

VINCENT ON LEADERSHIP: THE HAY PROJECT ANNUAL REPORT 2011-2012

Table of Contents

- Letter from the Director
- History & Mission
- 10th Anniversary
- Research & Publications
- Training & Development
- Education & Sustainability
- Networks & Collaboration
- Noteworthy



Letter from the Director

Dear Colleagues and Friends:

Welcome to 2013! I am glad the predictions we wouldn't make it here proved false. Traditionally, this is a good time to look back and also forward. My peer-coaching partner, Elizabeth Kaye, has a process for doing this that I find very helpful.

The process starts with looking back at the previous year and naming your three biggest "wins" and three biggest "energizers." Then, you decide what from those you want to carry forward. This part of the process coincides with advice I once received from a board member. After I shared how overwhelmed I was feeling at the number of tasks I faced in my role as executive director of a small nonprofit organization, this board member calmly said, "You really can only do three things in a day, and three big things in a year." His words stayed with me. Eventually, I got in the habit of planning each day around my "three things." If I get to four, I really celebrate.

At the Project, our three biggest wins in the last academic year were the celebration of our 10th Anniversary, the Chinese Leadership Initiative, and increased enrollments in our Values-Centered Leadership Online Certificate. As it happens, though a lot of work, these were also our three biggest energizers. They allowed us to take big steps forward in accomplishing our Project goals to provide values-based leadership development resources and training in formats accessible to DePaul staff and faculty; members of the Vincentian Family; and other nonprofit leaders here in Chicago, around the United States, and abroad. You can read more about these developments in this report.

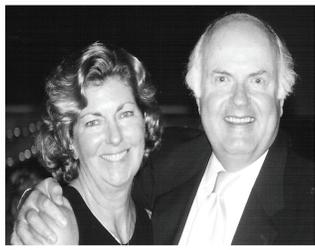
The final step in Elizabeth's annual review process is to name your challenges, gratitudes, and intentions. In terms of our challenges, we continue to seek ways to expand the reach of our message, materials, and training, especially to DePaul students, both traditional-aged and adult. We are grateful to all whose collaboration helps us to do that. In the 2012-2013 year, we remain committed to this endeavor.

As always, we are most grateful to have you with us on the journey. We wish you success in accomplishing your "three big things" in 2013.

Sincerely,

Patricia M. Conboy, B.M., D.M. in

Our History



Bill and Mary Pat Gannon Hay

The idea for **Vincent on Leadership: The Hay Project** was conceived over dinner by Bill and Mary Pat Hay, Rev. John P. Minogue, C.M., and Rev. J. Patrick Murphy, C.M. Bill Hay, a student, instructor, alumnus and friend of the University spanning more than thirty years, was so impassioned by the vision and values of Vincent de Paul that he and Mary Pat made a major gift to the University.

In 2001, Bill Hay was elected to the board of trustees of the University. While attending a Vincentian Heritage Retreat in Paris, France, and literally walking in the footsteps of St. Vincent, Bill and Mary Pat returned to Chicago with an even deeper appreciation and understanding of Vincent's life and works. Thus, through the Hays' generosity, passion and purpose, the Project was birthed in April 2002.

As Bill says, "I don't ever want anyone to come to this University—as student, staff, instructor or trustee—without knowing about the legacy of our patron."

Today the Project carries out the vision of the Hays to develop an awareness of Vincent-inspired leadership concepts and practices within the University community, Vincentian communities worldwide, and all who seek to serve others.

Our Mission

Mission

Like a great fire, **Vincent on Leadership: The Hay Project** awakens and advances the vision, values and leadership practices of St. Vincent de Paul in people and organizations worldwide. Providing research, training, education, and collaboration in the manner of St. Vincent, the Project ensures the continuance of the legacy of St. Vincent de Paul's organizational genius and leadership skills in the service of others.

- We call it **Vincent on Leadership** after St. Vincent de Paul, whose legacy lives on nearly 400 years after his death in the members of the Congregation of the Mission (Vincentians), the founders of DePaul University where we are housed.
- We call it **The Hay Project** in recognition of William and Mary Pat Gannon Hay, whose generosity and deep admiration for Vincent de Paul gave birth to this endeavor.
- We call it **Project** to imply practicality and action.
- We have a sense of urgency, thus the notion of Vincent's idea that we should do what we do with zeal—"like a great fire."

