

selfless  
integrity  
accountability  
spiritual depth  
honesty  
trustworthiness  
willingness  
humility  
faith  
open-mindedness

# Leadership in NA:



# Now and In The Future

## Fourth Concept

**Effective leadership is highly valued in Narcotics Anonymous. Leadership qualities should be carefully considered when selecting trusted servants.**

## Tradition Two

**For our group purpose there is but one ultimate authority - a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.**

Forward Thinking →  
 Understanding the issues.  
 Patient  
 Tolerant  
 Humble  
 Good Role model  
 Communication Skills  
 CONSISTENT  
 HONEST  
 RESPECTABLE  
 HumILITY  
 Strength of Service.  
 Happy  
 RESPONSIBILITIES  
 Good PEOPLE Skills  
 big ♥ integrity

Helping others  
 Works the pro  
 Reliability  
 DEI  
 Non-personal  
 CHARIS

Listen not just hear  
 BE A GRINNIN' TREE  
 SENSE of  
 الرأفة  
 Ability to Use and

Example  
 行事  
 Plan & review  
 Trustworthy  
 Forward Thinking  
 Integrity  
 Knowledge  
 Leadership qualities  
 Express his Understanding of Others' Views and opinions  
 Honest, straight forward + open  
 BE ACCOUNTABLE  
 NO EGO!  
 Service w/o ego

FAIR  
 EXIBL  
 HUNG  
 H  
 HASTAMTHY  
 willing to admit mistakes & faults  
 Attitude of Growth  
 Ability to listen to  
 Imagination + Experience = Wisdom



