Transformational Leadership

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• Things are getting better and better, worse and worse, faster and faster.
• A leader is anyone who wants to help
• The knowledge we need is already present
• **All** change is local
What work is important?

• Conduct new experiments in laboratories of grace.
• Reflect and learn from those experiments.
• Connect the people and the learning.
• Watch for what wants to emerge
New systems emerge when we...

- ask “what else is possible?”
- let go of old assumptions and beliefs
- start anywhere, go everywhere
- act, learn, act again
- maintain collective clarity about purpose, guiding principles, underlying values and beliefs.
Your own internal state is crucial

- Be curious
- Suspend judgment
- Welcome surprise!
- Ask what else is possible?
Downloading:
projecting patterns of the past

Performing:
embodying in practices & institutional infrastructures

Co-sensing

This is how most of us act most of the time
Observe, observe, observe

Retreat and reflect:
Let the inner knowing to emerge

Act in an instant

Downloading
Sensing: the view from within

Seeing: the view from outside

Prototyping: co-create living microcosms

Crystallizing vision and intention

Co-sensing

Co-presencing

Co-creating

Level 1 Change: Reacting, Downloading

Level 2 Change: Reflecting, Process Redesign

Level 3 Change: Imagining, Reframing

Level 4 Change: Presencing

Paying attention

Presencing: Letting go, Letting come

Performing: embodying in practices and infrastructures

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The knowledge we need is already present

- In our organizations and in our communities
- Sometimes we call it **leadership by talking around**: passionate conversation in search of outcome
- Simple requirements: patience, respect, humility, listening and diversity.
What are the steps?

- Find the courage to take the first step
- Focus on the local
- Figure out what’s important now
- Cultivate community
- “The answer to how is yes”
Inclusive Community
You must give birth to your images.

They are the future waiting to be born.

Fear not the strangeness you feel.

The future must enter you long before it happens.

Just wait for the birth, for the hour of new clarity.
Remember a challenging time when you have reached out across systems – *and it worked*. Something new and important happened!

1) Tell the story of that time
2) How did you behave?
In the work that you do, what most inspires you, what are you most passionate about, why do you do what you do?

Tell a story of an experience that helped you choose work that you do?
• What did you hear in your and other people’s stories?

• What themes and connections did you see.