Goal and Objectives

The goal of **Vincent on Leadership: The Hay Project** is to support today's Vincentian leaders in our integration of St. Vincent de Paul's leadership vision and values, his organizational methods, and his managerial practices. Our goal is accomplished by a focus on four main areas of endeavor:

- **Research and Publications**
- **Training and Development**
- **Education and Sustainability**
- **Networks and Collaboration**

In so doing, we continue the legacy of Vincent de Paul in our hearts, minds and actions, for we *are* his legacy.

Celebrating Our 10th Anniversary



On Wednesday, April 4, 2012, we officially marked the 10-year anniversary of Vincent on Leadership: The Hay Project with a special event held at the School of Public Service attended by members of the DePaul community and guests. Special honorees for the evening included Bill and Mary Pat Gannon Hay, who gave life to the project with their generous \$1 million gift to DePaul in 2001. The Project launched in April 2002, with the initial stage of research into contemporary Vincentian leadership practices conducted by Marco Tavanti, Ph.D., and J. Patrick Murphy, Ph.D.

During the last 10 years, the Project has moved forward through the competent stewardship and activities of Dr. Murphy, who served as its first director and now serves as chair; Dr. Marco Tavanti, who served as associate director from 2002 to 2004 and conducted the initial research; Carmen White, assistant director in 2005; Mary McGuinness, director from 2005 to 2008; and Dr. Patricia Bombard, BVM, director since 2008. A number of graduate assistants also made valuable contributions over the years.

Photos from of our 10th Anniversary Party



Graduate Assistant Lauren Woodham and Director of the Hay Project, Patricia Bombard



Hay Project Founder Bill Hay and School of Public Service Adjunct Faculty member Joe McCann C.M., Ph.D.



Former Hay Project directors, School of Public Service faculty member Marco Tavanti, Ph.D., and Mary McGuinness, Director of Workplace Learning, Performance, and Organizational Development at DePaul.



Director Patricia Bombard and Hay Project Chair, J. Patrick Murphy, C.M., Ph.D.

Research & Publications

Research and Publications: by conducting research and reporting our findings, The Hay Project seeks to identify and to advance Vincent-inspired leadership values, organizational methods and managerial practices, and to be of service to the DePaul University community, the worldwide Vincentian family, and other values-based organizations and institutions.

The research efforts of the project aim at bringing forth the story of Vincent de Paul as an extraordinary leader and manager. Vincent's legacy continues today in organizations sponsored by those he gathered, empowered, and trained—members of the Congregation of the Mission, the Daughters of Charity, the Ladies of Charity — and those inspired by his vision, such as members of the St. Vincent de Paul Society and others. We ask, “What was it about Vincent’s leadership and management that allowed the organizations he started to flourish over centuries while so many other well-intentioned efforts do not?” That is one aspect of our research. Another is what motivates and sustains Vincentian leaders today.

New Vincentian Leadership Website

During much of 2011-2012, we worked to launch *Vincent on Leadership*, an Internet resource showcasing Vincent de Paul’s leadership values and practices in a relevant and contemporary manner. The site came “live” in November 2012.

The site grew out of the Tuesday Conferences Luncheon sessions and blog done by the Project in past years. The insights and practices of contemporary thought leaders such as Peter Block, Stephen R. Covey, Sharon Daloz Parks, John Kotter, John Maxwell, James Kouzes and Barry Posner are used to explore Vincent’s own values and practices. In all, 14 thought leaders presently are featured on the site, with more to come.

As you explore the site, you also will find questions to invite your own reflection and growth as a leader and agent of change.

Visit <http://www.vincentonleadership.org/>



Vincent on Leadership Website home page

New Book Project Initiated

As a special 10th Anniversary project, we launched a new research and publication effort aimed at telling an inspiring and practical story of Vincentian approaches to resource development. In January 2012, eight selected authors gathered for a dialogue on topics, ideas and chapter drafts. As envisioned, the book will feature historic accounts of the approach to resource development taken by Vincent de Paul and Louise de Marillac along with contemporary stories of how several Vincentian organizations address resource development. These include The Society of Saint Vincent de Paul’s response to the Katrina and Joplin disasters, and the start-up stories of the Colorado Vincentian Volunteers and DePaul International. Completing this project is a major goal for the 2012-2013 year.