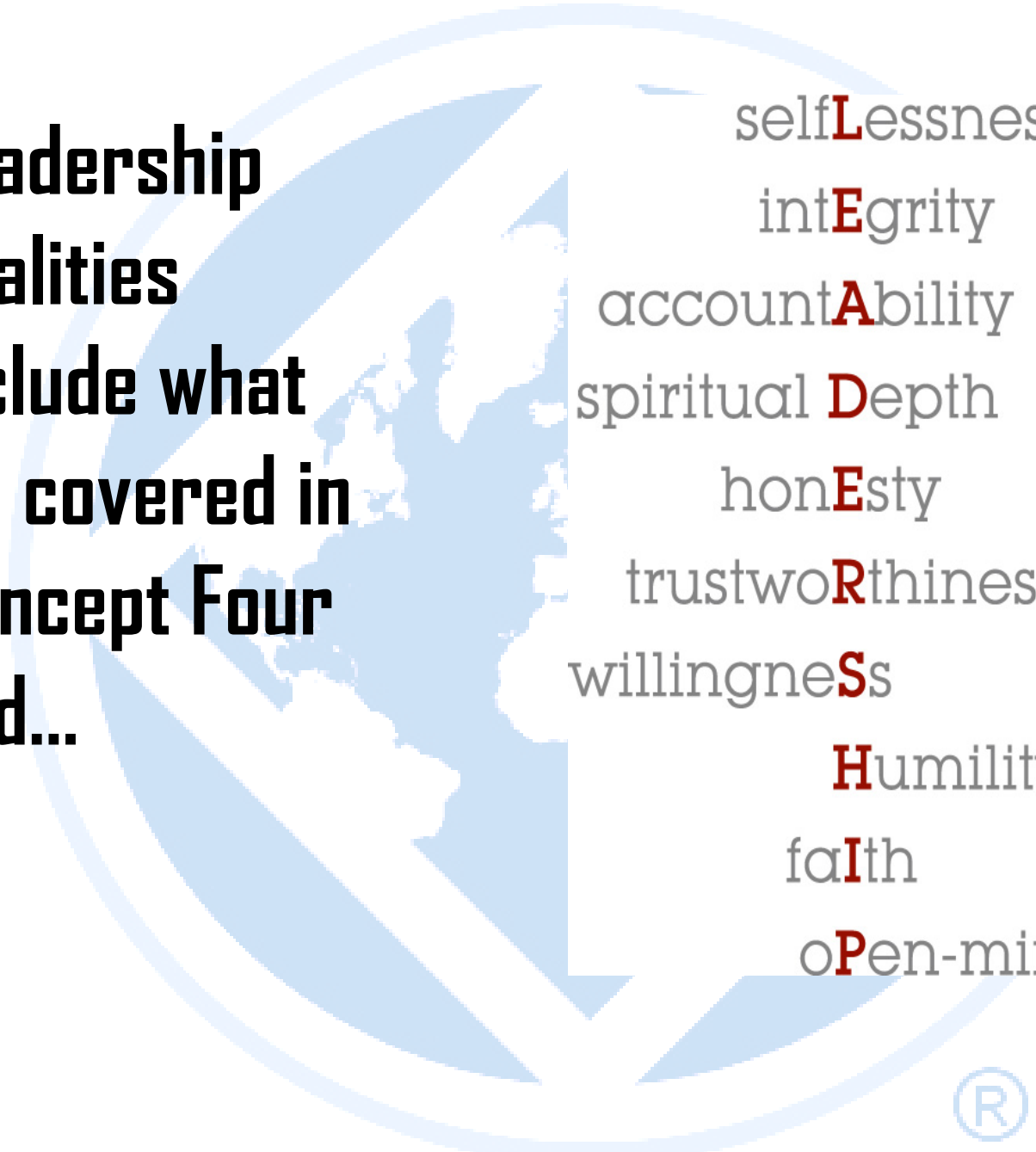
# WSC 2006

IT'S ALL ABOUT CARRYING THE MESSAGE

## **Leaders:**

- + are accountable to the fellowship**
- + have a commitment to further the purpose and goals of NA**
- + are trusted servants; leaders lead by serving others and giving back**
- + have faith in the group process**
- + and leadership is not a solo effort**





**Leadership  
qualities  
include what  
we covered in  
Concept Four  
and...**

self**L**essness

int**E**grity

account**A**bility

spiritual **D**epth

hon**E**sty

trustwo**R**thiness

willingne**S**

**H**umility

fa**I**th

o**P**en-mindednes



## Strengths

- + Planning is becoming more accepted in NA**
- + Encouragement leads to involvement**
- + Leaders are visible; can be role models**
- + Service structure lends a sense of community**



## Weaknesses

- # Lack of consistency (no system)
- # Messages about leadership can be negative
- # Lack of clear leadership standards
- # Hard time striking balance between holding leaders accountable & “beating them up”
- # Leadership is too anonymous



# Our Shared Vision

- honesty in words and actions
- integrity
- vision
- willing to take risks (trailblazer); courage
- humility
- good listener
- clear understanding of their role and boundaries
- consistency, follow-through
- passion for NA
- willing to share; desire to delegate/empower

# **Our Shared Vision**

## **Leaders:**

- **embody the values of those they lead and they help to shape those values**
- **are living examples of principle-based recovery**
- **have faith in the group process**
- **do not act "solo"**
- **have power based in humility**



