



ALEX VOLCANSEK

Personal Development

I grew up in Hagley, just outside Birmingham. I love Birmingham and The Black Country and with friends and family still there, it will always be home. This is how I come to greatly appreciate both the Birmingham Symphony orchestra and their brilliant young conductor, Mirga Grazinyte-Tyla, as well as the taste of Enville real ale!

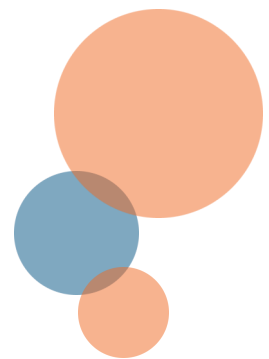
I am a Business Psychologist and a consultant, facilitator and coach. My calling to psychology came at 14 years of age, having been totally absorbed by Jonathan Miller's book and TV series States of Mind. After gaining psychology degrees at Reading University (BSc) and Birkbeck College (MSc), I worked for many years as a self-employed psychologist, including projects with Oxford Psychologists Press using the Myers Briggs Type Indicator (another personality tool).

My ministry is all about enabling people and building leadership capability in the broadest sense. This includes fostering team working and negotiating career/life transition. I am called to work from people's strengths – from their unique 'God given gifts'. This means adapting to each and every individual, and working in partnership together to make good use of his unique finger print. I have coached over 200 clergy to date.

As of January 2018, I am also Senior Organisational Development Partner at the Met Office (climate and weather office in Exeter). Devon is my second home, and with the countryside, sea, coast and farming community, long may it be so.

Thanks to James Lawrence, the last 18 years have included serving Arrow.

It is a delight to be taking part in your Arrow programme. I actually came to faith after my very first Arrow – so I know how transforming it can be!



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PERSONAL DEVELOPMENT

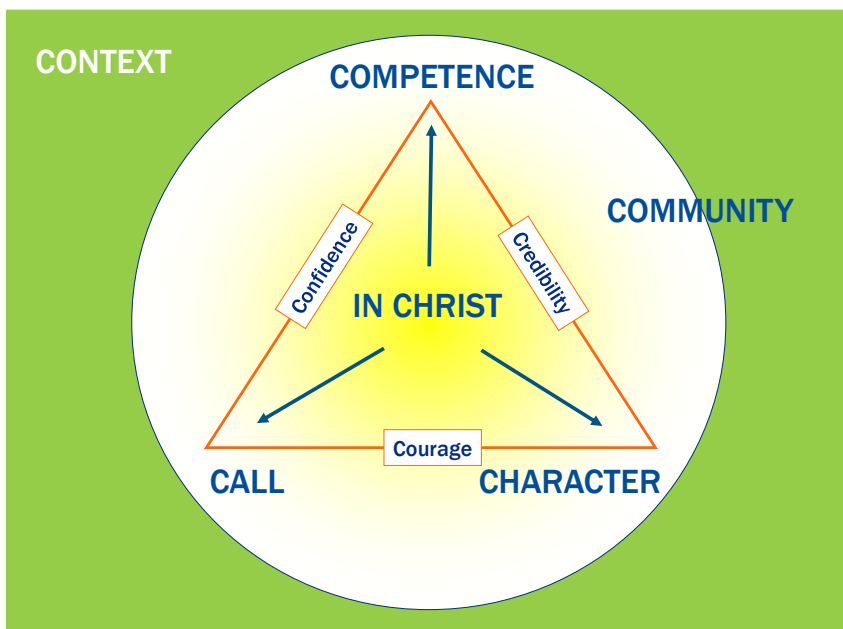
Introduction

ARROW'S PURPOSE

Arrow's purpose is to develop Christian leaders:

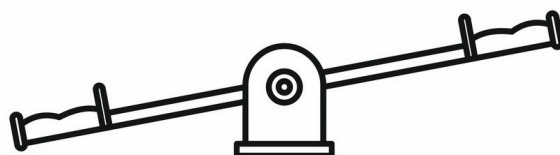
- Leaders dependent on the grace of God, confident about who they are in Christ, and empowered by the Holy Spirit.
- Leaders clear about their unique call and consistent in living it out.
- Leaders serving the Church with personal lives modelled on the servant character of Jesus.
- Leaders passionate for and committed to evangelism.
- Leaders skilled and competent to lead within a church or Christian organisation at a time of great challenge and change.

It is summed up in the strap line 'to equip leaders to be led more by Jesus, lead more like Jesus, and lead more to Jesus.' Based on the model at the heart of the programme...



Arrow is about life change/transformation.