Training & Development

Training and Development: by offering tools for assessment, personalized action planning and training inspired by the words and example of Vincent de Paul, The Hay Project seeks to assist leaders in identifying and strengthening their own Vincentian leadership skills and best practices for addressing day-to-day challenges.

Values-Centered Leadership Online Certificate

We offered the certificate during Fall, Winter, and Spring Quarters of the 2011-2012 academic year. A collaboration with DePaul's Steans Center to market the Fall 2011 course to its 300 nonprofit community partners resulted in 125 applications. Seventy people eventually completed the course and received a certificate. In Winter 2012 we had 29 participants and in Spring 2012 we had 44. One Chicago healthcare organization enrolled 14 managers. Word of the program also is spreading abroad. In addition to those from DePaul and Chicago-area nonprofits, participants in the three sessions connected from Australia, Haiti, India, Iraq, and Kenya. Our Autumn 2012 course included 50 participants, including for the first time participants from Uganda and DePaul Ukraine. We are grateful to Dominic Perri, who joined our team in 2012 to help facilitate the online conversations. In all, about 200 people have enhanced their leadership skills through the online certificate since it was piloted in Autumn 2010. We are now taking [applications for Spring 2013](#).

Leadership Workshop Series

In Spring 2012, the Project launched a [Leadership Workshop Series](#) in an effort to extend our leadership training beyond the online certificate and continue to strengthen a community of values-centered leaders among DePaul University employees and Chicago-area nonprofits. Workshop topics and speakers in 2012 included:

- "How Can I Make Time for Leadership When I Don't Have Time to Breathe" by Elizabeth A. Kaye and Patricia M. Bombard
- "The Human Side of Change" by Dominic Perri
- "Generational Views on Leadership Styles and Approaches" by Thomas Maier
- "Leadership Coaching for Performance and Growth" by Elizabeth A. Kaye
- "Leading Effective Teams" by Elizabeth A. Kaye and Patricia M. Bombard

Chinese Leadership Initiative

During 2011-2012, we joined with several departments in DePaul University to collaborate with the Chinese Province of the Congregation of the Mission and the Faith Institute for Cultural Studies to establish the [Chinese Leadership Initiative](#).

Fourteen Catholic priests from the Hebei Diocese attended the pilot session, held on DePaul's campus June 23-July 15, 2012. Project Director Patricia Bombard joined Hugh O'Donnell, C.M., Rev. Francis Li, Dominic Perri, and Evelyn and James Whitehead to offer presentations on a variety of leadership themes.



Hugh O'Donnell, C.M., and Pat Bombard celebrate with Chinese priests.

Education & Sustainability

Education & Sustainability: by providing advanced courses and seminars grounded in the leadership legacy of Vincent de Paul, The Hay Project seeks to maximize the effectiveness of today's leaders in sustaining their institutions and organizations in a values-based approach to the complex social challenges of our time in history.

MPS 520 Values-Centered Leadership

What are positive values? How do you learn them? How do you lead from them?

How can positive values sustain you as an effective leader among those you serve?

Can leaders talk about positive values in the workplace without bringing the historically divisive aspects of religion into the conversation?

What resources for positive values are available to leaders in a "secular" society?

What will your leadership legacy be?

These are some of the questions addressed in the SPS course called Values-Centered Leadership (MPS 520) taught by Project Director Patricia Bombard. In Autumn Quarters 2011 and 2012, SPS students explored these questions along with a select group of MBA students at the DePaul Institute of Science and Technology (DIST) in Kerala, India, as part of the SPS study abroad program. Together with local faculty and guest lecturers, the DePaul and DIST students sought answers to the course questions in the study of leaders, past and present, and through reflection and dialogue on their own experiences.

Past and contemporary leaders studied included:

[Vincent de Paul](#). During the French revolution, more than 100 years after his death, the people of Paris still so revered Vincent for his service to thousands of the poor that rioters left only his statue remaining among all those they destroyed in the Pantheon. Among his many accomplishments, Vincent created the Congregation of the Mission (Vincentians), who founded DePaul in 1898. Speaking in the language of his time, Vincent promoted the virtues (values) of simplicity, humility, meekness, mortification and zeal.

