



**RR. Mary Immaculate
Claretian Missionary Sisters**



Discernimiento a mitad de capítulo
Mid Chapter Discernment
Discernement au moitié de chapitre

6-12 April, 2021
Día/Day/Jour 3

Our Spirit-guided itinerary...

Day 1 Start where we are, with gratitude and appreciation

Day 2 Reviewing Sleep: The General Chapter and its Fruits

Day 3 Explore the potentials and possibilities Waiting to be Unleashed (Zones)

Day 4 Prayer repeat

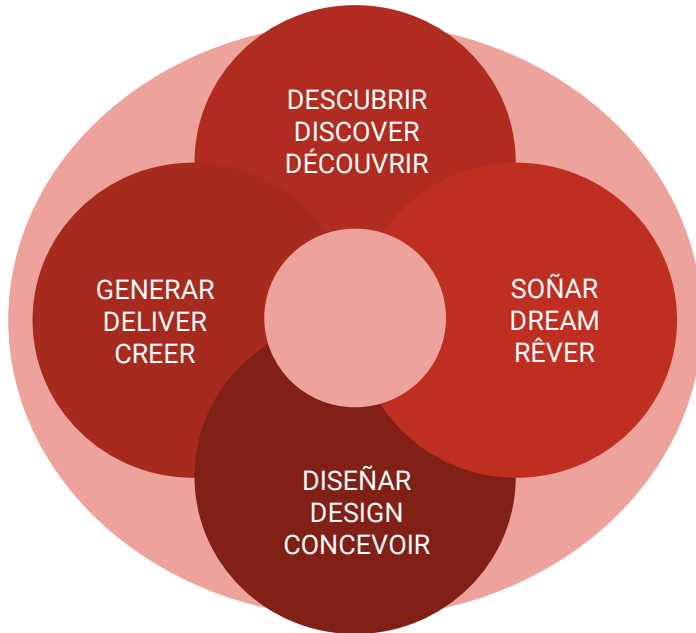
Day 5 Discernment and essential skills of creative dialogue and design

Day 6 Planning and executing the design action (Zones)

Day 7 Appreciate the fruits of our work and the next steps

Review of Graces and Insights from Days 1 & 2

Indagación Apiciativa *Appreciative Inquiry*



Discernment in Common

3 Dimensions:

- . Initiating the Project: Structures
- . Uses of Spiritual Conversation: Process
- . Reaching a Key Decision: Process (Discernment)



Chercher
Apprendre
Profonde
Découvrir
Espoir
Façon
Personnes
Voire
Possibilités
Profond
Situation
Joie
Puissance
Positif
Être
Reconnaissant
Dimension
Reconnaissance
Vision
Coeur
Change
Regarder
Remercier
Emergent
Rester
Envie
Consolation
Desire
Difficulté
Gratitude
Leading
Vision
Look
Especially
Sprouts
Positive
Situation
Power
Harmony
Joy
Appreciate
Seek
Those
Staying
Learn
Consolation
Thank
Things
See
Change
Clean
People
Discover

Armonía
Positiva
Poder
Buscar
Descansar
Profundo
Situación
Gozo
Modo
Ver
Corazón
Dimensión
Personas
Descubrir
Emergente
Profundo
Reconocer
Aprender
Cambio
Visión
Deseo
Mirar
Agradecer
Esperanza
Reconocimiento
Consolación

Review of Graces and Insights from Days 1 & 2

What comes to mind when I think of the General Chapter?

- Gratefulness and Happiness.
- Thinking and orientation about our Mission, see if we and our structures are Mission-Centered.
- Novelty, Change, Adaptation, Renewal, discern which apostolates can continue, Accept the callings.
- Sense of Family, Walking together, Deep listening, Sharing with others. Looking about each other and towards people in need.
- There is Live, Dreams, Engagement, Hope.
- A lot (too much sometimes) of activities.
- Multiculturality.

Review of Graces and Insights from Days 1 & 2

What is your experience of the Chapter in the Province? What concrete successes or processes have occurred?