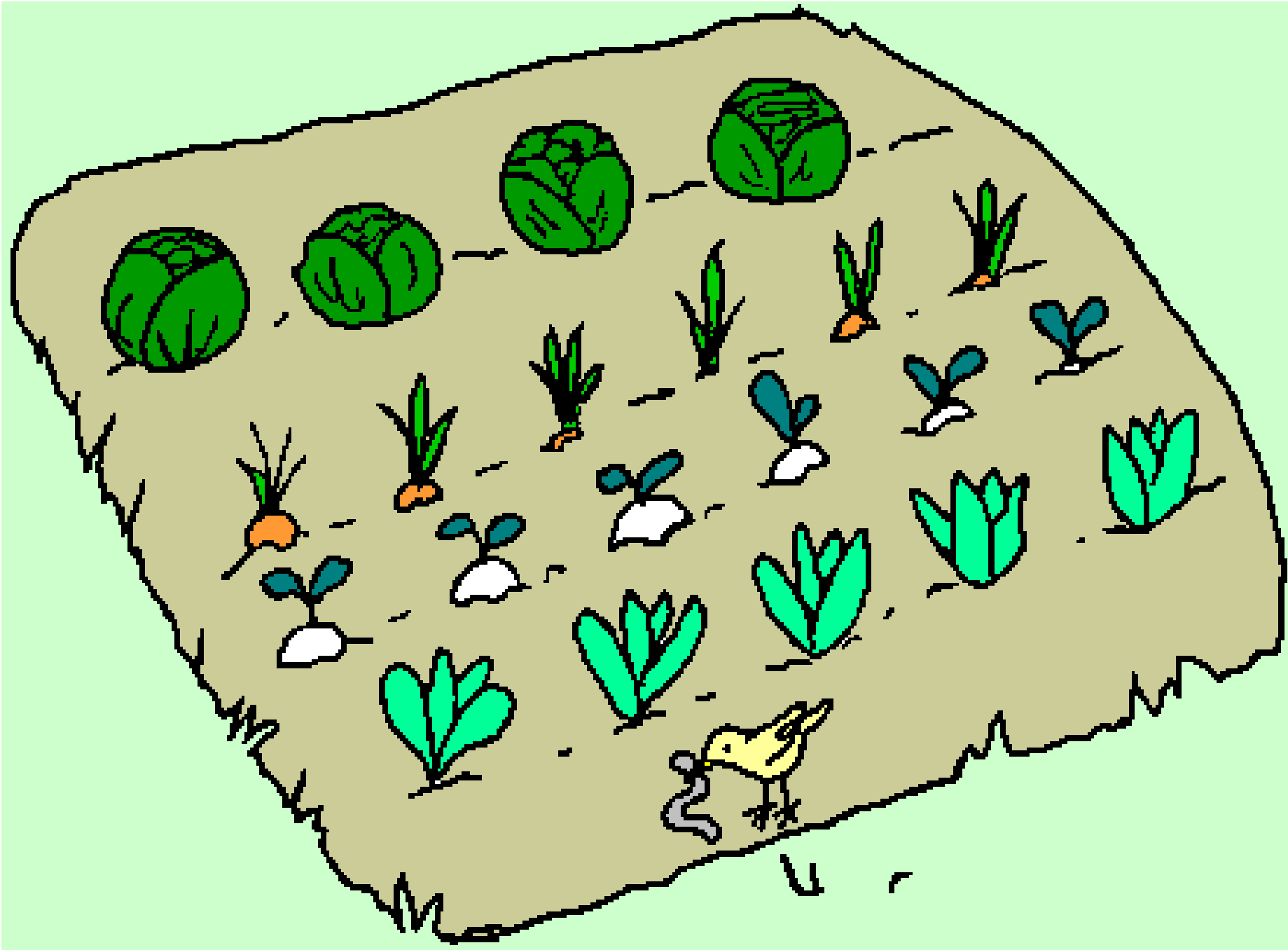




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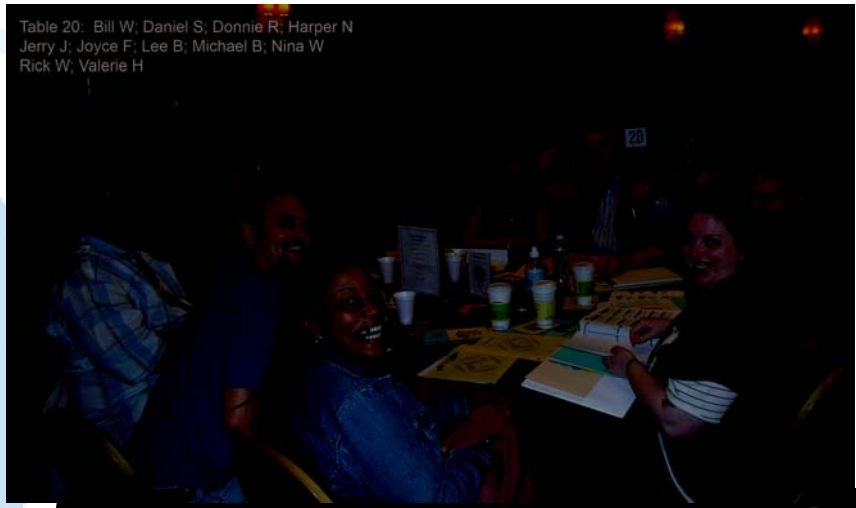


