

Transformational Leadership: Inspiring, Motivating & Catalyzing System Level Change

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Change often starts with conditions that are undesirable,

*but **artful system leaders** help move people beyond reacting to these problems to build positive visions of the future.*

Senge, Hamilton, Kania

Systems Change

Changes in organizational culture, policies and procedures within individual organizations or across organizations that enhance or streamline access and **reduce or eliminate barriers** to needed services by a target population

Leadership is the most significant factor in stimulating synergy in partnerships.

Weiss & Lasker

The Challenge of Leadership for Systems Change



The Systems Change Leadership Challenge

- ✧ Differing Expectations
- ✧ Consensus Building
- ✧ Managing Conflict
- ✧ **Accountability**



*With great power comes great
responsibility*

-Spiderman

The Accountability Problem

- ✧ Roles & Transparency
- ✧ Shared Ownership \neq Ownership
- ✧ Progress & Results

The image shows the Justice League team standing in a line against a bright, hazy background. From left to right, they are: The Flash in his red and yellow suit, Batman in his black tactical suit and cowl, Wonder Woman in her blue and red armor, Superman in his blue and red suit with a red cape, Aquaman in his green and gold scale-like armor, and Cyborg in his silver and red mechanical suit. The text is overlaid on the center of the image.

**The Systems Change
Leadership Challenge**

=

**So many leaders and so
little leadership**

*Collaborative initiatives often flounder because they fail to foster **collective leadership** within and across collaborating organizations.*

Senge, Hamilton, Kania

Transformational Leadership



Transformational leadership is when leaders and followers make each other advance to a higher level of morality and motivation.

James MacGregor Burns



This nation was founded on one principle above all else: The requirement that we stand up for what we believe above all else.

-Captain America



Leadership Superpowers?

Systems Superhero Leadership

- ✧ Bring people together to develop common purpose
- ✧ Help others to understand greater systems
- ✧ Dedicated to whole
- ✧ Masters at relationship and trust building

Systems Superhero Leadership


- ✧ Inspire Commitment & Action
- ✧ Lead as Peer Problem Solver
- ✧ Build Broad Based Involvement
- ✧ Sustain Hope & Participation

Systems Superhero Leaders

- ✧ High standing within their organizations
- ✧ Can commit and negotiate on their organizations behalf
- ✧ Prepared to change internal org structures and processes to facilitate wider collaborative activity
- ✧ Vision and commitment that the buck stops with them

Systems Superhero Leaders

- ✧ Energetic and charismatic so others will want to follow
- ✧ Can think and act—system smarts
- ✧ Articulate and sensitive in their communication
- ✧ Live the values of the partnership
- ✧ Inspire and motivate others by being positive, strong, roles models with a clear view of how things should be done



Early Learning Systems Superheroes



*If it means interfering in one
ensconced, outdated system to help
just one woman, man or child...I'm
willing to accept the consequences*

-Wonder Woman

Movement?

An organized effort to
promote or attain an end.