- Cultural richness, integration, mutual understanding; inclusion of different perspectives, cultures, and members.
- Expectations, Hopes, Challenges.
- Success in working with others.
- Focus on priorities as vocational culture, formation, communications.
- Creation/Development of Processes, Commissions, Meetings.
- Sustainability (economic)
- Openness to welcome new things.
- Deepen spirituality and youth pastoral.

Personal Reflection 5 min /Sharing in Pairs 25 min

- “What challenges are we facing in our local/provincial region, (from my perspective)?”
- “What missionary aspirations of the Chapter are still to be realized?”



Pausa (5 min)

Pause (5 min)



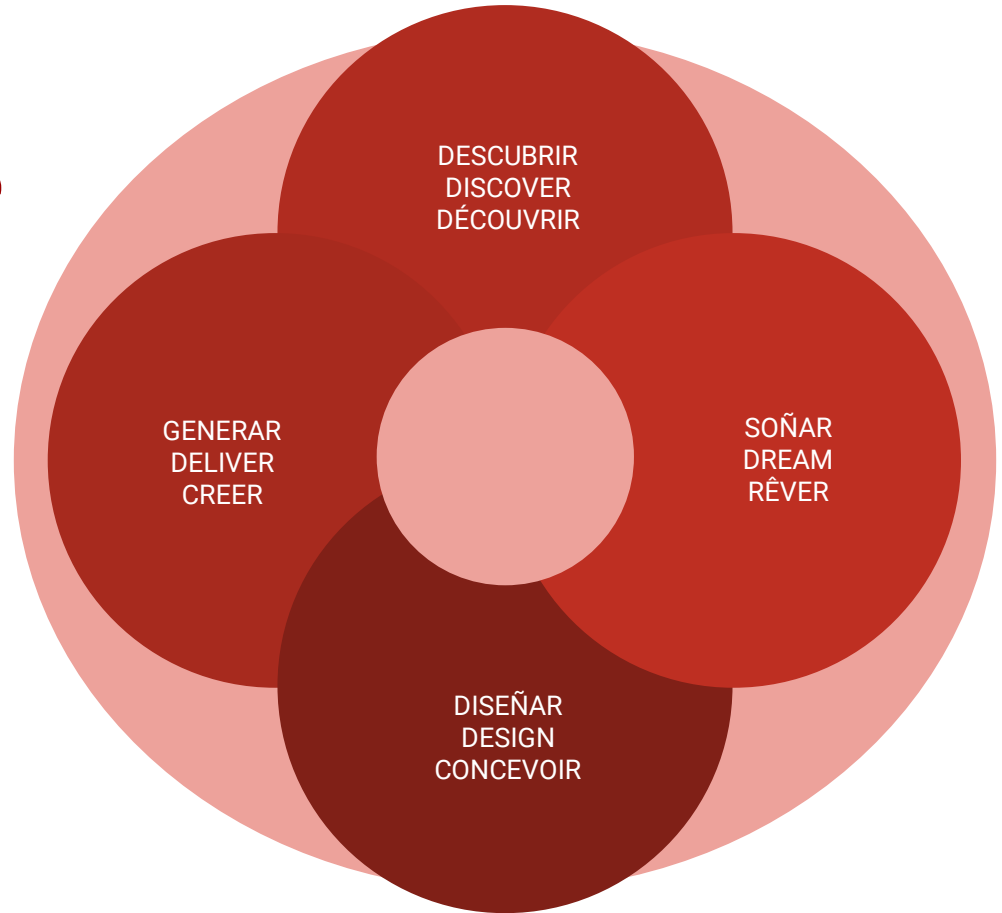
Compartir (5 min)

Sharing (5 min)

Indagación Apreciativa

Appreciative Inquiry

Enquête Appreciative



Appreciative Inquiry

When we discover a gap between our intention, hope, or vision and the current reality, what might we do?

Bring a spirit of curiosity, openness and imaginative possibility...