Table 20: Bill W, Daniel S; Donnie R; Harper N  
Jerry J; Joyce F; Lee B; Michael B; Nina W  
Rick W; Valerie H

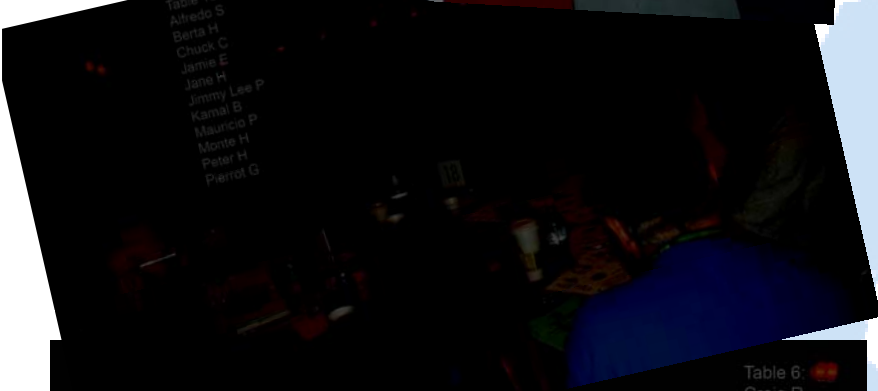


Table 18:  
Alfredo S  
Berta H  
Chuck C  
Jame E  
Jane H  
Jimmy Lee P  
Kamal B  
Mauricio P  
Monte H  
Peter H  
Parrot G



Table 19:  
Chris C  
Danny L  
Don T  
Inbal V  
Ken M  
Luc C  
Mary B  
Patty B  
Tony M

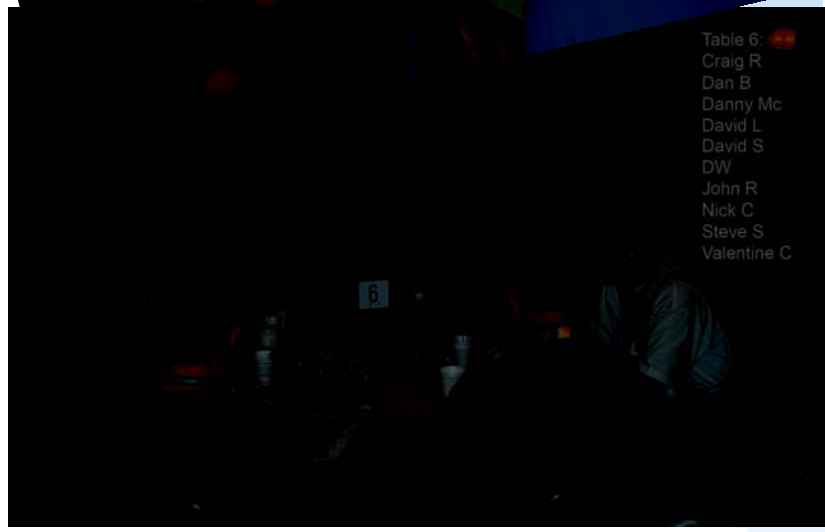


Table 6:  
Craig R  
Dan B  
Danny Mc  
David L  
David S  
DW  
John R  
Nick C  
Steve S  
Valentine C



Table 16:  
Cesar D  
Cesar G  
Christian P  
Horacio R  
Jesus S  
Luis M  
Mayra B  
Salvador M  
Arthur

