

## Team Leader Training Course 2: Personal Attention to Team Members

**Meditation:** Luke 24:13-35



### Luke 24:13-35 English Standard Version

<sup>13</sup> That very day two of them were going to a village named Emmaus, about seven miles<sup>[a]</sup> from Jerusalem, <sup>14</sup> and they were talking with each other about all these things that had happened. <sup>15</sup> While they were talking and discussing together, Jesus himself drew near and went with them. <sup>16</sup> But their eyes were kept from recognizing him. <sup>17</sup> And he said to them, “What is this conversation that you are holding with each other as you walk?” And they stood still, looking sad. <sup>18</sup> Then one of them, named Cleopas, answered him, “Are you the only visitor to Jerusalem who does not know the things that have happened there in these days?” <sup>19</sup> And he said to them, “What things?” And they said to him, “Concerning Jesus of Nazareth, a man who was a prophet mighty in deed and word before God and all the people, <sup>20</sup> and how our chief priests and rulers delivered him up to be condemned to death, and crucified him. <sup>21</sup> But we had hoped that he was the one to redeem Israel. Yes, and besides all this, it is now the third day since these things happened. <sup>22</sup> Moreover, some women of our company amazed us. They were at the tomb early in the morning, <sup>23</sup> and when they did not find his body, they came back saying that they had even seen a vision of angels, who said that he was alive. <sup>24</sup> Some of those who were with us went to the tomb and found it just as the women had said, but him they did not see.” <sup>25</sup> And he said to them, “O foolish ones,

and slow of heart to believe all that the prophets have spoken! <sup>26</sup> Was it not necessary that the Christ should suffer these things and enter into his glory?" <sup>27</sup> And beginning with Moses and all the Prophets, he interpreted to them in all the Scriptures the things concerning himself.

<sup>28</sup> So they drew near to the village to which they were going. He acted as if he were going farther, <sup>29</sup> but they urged him strongly, saying, "Stay with us, for it is toward evening and the day is now far spent." So he went in to stay with them. <sup>30</sup> When he was at table with them, he took the bread and blessed and broke it and gave it to them. <sup>31</sup> And their eyes were opened, and they recognized him. And he vanished from their sight. <sup>32</sup> They said to each other, "Did not our hearts burn within us while he talked to us on the road, while he opened to us the Scriptures?" <sup>33</sup> And they rose that same hour and returned to Jerusalem. And they found the eleven and those who were with them gathered together, <sup>34</sup> saying, "The Lord has risen indeed, and has appeared to Simon!" <sup>35</sup> Then they told what had happened on the road, and how he was known to them in the breaking of the bread.

Our life in Christ is a journey. We as members of an RC team are on a road together. What road? Emmaus. The disciples on the road walked together, on a journey of 7 miles, conversing and debating about their experiences. Seeking light, seeking clarity. Jesus drew near to them. All of us have to set out on the Emmaus road in our spiritual lives. Dialoguing. Conversing and debating- sharing our experience, our thoughts, our hearts, our hopes, our crosses and questions, our lived vocations to Regnum Christi.

And we need to be unafraid.... 'How foolish you are!' Christ responds to one of the disciples. He draws out what he knows is there, their deepest thoughts, lived experience and dreams, and he also humbles them. We can't be afraid to be humbled so we can see truth, in fact Humility is the truth of who we are before God.

Only when we realize that our ideas, or plans are nothing compared to what God will reveal to us, give to us or ask of us, can we accept truth. He will open His will to us. And at the end of the road is communion- communion with Him- we will know him face to face in Heaven. We will also live true communion with each other forever. Our communion in the Church, in the Movement and in our teams is a taste of this.

Our hearts will burn within us as we walk this road. Because sharing, listening, dialoguing, we are allowing the flame of the Holy Spirit to burn within us and among us. And then we too will go out and be able to share, with our lives, what the Lord has done, that 'Truly He is Risen!'

"God loves to light little lights, so as then to illuminate vast spaces. Truth, and Love, which are its content, are kindled wherever the light is welcomed; they then radiate in concentric circles, as if by contact, in the hearts and minds of all those who, by opening themselves freely to its splendor, themselves become sources of light. Such is the history of the Church"

-Benedict XVI *Urbi et Orbi* 2009

The team is a little light in our world. Each member, including the team leader, is a light in the team. God illuminates you with Himself, and He is Truth & Love. The concentric circles are their families, parishes, communities, the section, the locality.