El Poder de la Visión

The Power of Seeing

Le Pouvoir de la Vision

El ojo es la lámpara del cuerpo; cuando tu ojo está lleno de luz, el cuerpo está... (Lucas 11,34)

The eye is the lamp of the body; when your eye is filled with light, the body is... (Luke 11:34)

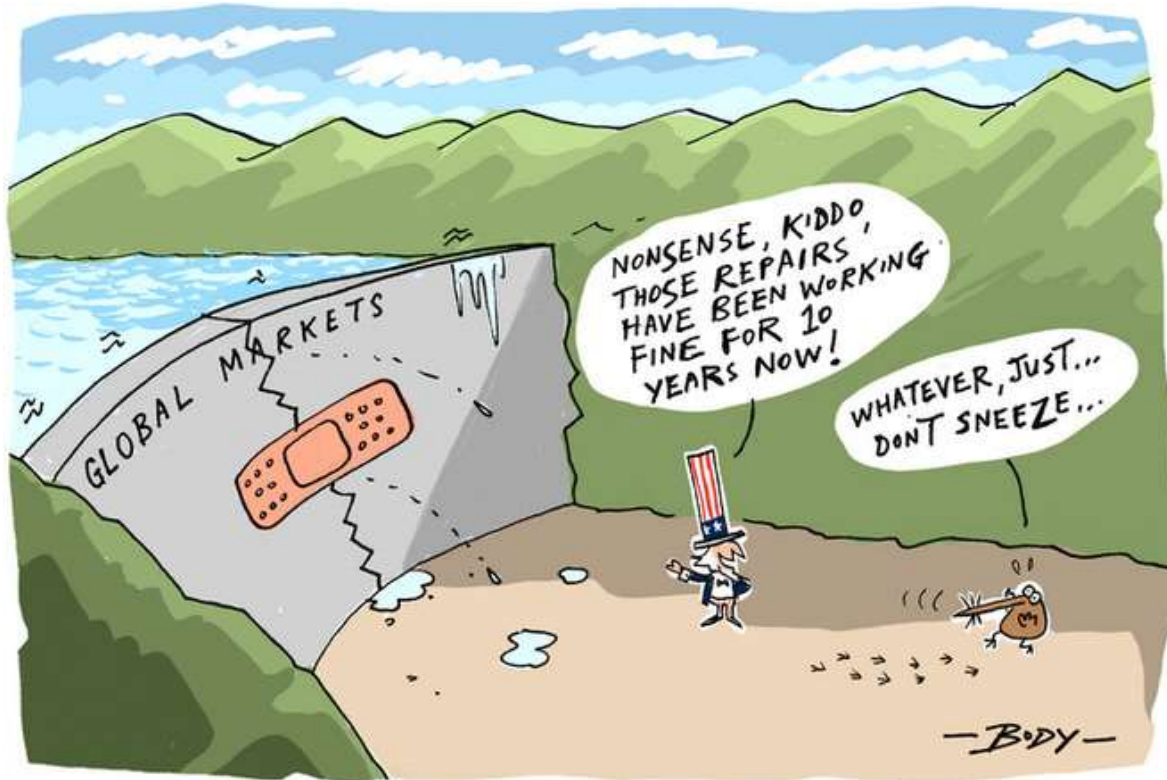
L'œil est la lampe du corps ; quand l'œil est rempli de lumière, le corps est... (Luc 11,34)



Appreciative Inquiry does not ignore reality



Appreciative Inquiry does not rush to superficial action...



