

CAREGIVING

UNDERSTANDING YOUR ROLE

The importance of understanding your role in an organization cannot be overemphasized. When people work together — each person contributing to their area of expertise — great things happen.

What can you — the leader — do to help people in your organization understand their roles and execute effectively? Bob Seelert, chairman of Saatchi & Saatchi, launched an internal program called “Breakfast with Bob” where he had breakfast with nearly every employee in the company (400 people), seven at a time. He did this twice a week and met with nearly everyone in 29 weeks.

Bob shared the following wisdom gained through this activity: “Every person in your organization is important to its success. When you’re the leader, spend quality time with your people to stay connected.” The leader must know his or her role and help other people understand and carry out their roles.

“The role of a
GREAT LEADER
is not to give
greatness to
human beings, but to
help them extract
the greatness
they already have
inside them.”

-John Buchan



The central purpose of a Culture of Gentleness is to “nurture, teach and sustain the experience of connectedness, companionship and community.” While this is foundational to what we do, at times we need clarity of what that exactly is.

Perhaps it is a specific task, a consistent approach or assistance in grasping a creative thought. Regardless of the need, establishing and understanding our role in Gentle Teaching is crucial to our success.

Complete the questions below and then have a team discussion.

1

What is one area of “work” that you desire additional clarity in? Are there specifics that you need?

2

What is one way that your team leader and program coordinator are able to bring further definition to your role without appearing to be over-bearing?

3

In what ways do you help bring understanding to the individual that you serve, regarding their role in their life and community? In as much detail as possible, explain your answer.