Table 4:  
Cullen C  
Ed C  
Francine B  
John S  
Laura B  
Michael M  
Monica A  
Sandy P-S  
Sisko H  
Tom M



Table 8:  
Brian S  
Debbie E  
Don L  
Hamish A  
Lita P  
Rhonda R  
Richard S  
Robert B  
Stuart L  
Vicky S-M



Table 5:  
Bob G  
Greg B  
Jim W  
Jim B  
Joanne T  
Linda T  
Mike B  
Natalino P  
Stan T  
Walter P



Table 17:  
Brad K  
Charlotte W  
Chris R  
Conor H  
David M  
David M  
Jim G  
Joao P  
Letha H



Table 19:  
Chris C  
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Table 7:  
Bob L  
Cedric S  
Cooper B  
Michael K  
Paul C  
Bob G  
Toby G  
Ursala O



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# Leadership in NA:



# Now and In The Future

## Environment for Leadership Development

- ✚ An atmosphere of “opportunity to serve”
- ✚ A process that is understandable and accessible
- ✚ Universal acceptance and understanding of the term ‘leadership’ in NA
- ✚ Embraces the concept of leadership cultivation or leadership development



# An Ideal Leadership Development System

- ✚ **Accessibility**
- ✚ **Has impact at multiple levels of the service structure**
- ✚ **Is dynamic...changes as needs for leadership change**
- ✚ **Effectively matches talent to task**
- ✚ **Sets reasonable expectations and is supportive of success**



## Factors for Consideration

- ✚ **Everyone can contribute and has something to offer**
- ✚ **Increased involvement in service contributes to an individual increasing his/her potential**
- ✚ **Nurturing each persons interest and involvement**



## More... Factors for Consideration

- ✚ Understanding that individuals have varying degrees of confidence, comfort & ability
  - Some are ready for responsibility, but don't have a high level of confidence
  - Some take on tasks they are not ready for
  - Some are put into roles they are not prepared for



## More...Factors for Consideration

- ✚ Cultivation of leadership in NA is not always automatic - individuals often need cultivation to be prepared
- ✚ The system should be flexible, to assist in cultivating leaders in all levels of service
- ✚ The system starts earlier than we think
- ✚ The system uses a range of strategies, both passive and active, in leadership development



