



True leadership matters. It helps create a virtuous cycle whereby more individuals become the people they have been created to be. But there is a leadership vacuum in our society. In business, politics, the public sector, charities and religion, we feel let down by those who have been elevated to positions of leadership.

Yet there are leaders with character, integrity and developing substance just waiting for further opportunities to lead, but they do not feel empowered to do so. RELEASE aims to help fill that leadership vacuum by empowering these kind of people to discover and exercise their own leadership and in turn to empower others.

RELEASE is a leadership development programme that realises the potential of leaders – it releases their energy. By engaging with RELEASE, participants will discover the unique direction of their leadership borne out of their own experience, passions and gifts and learn to exercise it more effectively in their own context. They will develop their desire to serve others and see them flourish and will recognise a greater purpose to their leadership. As they do so, they will learn their primary role as a leader is to serve and empower those who follow them to lead themselves – to release the energy of others.

RELEASE affirms and relies upon a spiritual foundation to leadership – its ultimate example of a leader is in the life and work of Jesus Christ. RELEASE is based upon the conviction that people will lead best if they recognise and build upon this foundation.

Who is RELEASE for?

RELEASE is for those who recognise there is a spiritual dimension to their leadership and want to discover and develop their own leadership from that base. This kind of leadership can be exercised in all environments but will include those in lead in the Church.

What does RELEASE involve?

RELEASE is an integrated programme for each leader's development. It is made up from a number of related components:

- An ongoing relationship with a leadership consultant;
- A menu of leadership learning opportunities appropriate to the individual;
- Setting goals for leadership development and reflecting on their leadership in practice;
- Creating further opportunities to empower other leaders.

There will be three levels of involvement in RELEASE:

RELEASE events – keynote leadership learning events;

Compass – a one year programme that helps you discover the spiritual foundation and the direction of your leadership;

Voyage – a two year programme that helps you develop further as a leader in your context.

Whatever level of involvement someone chooses to have, they will be able to start where they are as a leader and develop from that point.

RELEASE events

RELEASE events will be full and half-day conference venue events with speakers and seminar leaders of national renown. Those invited to speak will be experienced, respected leaders of character who have led from a spiritual foundation and can reflect on their leadership.

Compass

On Compass, leaders will commit to bimonthly, leadership consultancy sessions in small groups. These will provide the basis of the programme and a place to reflect on the learning opportunities that form part of the Compass programme and on each person's leadership context. The learning opportunities will be a combination of residential and weekend morning and weekday evening learning opportunities aimed to help each person discover their unique leadership direction and establish solid foundations. Compass will make use of ongoing developmental progress tools and in some cases would lead to someone moving onto the Voyage Programme.

Voyage

On Voyage, leaders will have quarterly, individual leadership consultancy sessions. As on Compass, these will provide the basis of the programme and will help determine which learning opportunities would be appropriate to the individual as well as a place to reflect on the learning opportunities that form part of the Voyage programme. The programme will be modular and holistic based around four areas [e.g. spiritual foundations, developing character, empowering relationships, ongoing direction]. Voyage will make use of ongoing developmental progress tools and relate strongly to the individual's own leadership context.

Why is the Diocese of Bristol providing RELEASE?

The Diocese of Bristol is committed to creating communities of wholeness with Christ at the centre. These communities will be marked by a growth in commitment to God, partnership with others, influence in the world and numbers.

The Diocese believes that Christ-like leadership plays a vital part in the development of these kinds of communities and that the greatest impact the Diocese can have on the life of the churches and communities that make it up is through developing their leaders. Leadership development is therefore a fundamental strand of the "Releasing the energy", Diocese of Bristol's 2010-2015 Strategy, and RELEASE is part of that strand.

However, the Diocese's vision extends beyond the life of the churches and communities that formally make it up to the environments where other Christians lead and resourcing them as they seek to bring the Kingdom of God where they are.

What does RELEASE cost?*

RELEASE costs are aimed to be kept low to enable the greatest possible access to those across the leadership spectrum.