Acts 20:28 'Keep Watch...'



KEY INSIGHTS

'Integral to leadership growth and perseverance is leadership evaluation in the context of ongoing mentoring.'

A Passion for Leadership, Sandy Jones

'The exercise of Christian leadership is founded in watching over yourself: developing virtues, habits, disciplines and skills over a lifetime of formation, which undergirds and gives integrity to the leadership which is offered.'

Steven Croft

PERSONAL DEVELOPMENT

What Leads to Leaders Leaving their Leadership Role?

Disappointment with ministry		Experience/expectation do not match
Inter-personal conflicts		Unresolved
Senior leaders		Prove to be a disappointment
Neglect 'inner life' growth		Pressure to perform and achieve
Preparation and training		Inadequate or not continued
Leadership skills		Fail to master
Calling		Not clear

Which of these do you or can you see yourself struggling with?

KEY INSIGHTS

'The marks of a leader that people follow and who persevere for the long haul in ministry are seen in those who cultivate a teachable spirit, a capacity to handle feedback, and a willingness to identify and transform internal fears and unhealthy driving factors.'

Sandy Jones

PERSONAL DEVELOPMENT

Online Gathering 1

Throughout the Arrow Leadership Programme we will be using a variety of assessment inventories to aid self-awareness. As mentioned in the material sent out with the inventories, these assessments are meant to act as helpful guidelines. You may well find yourself disagreeing with certain assumptions or conclusions. That's fine, but please do keep yourself open to what they may be saying, even if it is occasionally uncomfortable! It is often worth checking out areas you're unsure of with either those who know you well or with a trained interpreter of the instrument. During gathering 1 we focus on one instrument.

16 PF-5 with Alex Volcansek

Alex is a qualified Occupational Psychologist who will meet with each participant for one hour during gathering 1. The material we sent you prior to the gathering explains the background to 16PF-5.

In preparation for your meeting with Alex, read through the report and prepare the areas you'd like to cover in your interview:

- Identify areas for clarification i.e. 'I don't understand...'.
• Identify areas of agreement i.e. 'That is so me...'.
• Identify areas of uncertainty i.e. 'I'm not sure that is me...'.
• Identify areas of concern i.e. 'That's me, and I'd like to work on that...'.

How to Handle Feedback Well

POSITIVE FEEDBACK

Many people are quickly dismissive of the positive feedback they receive. Perhaps because:

- They think they know it already and so it does not bear hearing again.
- They are a harder self-judge than their reporters. 'If they knew what was going on ten minutes before that they wouldn't have been so kind...'
- They think their reporters are 'sucking up'.
- They think their reporters are deluded.
- They think that to dwell on the positive and be pleased with it is to be conceited.
- They are so disturbed by the negative that they place all their attention on that.

Please appreciate the positive feedback you have received.

NEGATIVE FEEDBACK

People may be dismissive of the negative feedback they receive. Perhaps because:

- They have heard it all before 'It's the way I am and it got me this far...'
- They think there is nothing that can be done about a particular trait or skill.
- They think their reporters are taking the opportunity to 'score points'.
- They think their reporters are deluded.
- They think that they are an OK person so 'how could this be true?'

A CHECKLIST OF WHAT YOU NEED TO DO

1. Identify when you are meeting with Alex, you will be sent an email the day before your appointment with a timetable, zoom code and your personal report.
2. Prepare for the meeting by reading through the reports using the ideas on this page.
3. Pray for openness to what God wants to reveal through the process.
4. Attend the meetings and then reflect on the insights you've gained.
5. Complete the integration for this module and identify your development goals for between now and the next gathering. Send these to Kirsty Macdonald.

PERSONAL DEVELOPMENT

Online Gathering 1 (contd)

Common reactions to negative feedback are such that there is even a mnemonic (memory device) to describe them – JOSEPH:

- **Shock** 'They said what about me?'
- **Anger** 'How could they say that considering...?'
- **Rejection** 'They would say that wouldn't they?'
- **Acceptance** 'I wonder what led them to say that?'
- **Honesty** 'Perhaps I am like that.'

Avoid the trap of getting stuck in any one phase but do allow yourself to travel through the phases. When you are at 'acceptance' or 'honesty' you can begin to decide whether to accept or reject the feedback. If you:

- **Reject it** Think about the consequences of taking no action (for you, others, those you lead).
- **Accept it** Think about how you might go about changing or developing and who might be able to help you.

Avoid the trap of trying to tackle everything at once. Prioritise and try to tackle no more than three things at a time.

KEY INSIGHTS