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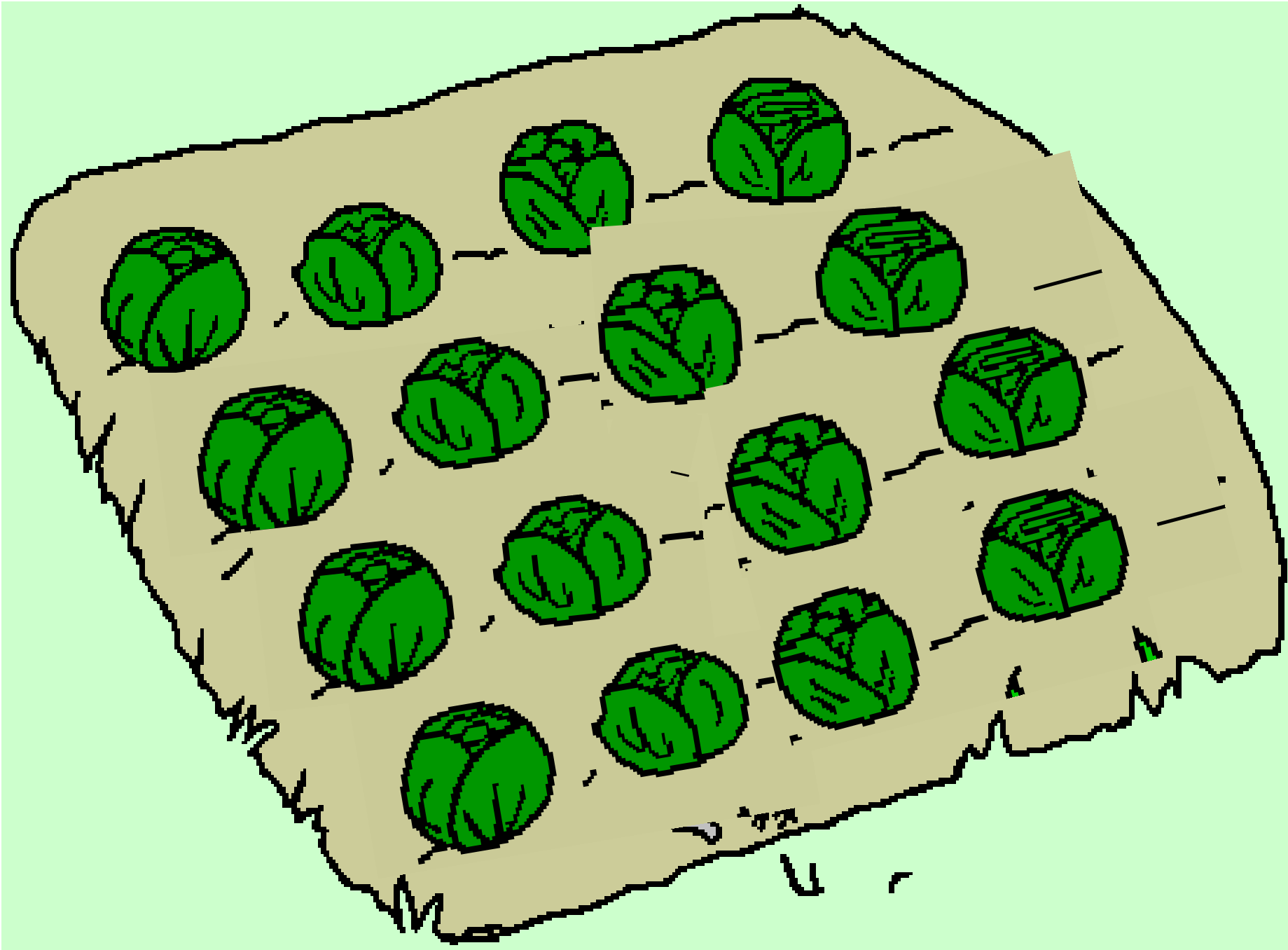
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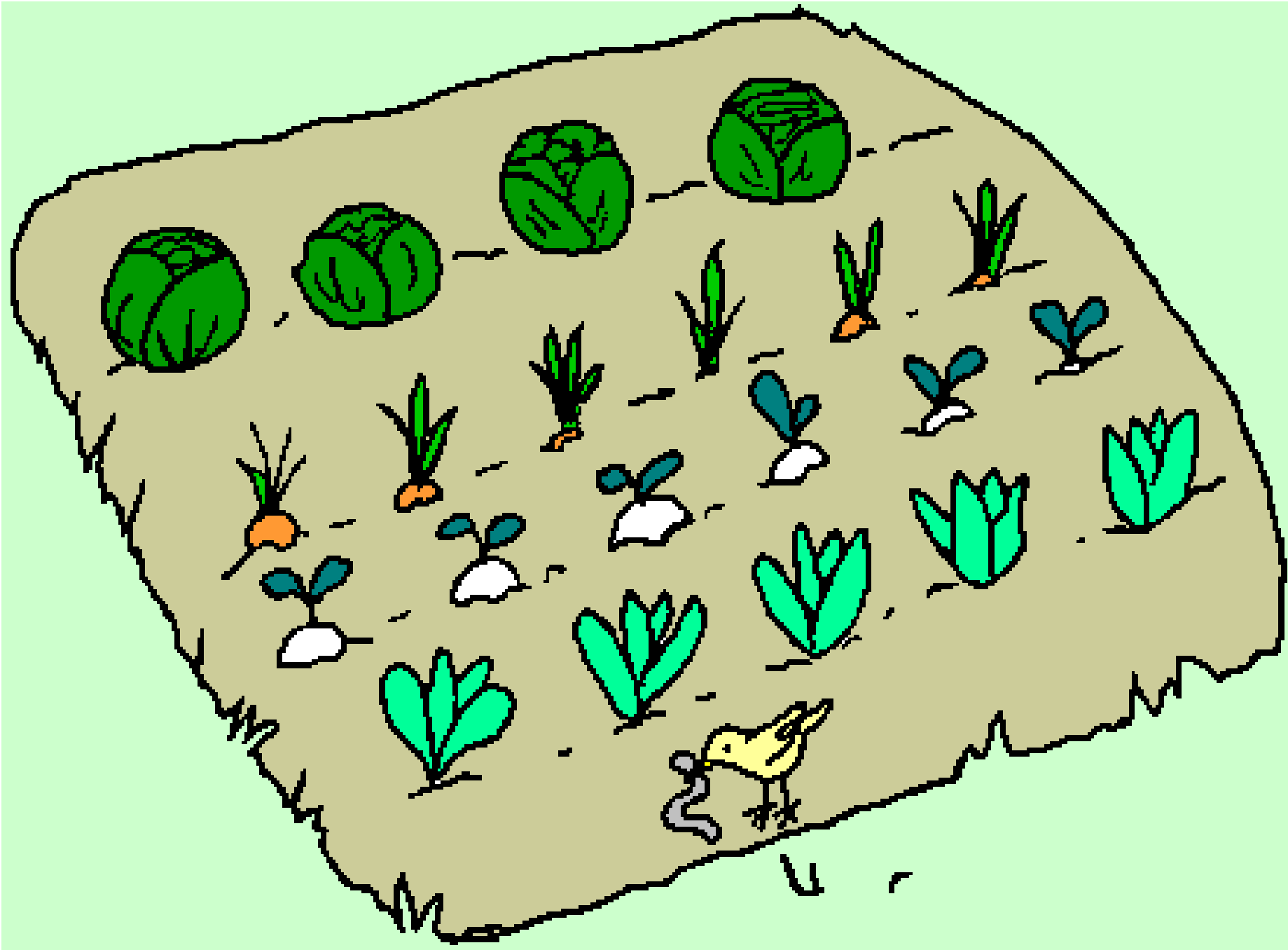
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Ability to Use and