[Mohandas Karamchand Gandhi](#). Born in India in 1869, during his 50 years of public service, Gandhi organized a nonviolent resistance movement against the British Empire that led hundreds of millions of people to liberation and self-rule. He is officially honored as the "Father of India" and referred to by the title "Mahatma," meaning "Great Soul." Gandhi died from an assassin's bullets in 1948. His viewed truth as the highest value.

[Vandana Shiva](#). Born in India north of Delhi near the Himalayas, today Vandana Shiva is an international leader in environmental activism. She founded [Navdanya](#), an organization that focuses on saving and distributing native seeds to local farmers and promoting traditional

Continued on page 7.

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MPS 520 Values-Centered Leadership—Continued

farming practices in defiance of the movement toward the use of biotechnology in agriculture. She also founded [Bija Vidyapeeth Center](#) which offers courses in sustainability and Gandhian approaches to democracy on Navdanya's organic farm near the foothills of the Himalayas. She argues against the removal of ethics and values from technological and economic decisions.

Lectures and site visits in India featured:

Fr. Kuriakose Mampilly. A Catholic priest, Fr. Mampilly founded [Sevashram](#), a charitable society, in Kerala in 1995. Sevashram seeks to enable people of lower income to improve the quality of their lives by tapping locally available resources. Sevashram has developed over 15 organic products, including an award-winning coconut oil. Organizational values for Sevashram include community, collaboration, diversity, equality, inclusion, service, and pluralism.

Ms. Tanie Thomas. As a district mission coordinator, Ms. Thomas helps to empower women social entrepreneurs who are members of [Kudumbashree](#), a government-sponsored program launched in Kerala in 1998 with a goal of wiping out absolute poverty. Values that influence the work of Kudumbashree include capacity-building, collaboration, community, empowerment, health, inclusion, networking, participation, and democracy.

Fr. Antony Plackal, VC. Founder of [DePaul SSSmile Village](#), which he began in 2000 using a temporary shed to welcome 10 children and 6 adults who were homeless and abandoned. SSSmile Village is now a complex of seven homes, a church, and administrative center set in a beautiful, wooded area in the foothills near Angamaly in Kerala. Fr. Plackal's ultimate goal is a village of twenty homes for 400 people. The organization's values include dignity, self-sufficiency, and a holistic approach to rehabilitation.

In preparation for their study abroad experience, participants in MPS 520 also attended the India Development Coalition of America Conference in Wheaton, IL, both years, and the first Bioneers Conference held in Chicago in November 2012, which featured a keynote presentation by Vandana Shiva.



SPS student Mindy McBee lists her team's skills strengths, and common values as depicted in their newly designed logo.

Networks & Collaboration

Networks and Collaboration: by creating leadership networks and new collaborative structures, The Hay Project seeks to sustain leaders in their own ongoing ability to model and promote viability, productivity, solidarity, and social responsibility within their institutions and organizations.

We are grateful to the following groups for their collaboration in assisting us to meet our goals. We look forward to expanding these efforts and joining with even more partners in the year ahead.

DePaul School of Public Service

We attend all new student orientations to distribute our literature and speak about our goals. Director Patricia Bombard serves on an SPS faculty committee for events and outreach efforts. The School also helps promote our workshops and events through its monthly “SPS E-memo” sent to students and faculty.

DePaul University Student Leadership Institute (SLI)

Undergraduate student interest remained high in 2011-2012 for our collaborative leadership series, *Inspiring Voices*, held quarterly. Returning DePaul graduates who spoke with students included Jean Lenti Ponsetto, Athletics Director at DePaul University; Matthew Broscio, G-Team Coordinator at Groupon; and Martin McGovern, Jim Haluczak and Heidi Gosen, founders of Smart Owl Creative.

DePaul Human Resources: Workplace Learning, Performance and Organizational Development.

We continue to collaborate with WLPOD to meet DePaul staff development needs grounded in the Vincentian legacy. In Fall 2012, the Leadership Workshop Series events, *Leading Effective Teams* and *Leadership Coaching for Performance and Growth*, were co-sponsored with WLPOD. Project Director Patricia Bombard serves on the Advisory Group for this division.