## 1. Letting God work in and through you

The fundamental task of the team leader is to help the members to:

1. Mature in their Christian commitment and relationship with Christ and others
2. Live their apostolic commitments coherently
3. Become more integrated with the Movement
4. Maintain a strong zeal for the salvation of souls
5. Participate in the Movement's activities locally

In short, it is about helping the team members become true men and women of the Kingdom who live the mission with passion and love. The life of the Movement depends on it, since Regnum Christi is not its works and buildings, but rather its men and women.

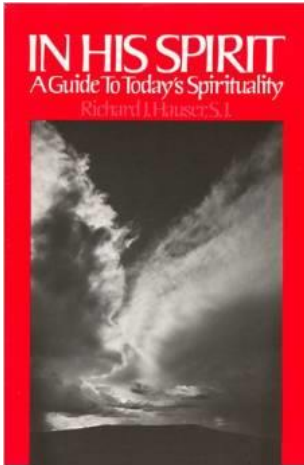
-Regnum Christi Manual 437

Christianity was born and spread throughout the world in the form of prayerful, charitable, apostolically effervescent, small communities. In these, Christians encouraged each other to grow and persevere in the faith, sharing Christian joy and swapping news of the Gospel's progress as it spread. This community life of faith and love intensified even more as the dangers and persecutions against Christians grew more severe. It became the fertile earth from which sprang the first martyrs of the Church, as its mature fruit, and it has also been the source of Christian renewal during times of crisis and darkness in the practice of faith and morals.

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“No one can give that which he doesn't personally possess, which means we cannot transmit the Holy Spirit in an effective way, render the Spirit perceptible, if we ourselves aren't close to the Spirit. Therefore, I think the most important thing is that we ourselves remain, so to speak, in the rays of the breath of the Spirit, in contact with the Spirit. Only if we are continually touched interiorly by the Holy Spirit, if the Spirit is present in us, only then can we also transmit the Spirit to others. Thus, the first point: we ourselves must remain in the rays of the breath of the Holy Spirit.... The Holy Spirit is the breath of Jesus Christ, and we, in a certain sense, must always ask Christ to breathe upon us, so that in us this breath becomes alive, and strong, and works in the world. This means, therefore, that we must hold ourselves close to Christ.”

*Pope Benedict XVI Q&A with priests in Northern Italy Aug 8, 2008*



“The goal for all of us is to live in tune with the Holy Spirit so that we can both know and do the Father’s will in love each day.

...We must not just perform all of our duties externally well. It means performing them with a quality of heart that reflects the presence of the Spirit.”

Service to others must come from abiding in prayer, from docility to the Spirit acting within us, and not just the skillful execution of a strategic plan, a checklist of our abilities, actions and accomplishments. Service then becomes a privileged time of union with the Lord, valuable in itself, prayer.

–Fr Richard Hauser “In His Spirit”

“Ministry is not only a communal experience, it is also a mutual experience... [Jesus] wants Peter to feed his sheep and care for them, **not as ‘professionals’ who know their clients’ problems and take care of them, but as vulnerable brothers and sisters who know and are known, who care and are cared for, who forgive and are being forgiven, who love and are being loved.**

Somehow we have come to believe that good leadership requires a **safe distance** from those we are called to lead... **Someone serves, someone else is being served, and be sure not to mix up the roles! But how can we lay down our life for those with whom we are not even allowed to enter into a deep personal relationship?**

We are not the healers, we are not the reconcilers, we are not the givers of life. **We are sinful, broken vulnerable people who need as much care as anyone we care for.**

The mystery of ministry is that we have been chosen to make our own limited and very conditional love the gateway for the unlimited and unconditional love of God.”

- Fr. Henri Nouwen

“We have spoken freely to you, Corinthians, and opened wide our hearts to you. We are not withholding our affection from you, but you are withholding yours from us. As a fair exchange— I speak as to my children— open wide your hearts also” (2 Corinthians 6: 11– 13).

### Team Leaders lead by example

#### 1. A person of interior life

Person of prayer, frequenting the sacraments

Lives the spirituality of the Movement, which is based on the Gospel, fully

Imitates Christ

#### 2. A person identified with the Movement

Integrated and filled with mystique

Aware of what God has asked by calling him or her to a specific vocation within the Movement

A person who lives by conviction

#### 3. Coherent Apostolic Life

Committed and dependable

Person-centered instead of task centered

Balanced

#### 4. A person who understands the structure of the Movement

Understands that they are custodians of a gift and helps the traditions and approved spirituality, communion and mission of the Movement to grow according to the Statutes.

