

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..

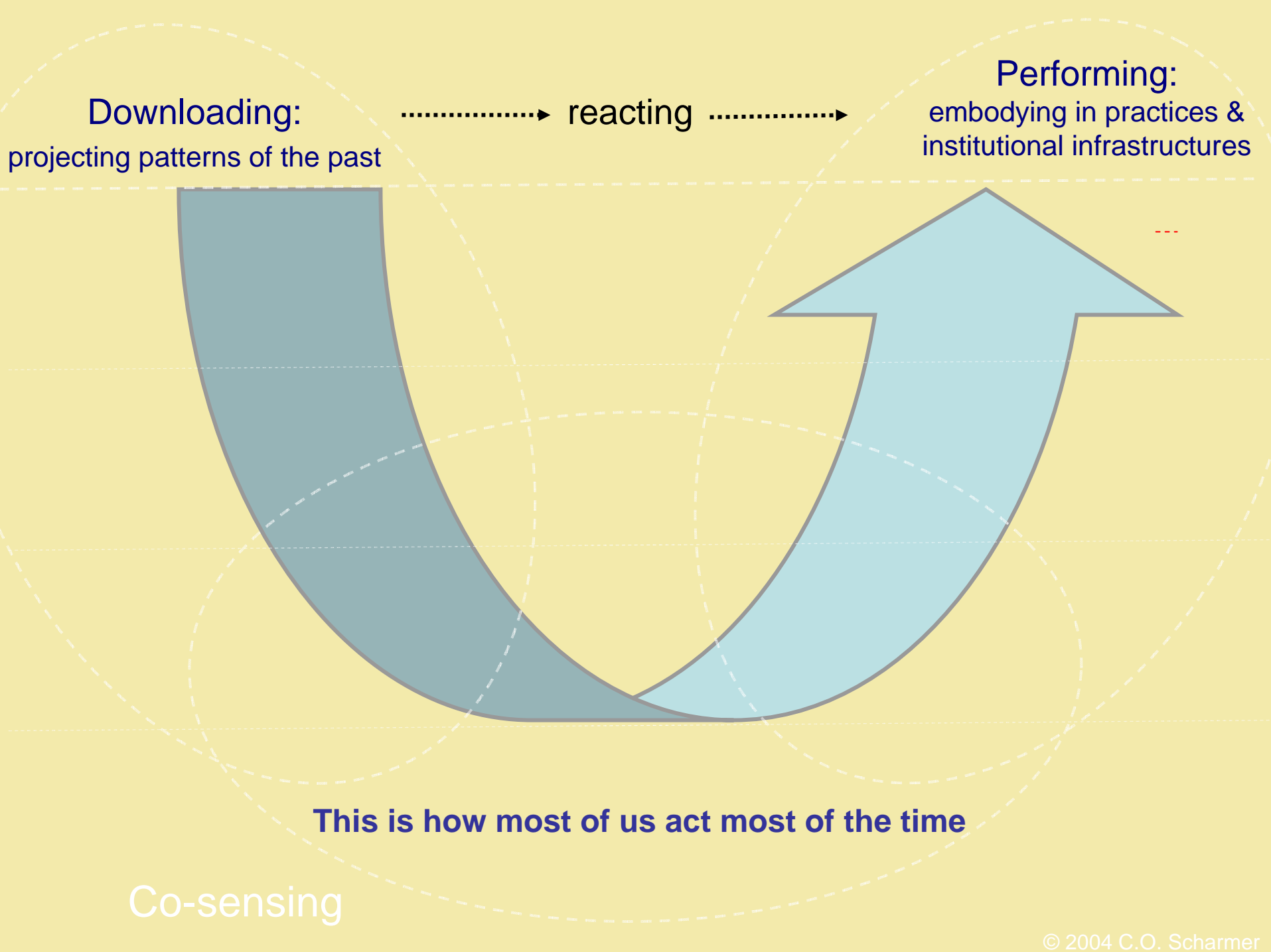


- ask “what else is possible?”
- let go of old assumptions and beliefs
- start anywhere, go everywhere
- act, learn, act again
- maintain collective clarity about *purpose*, guiding *principles*, underlying *values and beliefs*.

