

FOURTH CONCEPT IN ACTION: LEADERSHIP IN SERVICE HANDOUT 2

This part will cover more about the Fourth Concept in detail. All quotations are in **bold** and are from the *Twelve Concepts for NA Service* unless otherwise specified.

NOTE: Whereas anonymity is the spiritual foundation of our Twelve Traditions, the spirit of service is the foundation of our concepts: **"Together, we recover, and together, we serve."** (p 29; *Twelve Concepts for NA Service*)

DISCUSSION: (*if there is time*):

Question: Do any of you have experience with examples of poor leadership and what was the outcome? (It can be your own experience or something you observed but please don't use real names).

Question: What did you learn about leadership from this experience? What are some barriers to effective leadership?

"Any NA member can be a leader, and every NA member has the right to serve the fellowship" (p 9); **"...Leadership is not about position, it is about action"** (*Principles & Leadership in NA Service*)

Qualities to consider when selecting leaders (trusted servants):

Humility:

- Good leaders lead by example (they are not dictators or order givers)
"NA service is not about forcing our will or our ideas on others; rather, it is about humbly serving them, without expectation of reward." (p 27)
- They do not have to do everything themselves (delegation)
- They ask for help, advice, and direction on a regular basis
- Good leaders know when to step aside, **"An entrenched bureaucracy inhibits our fellowship's growth while a regular influx of new leadership, balanced by continuity, inspires NA growth."** (p. 9).
- They have agreed to serve the fellowship with a loving God/HP as the ultimate authority

Ability:

- Good leaders know both their assets and their defects and limitations
- Takes initiative toward improving services or necessary skills
- **"We do ourselves, our fellowship, and our trusted servants a disservice when we ask our members to perform tasks they are incapable of fulfilling."** (p 10). Guidelines usually contain a grievance process to guard against misuse of delegated authority

Trustworthiness/Integrity: Good leaders demonstrate their accountability through:

- Truthful and regular reporting
- Ability to stand fast on sound principle or to compromise
- Be a single point of decision and accountability (Fifth Concept)

Communication Skills (Note: **"Our service structure depends on the integrity and effectiveness of our communications,"** Eighth Concept)

- Explain things clearly; to educate and encourage other members
- Ability to disagree without being disagreeable
- Ability to listen (...**"to carefully consider all viewpoints in their decision-making processes,"** Ninth concept)

Organization Skills:

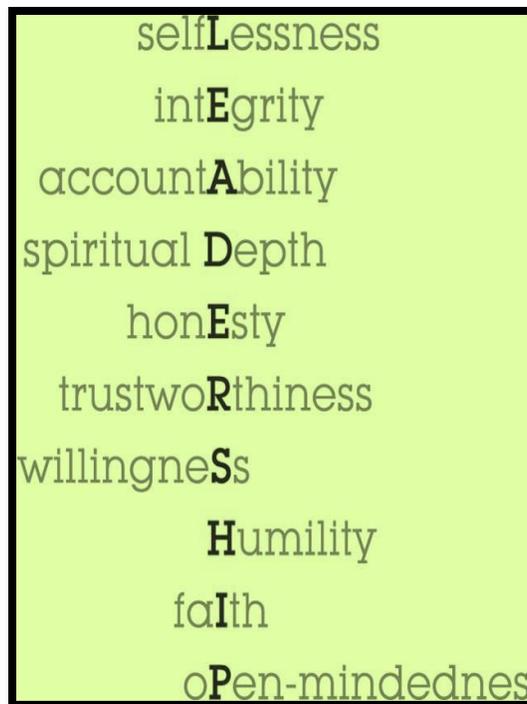
- Sets and maintains ground rules for participation
- Ability to summarize, plan, and prioritize
- Ability to provide oversight and evaluation (progress towards goals)

Spiritual Maturity:

- Willing to spend time and energy to do their best
- Fairness; principles before personalities
- Fosters an atmosphere of recovery and unity
- Mentoring (**"It is important that we select leaders who can commit to helping those who follow them,"** *Principles & Leadership in NA Service*)

"When we are fully consider the leadership qualities of those we ask to serve, we can confidently give them the room they need to exercise those qualities on our behalf." (p. 10).

ACTION: What is 1 thing you can take away regarding being a better leader?



Small group discussion (*if there is time*, taken from the NCRSC Leadership Workshop, 6/14/08): The more experienced members of the ASC are frustrated because the ASC doesn't seem to be functioning well as a team: The H&I committee wants more money for literature than the ASC has budgeted for; many GSRs just come to buy their literature and leave; Activities wants to do their third event without submitting a budget for the first one; and three people want to be convention chair but none are willing to stand for PI/PR chair"

- What could be the source of the problem?
- Which characteristics of an effective team is the ASC not exhibiting?
- What could the Chairperson do to help get the ASC back on track?