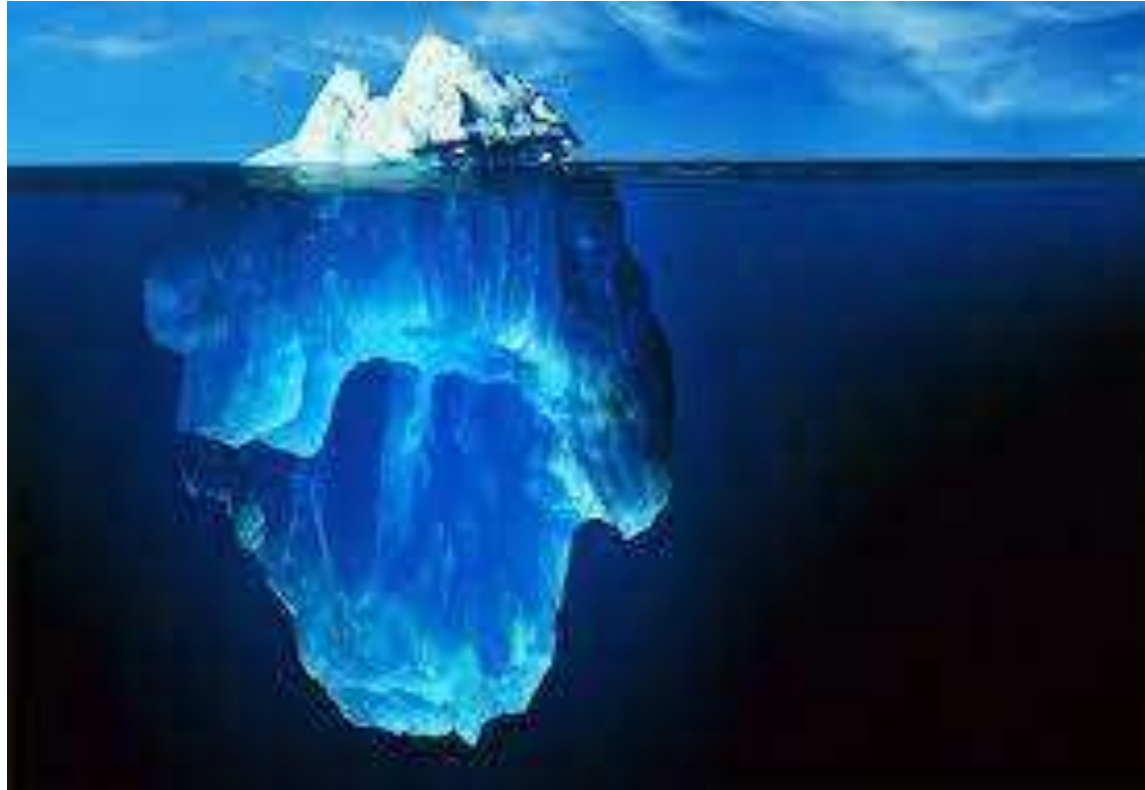
Understanding the Gap Between Intentions and Reality



We need to understand for the reasons for the gap...

- The wind?
- The bow is strong enough?
- The arrow is straight?
- The bird that flew by at that moment?
- My aim?
- COVID pandemic

Sometimes we have to look deeper to understand



Diagnosing the Challenges

Distinguishing between Technical and Adaptive Challenges

Distinguish Technical Problems from Adaptive Challenges

- Technical problems*** (even though they may be complicated) can be solved with knowledge and procedures already available
- Easier to identify by their symptoms
- Require change/solutions in just one or a few places
- Everyday, people have problems for which they do, in fact, have the necessary know-how and procedures—*technical problems*

Adaptive Challenges

- Adaptive challenges*** are situations for which solutions lie outside the current way of proceeding
- Difficult to identify (easy to deny). People often resist even acknowledging adaptive challenges
- Require experiments, new discoveries, and adjustments from numerous places in the organization
- Without learning new ways—changing attitudes, values, and deep-seated behaviors—people cannot make the adaptive leap necessary to thrive in the new environment
- Calls for changes of heart and mind—the transformation of long-standing habits and deeply held assumptions and values.



Your Leadership Challenges

A Blend of Technical and Adaptive Challenges

What are some of the technical aspects of the challenges you're facing?

- Finances
- Staffing
- Physical space
- Volunteers
- Connectivity (WiFi)
- Employee performance
- Other



Adaptive Challenges?