Center for World Catholicism and Intercultural Theology

During World Catholicism Week in April 2012, under the theme “Time for God: Working Spirituality into my Schedule,” Patricia Bombard offered a presentation titled, “Catholic Role Models for Balancing Our Inner & Outer Lives: Vincent & Mary,” on both campuses.

Vincentian Studies Institute

The Vincentian Studies Institute is sponsored by DePaul University and seeks to support “a living interest in the Vincentian Heritage.” Dr. Patricia Bombard, director, serves on the Advisory Board.

St. Vincent de Paul Society U.S.A.

During the past year, Hay Project Director Patricia Bombard continued to serve on a task force created by the St. Vincent de Paul Society U.S.A. charged with drafting a plan for leadership development within the Society. Still in draft form, the plan draws upon the project’s Vincentian Leadership Model, and integrates the Society’s four key elements: spirituality, friendship, service, and servant leadership.

DePaul Enrollment Management and Marketing (EM&M)

In preparation for our 10th Anniversary celebration in Spring 2012, the Office of Enrollment Management and Marketing assisted us with developing several print publications including a remake of the Project’s brochure “How Did St. Vincent Make a Difference? How Do you Make a Difference?”; a commemorative bookmark; and a flyer with a brief timeline of the Project’s ten-year history

Noteworthy

Hong Kong Society Leaders Host Visit

In December 2011, the local leadership of the Society of St. Vincent de Paul in Hong Kong hosted Director Patricia Bombard for two days. Visits included a stop at the Society's headquarters, a sponsored nursery school, and a council meeting. The stay in Hong Kong followed trips by Dr. Bombard to Beijing, China, with Hugh O'Donnell, C.M., to attend meetings on the Chinese Leadership Initiative, and to DePaul Institute for Science and Technology in Kerala, India, to teach the School of Public Service Values-Centered Leadership (MPS 520) study abroad course.



Patricia Bombard with Society leaders at Hong Kong Ozanam Centre

Campaign Gift Supports Operations

We extend sincere gratitude to Thomas DiCianni for his very generous gift of \$5,000 toward operations in the 2011-2012 year. Mr. DiCianni, a 1980 graduate of DePaul, made a \$25,000 pledge to DePaul's capital campaign in 2010. He serves on the University's Catholic and Vincentian campaign committee.

Leadership Book Donation Expands Library

We express deep gratitude to Elaine Schuster and SueAnn Strom, who made personal book contributions to support the mission of the Project. Their contributions added 129 books to our growing leadership library collection.

Vincentian Endowment Fund Awards Grant for Course Development

The Vincentian Endowment Fund (VEF) Board awarded The Hay Project a \$5,000 grant during the 2011-2012 funding cycle. The grant will help fund the course design of a Level II version of our Values-Centered Leadership Certificate. The development of a Level II course will allow nonprofit leaders to continue to benefit from learning to apply Vincentian values and practices to their leadership challenges. We thank the Vincentian Endowment Fund for once again collaborating with us in making our training programs accessible and of value to staff of DePaul University, the greater Vincentian Family, and nonprofits in the Chicago-area and abroad.

Graduate Assistant Lauren Woodham Takes Position with Casa Central

We offer deep gratitude and hearty congratulations to Lauren Woodham, who did an outstanding job as our graduate assistant from June 2011 until early January 2013. Lauren moved on to an exciting new position with Casa Central in Chicago. She will assist in increasing the organization's outreach efforts in Chicago and Central America.



Lauren Woodham

Vincentian Leadership Team

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Find us on LinkedIn

Are you on [LinkedIn](#)? Then join us today! Share your ideas, thoughts, leadership opportunities and more with other professionals.



Find us on Facebook

When you “like” us on [Facebook](#), you will meet other fans of Vincent and receive announcements of upcoming events.



Your Donation Helps Leaders

You can help non-profit leaders receive immediate help with their leadership challenges by helping us provide scholarships to our online Values-Centered Leadership Certificate. Please make your donation of \$50, \$100, or more today.

You can mail us a check made out to “DePaul University” or call us to donate via credit card.

Thank you!

Vincent on Leadership Website

We are pleased to welcome you to another of the online leadership development communities sponsored by Vincent on Leadership: The Hay Project at DePaul University.

vincentonleadership.org

VINCENT  **LEADERSHIP**



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