2010-2011 prices	Normal rate	Member rate
RELEASE full day event	£ 45	£ 34 (25% discount)
RELEASE half-day event	£ 28	£ 21 (25% discount)
Compass programme	£750	£640 (15% discount)
Voyage programme (annual cost)	£950	£810 (15% discount)

2010-2011 Membership

Three levels of organisation membership:

A – Member rates for 10 people to attend any RELEASE event

B – Member rates for 10 places at any release event and 3 places on Compass or Voyage

C – Member rates for 20 places at any release event and 5 places on Compass or Voyage

	A	B	C
Diocese of Bristol church	Free (save £180)	Free (save £615)	£250 (save £835)
Church or charity	£85 (save £95)	£350 (save £265)	£600 (save £485)
Organisation	£110 (save £70)	£450 (save £165)	£775 (save £310)

Individual membership (member rates at any RELEASE event and on Compass or Voyage):
£100 (save up to £63)

* These costs are indicative and subject to change.

RELEASE FAQs

What is the timeframe for RELEASE?

RELEASE will have a two stage introduction.

In 2010, RELEASE will organise two key note events (in the spring and early summer) with nationally renowned speakers. This will build the profile of RELEASE in the area and generate income beyond the Diocese.

In September 2010, the Compass and Voyage Programmes will start, primarily marketed to those in Diocese of Bristol churches. This is in order to facilitate the transition from current IME, CME and lay training into the new mode of development and to build capacity, experience and expertise.

In 2011, the events will continue to run and the marketing of Compass and Voyage will be broadened.

How does RELEASE fit in with existing training and development provision for clergy, licensed lay ministers and churches?

As the primary stakeholder in RELEASE, the Diocese will make significant use of it in terms of its leadership development input for ministers and local churches.

All those in licensed ministry will be invited to participate in Compass or Voyage and the Diocese will fund the costs for a certain number of places on Compass and on Voyage each year for church leaders in the Diocese. Being a member of a Diocese of Bristol church will mean member rates for any RELEASE event or programme and parishes are encouraged to send their own leaders on events or programmes.

In addition, Initial Ministerial Education (IME1-7) and Continuing Professional Development (CPD – formally CME) will have access to individual RELEASE components as part of the ministerial development of those not fully engaged with Compass or Voyage. Leadership development offered in the Diocese will be under a diocesan sub-brand of RELEASE. However, IME and CPD will also provide required training for those in particular roles in order to help them fulfil their ministerial functions.

The Diocese will also resource Leadership Initiatives in vacancies (another part of the Leadership Development strand in “Releasing the energy”) which will encourage people to participate in RELEASE.

There is a new Ministerial Development Review (MDR) process for clergy. How does it fit with RELEASE?

The MDR aims to address the ministerial requirements of licensed ordained ministers. Leadership is an integral part of the role of ordained ministers so is addressed as part of it. However, the role of an ordained minister is not purely that of a leader so the MDR extends beyond leadership matters.

As a result of the MDR, a development plan is agreed with the minister that is followed up in the context of an Action Learning Set for six months. During this period, any ordained ministers participating in Compass or Voyage will have a break from working with their leadership consultant. Any development plan action point that can be provided by RELEASE will be so.

Who's going to pay for RELEASE?

RELEASE will form part of a trading subsidiary of the Diocesan Board of Finance (see below) and will be capitalised by the Diocese. The aim of RELEASE is to be a profit-making enterprise and it is likely to achieve this within the first three years of trading. Any profits made will be donated to the work of the Diocesan Board of Finance (i.e. the overall ministry of the Diocese).

In order to fund sending clergy and lay leaders from the Diocese on RELEASE programmes, the Diocese will redirect some existing training and development budgets and raise charitable funds from outside the Diocese. RELEASE will therefore not draw further on existing parish giving unless parishes decide to pay for their members to be participants in appropriate levels of RELEASE.

What staffing levels will RELEASE?

RELEASE requires a Director (0.6 fte), responsible for overall delivery, financial management and marketing of the programme. In the first year, it will require the services of a Development Consultant to develop the curriculum and assess the leadership consultants, retained at a low level in the second year. An Admin and Data Manager (1.0 fte) will be required at an appropriate stage and extra admin support may be required as the programme grows. Accountancy, web and marketing support would be outsourced in the initial phase.

How will RELEASE fit in the Diocesan structures?

RELEASE will be part of a trading subsidiary of the DBF. The Diocese will outsource leadership development to the trading subsidiary and RELEASE will in turn buy in various aspects of its work from training and development providers. Charitable funds for leadership development will be processed by the DBF and then used to buy in RELEASE leadership development.