- Sustainable human resources
- Interculturality
- Collaboration with laity
- Collaboration amongst ourselves
- Personal Maturity
- Relationships
- Other

Adaptive and technical challenges

LEVEL 1

Technical challenges

- Problem definition is clear
- Leader or expert can provide solution
- Easiest to resolve

LEVEL 2

Technical & Adaptive

- Problem definition is clear
- Solution requires new learning
- Both leader and follower are responsible for the solution

LEVEL 3

Adaptive Challenges

- Problem definition, solution and implementation require new learning
- Responsibility for the solution resides within the follower
- Most difficult to resolve

A Mindset of Appreciative Inquiry... examples

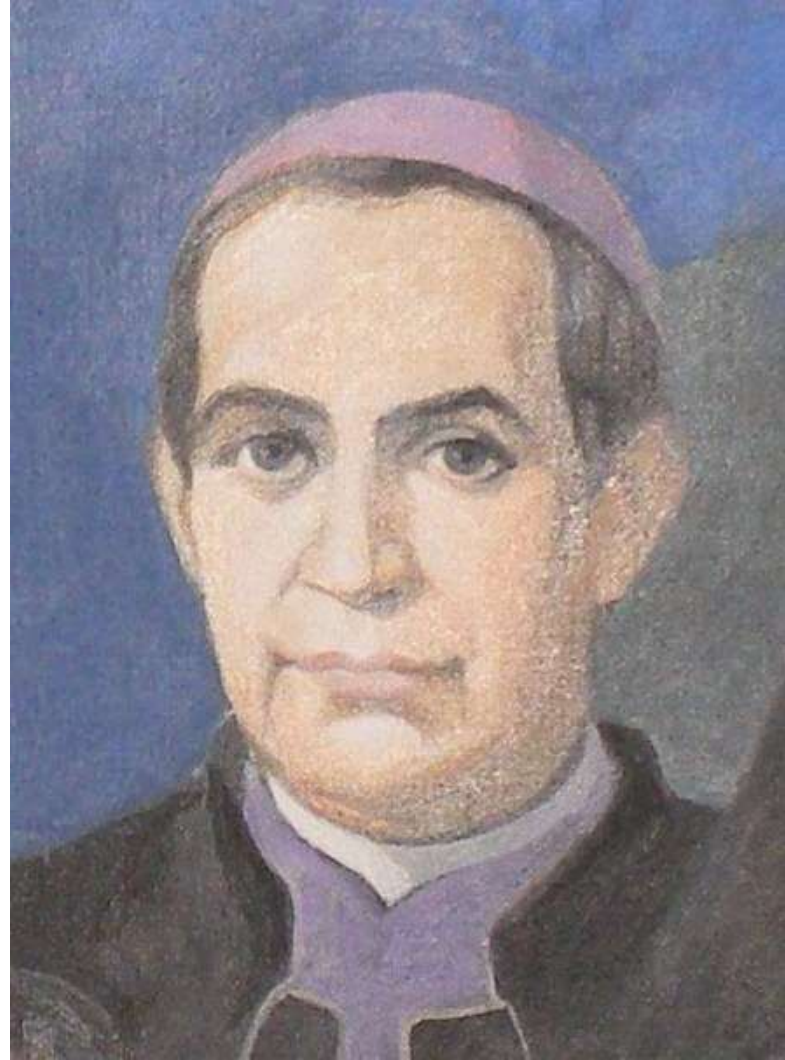
1. Instead of asking “what is the problem?” we might ask, “what is the possibility”
1. Instead of asking “what is to blame?” we might ask, “who wants to be part of the solution?”
1. Instead of thinking, “what should the other people do?” we might ask, “what can we do ourselves?”



Who are we?

What does the
Lord ask of us?

How does our
mission inspire
us to respond?





Preguntas para los pequeños grupos (30 min)

Questions for Small Groups (30 min)

Questions pour les petits groupes (30 min)

Questions

- Dedicate a time of silence (5 mins) on a personal level to rest in our hearts what we said and heard in relation to symptoms and causes, and possibilities
- Together: What are our thoughts and reactions to presentation?
While there is no time to make a detailed diagnosis of our challenges/opportunities, how could we apply what has been presented?
And on the basis of our conversation, what would we like to share with the General Council when we meet in plenary?



Plenario

Plenary

Plénier

Día de Oración (repetición)



Examen Día 3

Examen Day 3

Examen Jour 3





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