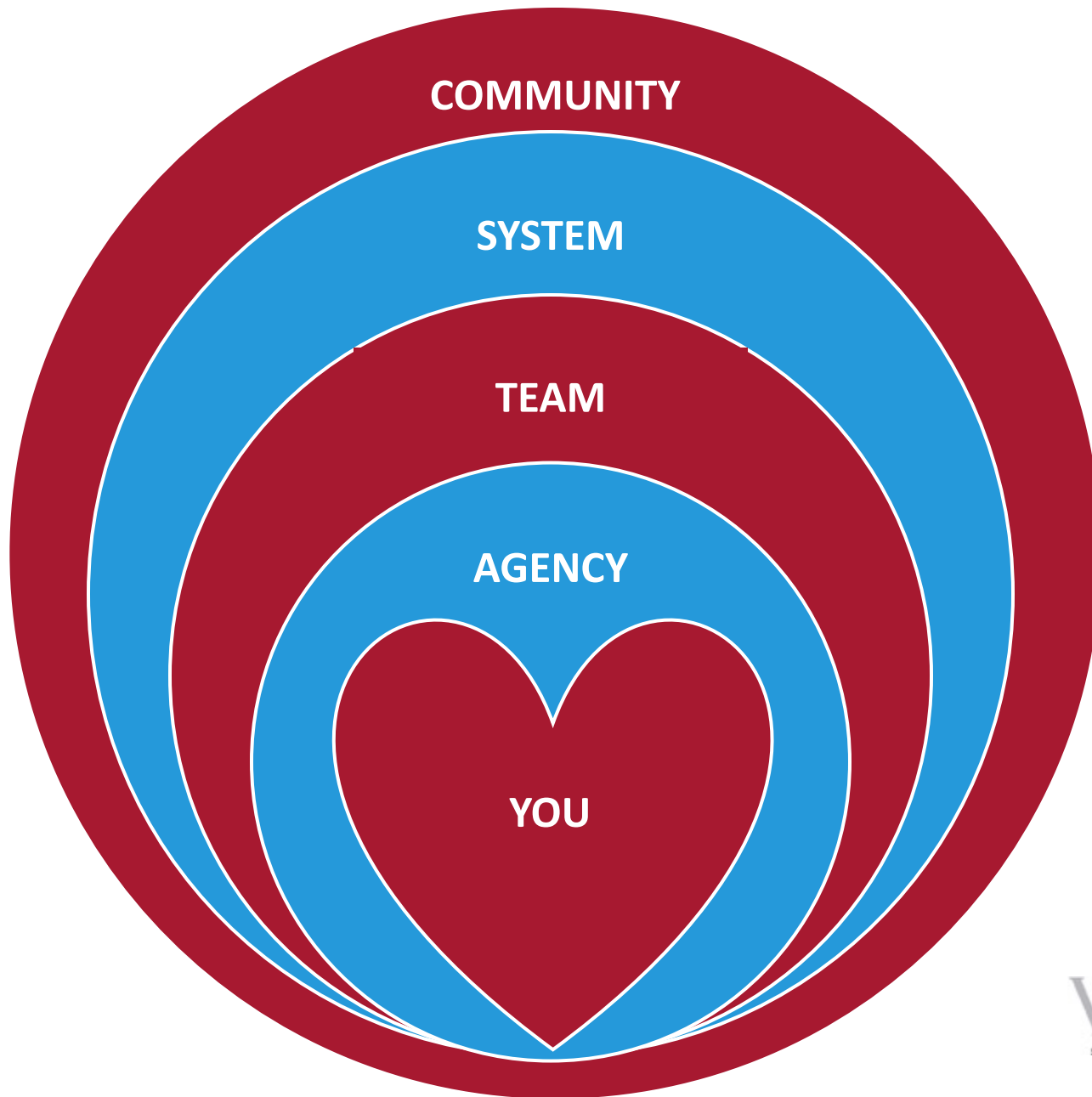


We cannot grow or sustain the movement for quality early education without **leadership.**

Finding Your Leadership Superpower!



Spheres of Leadership



Average leaders raise the bar on themselves; good leaders raise the bar for others; great leaders inspire others to raise their own bar.

Orrin Woodward

Top 5 Superhero Leadership Tips

- ✧ Stand up and speak up—you can inspire and motivate others
- ✧ Be inclusive—set a big table
- ✧ Build a culture of mutual accountability
- ✧ Shift from reactive problem solving to co-creating the future
- ✧ Take risks. Be **BOLD!**

Questions?



WONDER



2017
SEE IT IN 3D



#WonderWoman







*I'm willing to fight
for those who
cannot fight for
themselves*

-Wonder Woman





We **can** grow and sustain the movement to give all children a high quality early education!

**THANK
YOU**

E M A I L

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W E B S I T E

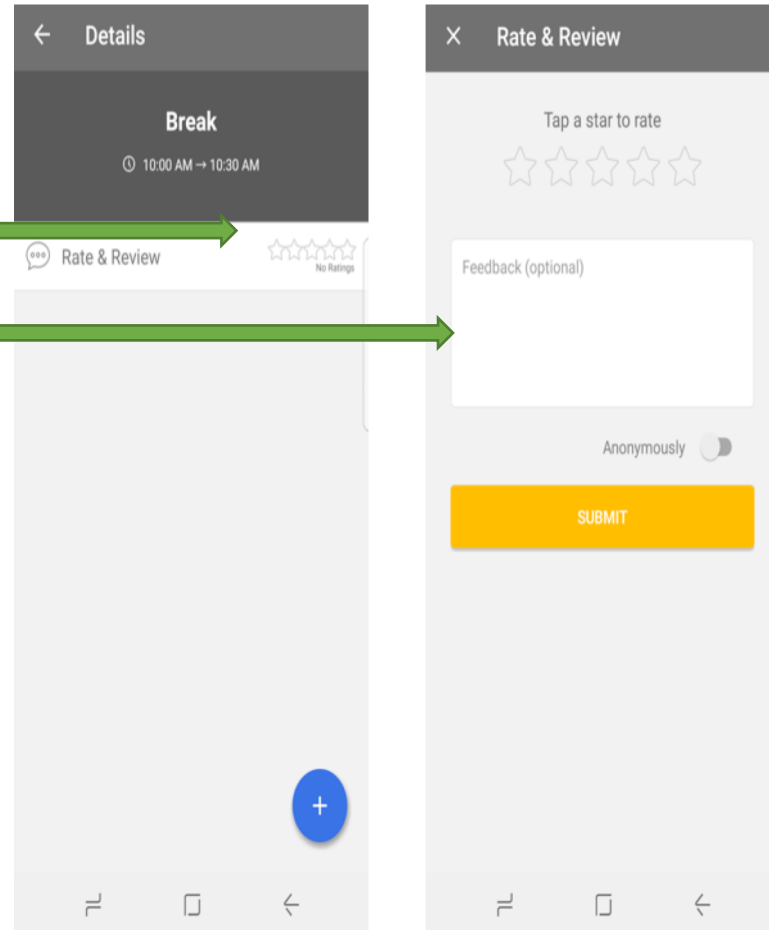
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