Your own internal state is crucial

- **Be curious**
- **Suspend judgment**
- **Welcome surprise!**
- **Ask what else is possible?**





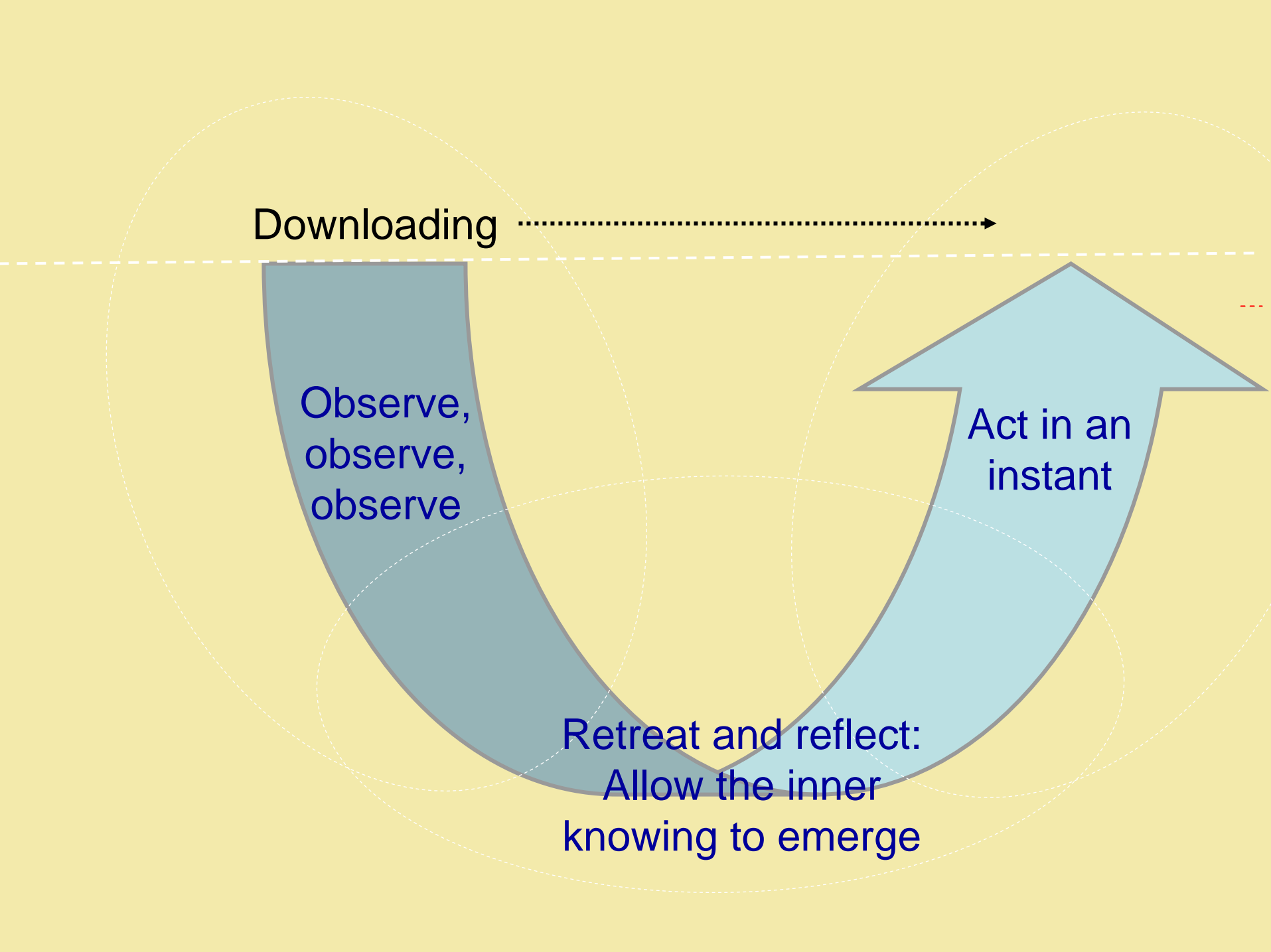
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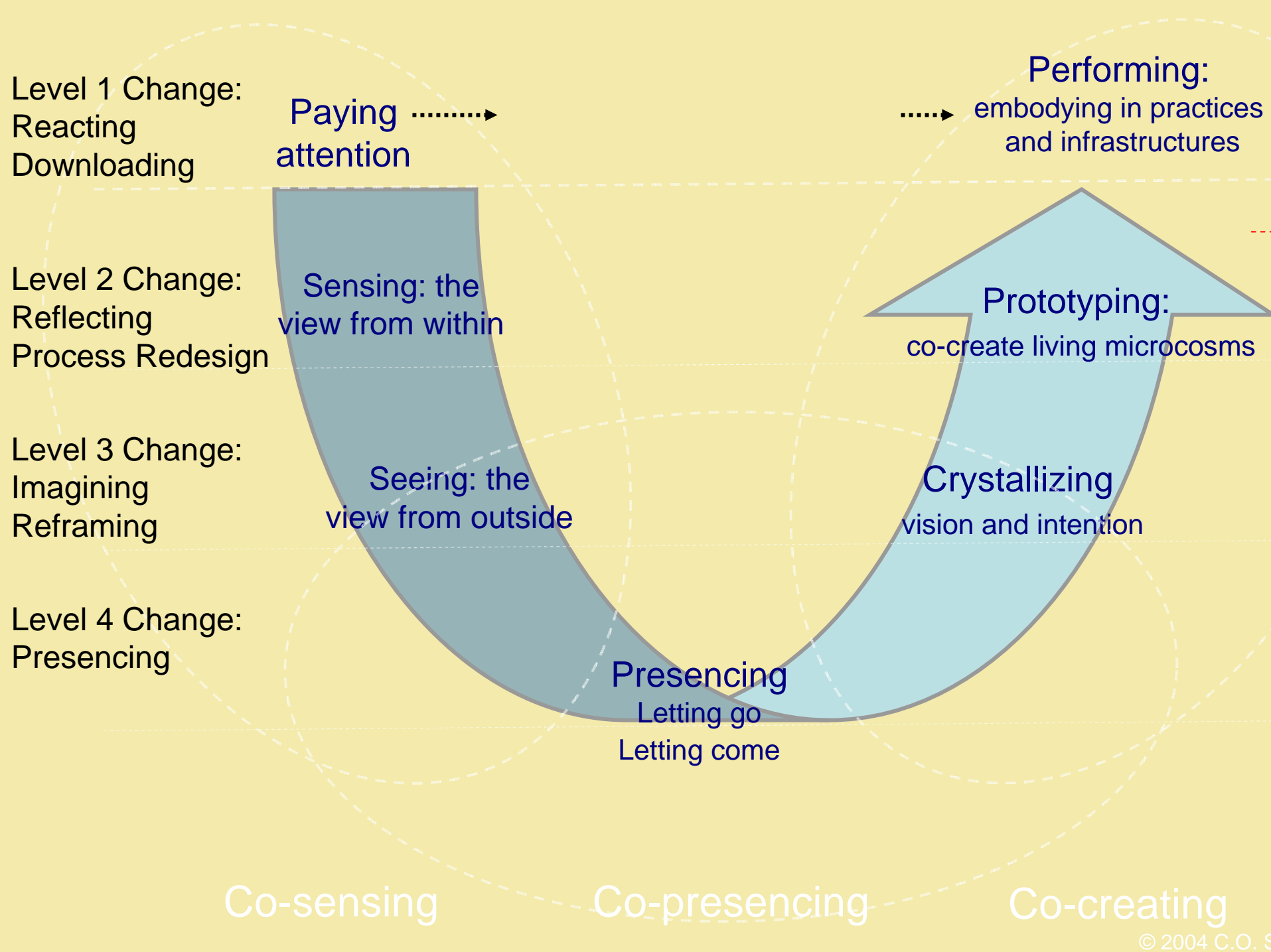


Observe,
observe,
observe

Act in an
instant

Retreat and reflect:
Allow the inner
knowing to emerge





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



Rainer Marie Rilke

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.