#### 5. A person well-grounded in doctrine and principles (formation)

Only integral formation enables a person to carry out the role of team leader. The Team Leader must have **clear and firm principles**:

**In faith:** Eucharist, confession, the Church, Christ, Mary, the Bible, the Pope, dogma, hell, the devil, etc.

**Morals:** honesty, integrity, chastity, contraception, abortion, euthanasia, bioethics, divorce, firmness in all the evils that today are deemed normal

**Movement Principles:** understanding the charism of Regnum Christi, the discipline and methodology, accepting, knowing and loving the Movement because it is a gift of God.

Achieving all this requires constant and deep preparation and study. Spend some time in study every day if possible. Know the doctrine of the Church (documents, encyclicals, decrees, daily homilies and other writings of the Holy Father, etc.) Deepen your love and understanding of the themes in the RC handbook.

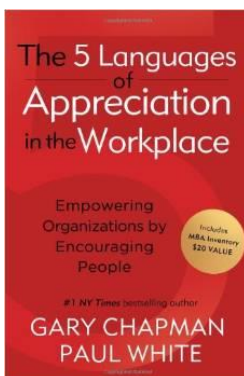
## 6. Be a true servant leader

A role model and a friend – not perfect but willing to give of yourself, who you truly are and what God has given you. Highlight and bring out the best in others. Help them to recognize their goodness and strengths and to become who they are called to be.

## 2. Building a Team into a Community through Charity and Personal Attention

The team leader role is in a sense, the role of a shepherd. It can be a way of living out your baptismal anointing as priest prophet and king (see theme 2 on the vocation and mission of the laity from phase 1 of the renewal, or this audio podcast explanation from Bishop Robert Barron <http://www.wordonfire.org/resources/homily/the-baptism-of-the-lord/655/> )

God is Love, and God lives in us. He loves through us. Love is focused on the OTHER. It is not SELF-centered. This implies the need to understand the other and how we are called to love or appreciate them according to their paradigm and needs. Loving others as Christ does, allowing Christ to love through us, enables that person to deepen, mature and thrive.



Gary Chapman, author of the 5 Love Languages, co-authored a book called the 5 Languages of Appreciation that is appropriate for churches and all groups. He gives valuable ways to adapt our self-giving to the needs of the other in appreciating them.

## From the 5 Languages of Appreciation & the 5 Love Languages:

**EMPLOYEE MOTIVATION CHECKLIST!**  
5 LANGUAGES OF APPRECIATION IN THE WORKPLACE

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**1 WORDS OF AFFIRMATION**  
Encouraging and affirming words can reinforce an employee's desire to feel wanted or needed.
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**2 ACTS OF SERVICE**  
Helping employees get tasks done or working collaboratively on projects can motivate employees by evoking a sense of teamwork and purpose.
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**3 QUALITY TIME**  
One-on-one time with a manager or other co-workers can lead to better insight into employees' needs and can increase motivation.
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**4 PHYSICAL TOUCH**  
This could be expressed through a high five, fist bump, or congratulatory handshake.
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**5 TANGIBLE GIFTS**  
The key to an appropriate gift in the workplace is thought, not the amount of money you spend on the gift. Taking the time to notice what your employees like (coffee, chocolate, sports, books) and buying them small, related gifts is a great way to motivate your workforce.

How to relate to a person with this love language...	COMMUNICATION	ACTION	WHAT TO AVOID
<b>Words of Affirmation</b>	Compliments Affirmations Kind words	Send notes or cards.	Criticism
<b>Quality Time</b>	One-on-one time. Not interrupting. Face-to-face conversation.	Take long walks together. Do things together. Take trips.	Long periods of being apart. More time with friends than with partner.
<b>Receiving Gifts</b>	Positive, fact-oriented information.	Give gifts on special occasions and also on not so special occasions.	Forgetting special days.
<b>Acts of Service</b>	Action words like "I can," "I will," "What else can I do?"	Helping with house and yard chores. Repair/maintenance. Acts of kindness.	Ignoring partner's requests while helping others.
<b>Physical Touch</b>	A lot of non-verbal. Verbal needs to be "word pictures".	Touches Hugs Pats Kisses	Physical neglect or abuse.

