A Case for Mentoring and Advocacy

Cultivating Interconnected Ecologies of Leadership

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Our Journey
Here

• Where are we headed?
  • Advancing Women in Leadership—4 goals: representation, leadership preparation, opportunities to lead, awareness of challenges

• How will we get to the change we want to see?
  • Mentoring Launch Conference—personal and enterprise
    • Personal: regular group, training beyond WIL
    • Enterprise: woman advocate, opportunity to lead, awareness of sexism, skills and networks

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Mentor Map

Source for 4 dimensions: Co-Workers in the Vineyard of the Lord, Program for Priestly Formation
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Ecologies of Leadership

- Networking
- Navigating Org Politics
- Conflict Mgmt
- Opps to Lead

Mentors
Advocates
Leadership Preparation—Skills

- Generous listening
- Valuing human resources of the organization
- Articulating the organization’s vision/mission
- Inter-personal skills
- Communication skills
- Decision-making skills
- Ability to motivate others
- Ability to delegate
- Strategic planning
- Networking/building social capital
- Facilitating uncomfortable conversations
- Conflict management
- Navigating organizational politics
- Change management
- Board leadership
- Budgeting/financial management
- Mediation
- Grant writing
- Fundraising

Source: ATS Women in Leadership Survey, 2017
Ecologies of Leadership

Mentors
Advocates

Networking
Navigating Org Politics
Conflict Mgmt
Opps to Lead
Opportunities to Lead

Route by Leadership Level

- Senior (n=19)
- Mid (n=11)

- Shoulder Tapped
- Appointed/Elected
- Asked to Apply
- Default
- Applied/Initiated

Source: ATS Women in Leadership Research Project, 2017
I have had ample opportunities to lead...

Source: ATS Women in Leadership Research Project, 2017
Ecologies of Leadership

Mentors
Advocates

Networking
Navigating Org Politics
Conflict Mgmt
Opportunities to Lead

Ecologies of Leadership

Mentors, Advocates, Networking, Navigating Org Politics, Conflict Mgmt, Opps to Lead
• Reason for success: support and mentoring from women
• Reason for success: my networks
• Received or pursued leadership education/training beyond WIL

Source: ATS Women in Leadership Research Project, 2017
Reason for success:
Support from women

Myka Kennedy Stephens
Reason for success: My networks

Amanda Avila Kaminski
In your leadership journey, how does having a mentor relate to any of the following:

- Attributing your success to support received from women
- Attributing your success to your networks
- Pursuing leadership training beyond WIL?
What predicts the presence of female advocates?

• Reason for success: support and mentoring from women
• Not being in an EV school
• Made more connections with orgs that support women in leadership positions, outside your place of employment
• Current organization supports my leadership

Source: ATS Women in Leadership Research Project, 2017
More connections outside my org

Khalia J. Williams
• Current organization supports my leadership
• Regularly engaging in my own personal study on leadership
• Being the first woman in a leadership role

Source: ATS Women in Leadership Research Project, 2017
Current org supports my leadership

Christine Henderson
Engage in personal study on leadership

Constance Diggs
In your leadership journey, how does having an advocate relate to any of the following:

- Making more connections that support women (outside your place of work)
- Your current organization supporting your leadership
- Regularly engaging in your own study on leadership?
Interconnected Ecologies of Leadership

Source: ATS Women in Leadership Research Project, 2017
Mentor Map

Source for 4 dimensions: Co-Workers in the Vineyard of the Lord, Program for Priestly Formation
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