdf

Respond in writing to these questions:

- What is leadership and how do you manifest it in your life?
- What is your personal experience with leadership: as a leader and as relating to other leaders, positive and negative? What are your feelings about leadership?
- 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 (**May 18**). Please bring (4) printed copies to class to discuss (one for each member of the class, *TBD*).

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 2-4 pages about how your thinking about Leadership has changed during the course of this class. 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?