### 3. Team Dialogue and Empathic Listening

**Why do we need to learn to listen? This video is a great example....**

<https://www.youtube.com/watch?v=-4EDhdAHRog>

We often want to solve people's problems and tend to jump to solutions too quickly in a conversation.

Steven Covey, in 7 Habits of Highly Effective People advises, "Seek first to understand, and give people 'Psychological Air.'" This means showing empathy and giving attention by listening and giving space for expression and understanding.

All people need someone to listen to them and to have space to talk about their ideas and thoughts and experiences. When you use empathic listening you honor the other person's need to have someone understand where they are coming from, their personal perspective. We listen for what their experience means to THEM from their paradigm, not what it means to ME in my context.

We should seek FIRST to understand what someone is trying to tell us and the meaning it has for THEM in order for us to THEN engage with them in the way we need to.

#### **How does this apply to me as a team leader?**

*Giving personal attention* to the members means looking out for their growth in holiness, forming formators, and helping them on their path to vocational fulfillment in the Charism of the Movement.

It means keeping up with each member's personal situation and needs, and walking with them as they follow Christ in the different circumstances of their lives.

It also includes the work of transmitting the mystique of belonging, growth, and generosity to members and friends. To carry out this task, the team leader uses dialogue with the team members and times of fellowship with them.

In team dialogue, the Team Leader offers members the opportunity to talk about themselves and the things going on in their lives, whether within or without the Movement.

Often team dialogue functions as a kind of escape valve for the tensions and frustrations that occasionally occur in human relations --inside or outside the Team environment – **but is not to be confused with spiritual direction.**

-From the document **Team Leader Guidelines**

Team Dialogue is the Team Leader's opportunity to **motivate** the member in every field: apostolate, formation, integration, recruitment and personal economic support of the Movement (the elements of team life called AFIRE).



...The principal means of doing this is through positive motivation: helping members appreciate their own gifts and talents, trusting them to stretch themselves beyond their previously conceived limits, constantly reminding them of the “big picture,” but understanding and not judging their fears and limitations. **“You can & I will help” is much more effective in dialogue than “You must.”**

Regnum Christi Manual

In Regnum Christi team dialogue is one of 3 formal ways members receive personal attention. The others are Spiritual Direction and Apostolic Dialogue.

REGNUM CHRISTI Personal Attention in RC Structure  
 Legionaries • Consecrated Members • Lay Members

**Spiritual Direction**

**Apostolic Dialogue**

**Team Dialogue**

What is COMMON to All Means of Personal Attention  
**CHARITY**

What are the DIFFERENCES in the Means of Personal Attention?  
**CONTENT**

The **love** of Christ impels us 2 Cor 5:14  
*caritas Christi urget nos*



REGNUM CHRISTI

Legionaries • Consecrated Members • Lay Members

The Content of...

## Spiritual Direction

- Spiritual Direction is personal and Spiritual
- Covers the prayer life.
- Covers the program of life.
- Covers the state of life.
- Helping the member live his or her vocation in a balanced way



## Apostolic Dialogue

- Covers the execution of the apostolate
- Strategy and methodology
- Management of time and priorities
- Overcoming difficulties
- Formation of an apostolic heart



## Team Dialogue



- A conversation, natural and fluid, building a relationship
- Not a checklist!
- Covers the life of Regnum Christi and Team Life
- Participation in (not execution of) apostolate
- Seeking of personal formation
- Participation in Movement activities
- Sense of identification with the Movement

The **love** of Christ impels us 2 Cor 5:14

*caritas Christi urget nos*

**REGNUM CHRISTI** Style and Content of Team Dialogue  
 Legionaries • Consecrated Members • Lay Members

Relaxed atmosphere

Friendly Conversation  
 Supportive and Positive

NOT a business meeting, an evaluation of the individual, putting someone on the spot, or time to go over a checklist