## **Where the current system meets expectations**

- ✚ Provides for an increase in members from around the world to be nominated**
- ✚ Provides workgroup members that can be observed and further developed as leaders**
- ✚ Is based on NA principles and standards**





**Where the current system  
meets expectations**

- Integrated personal contact**
- Has a positive impact on other levels of the service structure by modeling leadership process**
- Provides an opportunity to evaluate personal recovery**



## **Where the current system does not meets expectations**

- + Is not designed to be a development strategy  
(any such expectations are not realistic)**
- + Does not 'reveal' member abilities, but does  
reveal experience - no connection with 'shining  
star' systems**
- + Still favors those attending the WSC**
- + WSC stills needs to vet the candidates to have  
confidence in the slate**



## **Where the current system does not meet expectations**

- + Is not clear or understandable**
- + Does not provide for tapping the full potential talent available in NA**
- + Does not allow for the desired level of effective identification**
- + Is not a fluid/dynamic system that changes as needs change**



## **Areas For Improvement**

- # a more effective way to identify the current needs of the board, example...**
- # inclusion of workgroup participation into the process**
- # a more fluid exchange of information between the board and the HRP**



## **More Areas For Improvement**

- # Introducing board members' experience in the process of nominating candidates**
- # Clarifying criteria and experience necessary to be effective on the WB and the HRP**
- # Eliminating regional nominations from the conference floor**



## **Form Should Follow Function**

- Formalizing the link between the HRP & WB**
- The HRP becoming a workgroup of the board**
- Involving the board in aspects of the World Pool candidate selection process**



## **Form Should Follow Function**

- # Creating a more traditional model of a nominating committee with board members and non-board representation**
- # Redesigning the world pool structure**
- # Broaden the talent pool to include those with demonstrated ability for greater opportunity for contact, observation and evaluation**



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