A time for the individual member to grow and for the Team Leader to LISTEN

Team Dialogue	Spiritual Direction	Apostolic Dialogue
<b>What is it?</b>		
<p>periodic (often monthly) conversation, a friendly discussion illuminated by faith that we have with our team leader, so as to help us live as men and women of the kingdom in a world which is often hostile to that mission.</p> <p>It is a means to personal holiness. It helps us to fight, to get up when we fall, to keep striving to achieve our goals and to persevere in the Movement.</p>	<p>A stable relationship between a qualified person experienced in the spiritual life and another person seeking doctrine, counsel and encouragement in order to progress in the spiritual, human and apostolic dimensions of her life.</p> <p>The two of them together listen to the Holy Spirit in order to discern the direction of the directed soul's life.</p>	<p>The supportive relationship of an apostle with a mentor or director to discuss strategy, methodology and implementation of an apostolic work.</p>

<b>Team Dialogue</b>	<b>Spiritual Direction</b>	<b>Apostolic Dialogue</b>
<b>Purpose</b>		
<p>Helps us to imitate Christ in daily life</p> <p>Helps us to learn and live the Charism of the Movement</p> <p>Encourages us on our journey of growth</p> <p>Gives human, spiritual, apostolic and intellectual formation at the general level.</p>	<p>Transformation of the human person into the “new person” in Christ</p> <p>Discerning and living fidelity to the will of God in the concrete circumstances of life.</p>	<p>To form others according to our methodology ‘Do, help do, let do...but accompany the apostle’</p> <p>To ensure support for the apostle in the mission field, which can be demanding</p> <p>To provide support and direction regarding methods of apostolic work, and strategy in their implementation</p>

<b>Team Dialogue</b>	<b>Spiritual Direction</b>	<b>Apostolic Dialogue</b>
<b>Who Provides It?</b>		
<p>Team leader ( Group Leader gives dialogue to Team Leaders), in the role of a friend and mentor</p>	<p>A mature, qualified person with a deep experience of the spiritual life &amp; appropriate training</p>	<p>A director in apostolate or section formator (could be lay, Legionary or Consecrated) i.e.: Challenge director, ECYD Assistant, Section Assistant, Local Regnum Christi Director (LCA)</p>

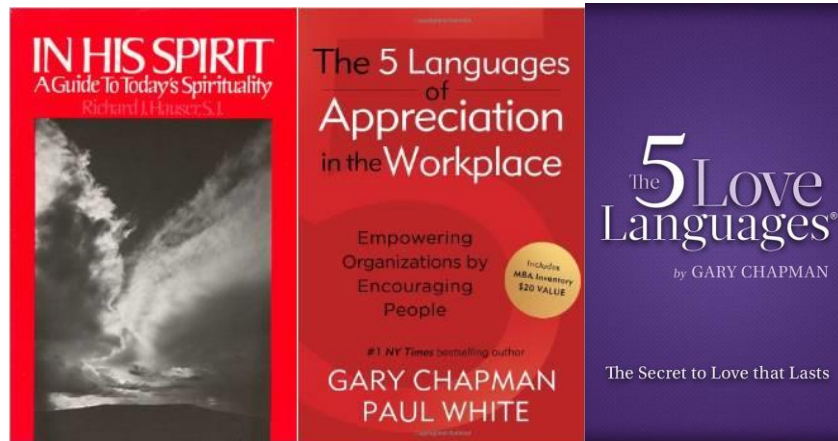
<b>Team Dialogue</b>	<b>Spiritual Direction</b>	<b>Apostolic Dialogue</b>
<b>Content</b>		
<p>Team participation</p> <p>RC life elements (AFIRE)</p> <p>Concerns or roadblocks</p> <p>Team life goals: punctuality, speaking well, participation, charity on team, personal dynamics on team</p>	<p>Prayer and Interior Life</p> <p>Interior dispositions</p> <p>Discernment</p> <p>Life of Virtue (Program of Life)</p> <p>Growth in Christian Maturity</p> <p>State in Life</p>	<p>Implementation of apostolate</p> <p>Apostolic Strategy</p> <p>Methodology</p> <p>Problem-solving</p>

## Practical Application

Recommended Reading:

In His Spirit by Fr Richard Hauser

The 5 Languages of Appreciation in the Workplace (or The 5 Love Languages) by Gary Chapman



1. Talk to your team about personal attention and the 3 kinds of dialogue in Regnum Christi. Working with your Section Director/Assistant/Group Leader and each member of your team, set a goal for all team members to be receiving regular team dialogue, apostolic dialogue and spiritual direction, ideally within the next 3 months.

2. Think about the love language of each of your team members. Adapt your way of supporting them to what they need to feel appreciated and encouraged. Perhaps take time together to take the quiz and find out the love languages of everyone on the team. Make it fun!