

Leadership Denver Class of 2017

Education Day

FEBRUARY 3, 2017

With Gratitude to our Sponsor:



Purpose and Outcomes

- **PURPOSE:** Enhance understanding of the leader's role as principle community architect



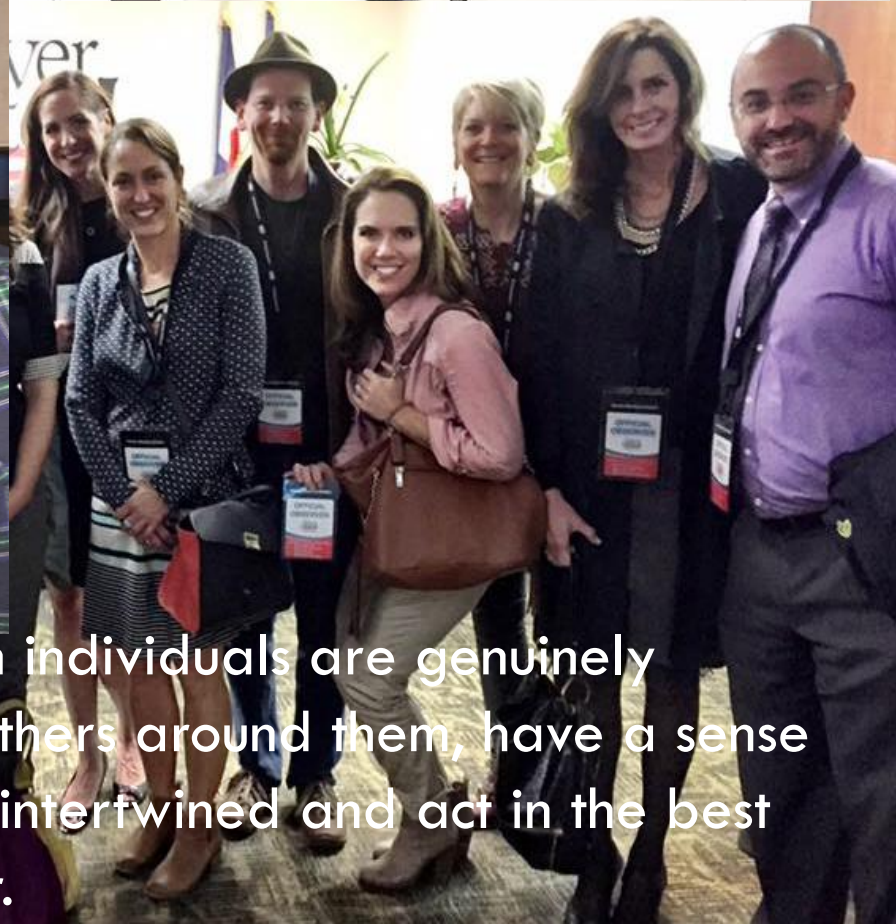
INTENDED OUTCOME:

You gain direction to help your community thrive

“Community doesn’t just happen. People make community. Every community experience that has ever been or ever will be begins when one or more individuals decide to focus their time and energy on calling others together with a clear intention.” Claude Whitmyer, *In the Company of Others: Making Community in the Modern World*

Self-assessment and Group Discussion

- ☐ I consider my area of responsibility (i.e. department, organization, etc.) to be a true community.
- ☐ I am clear about the kind of community I most want to create.
- ☐ I am attuned to the concerns, aspirations, strengths, etc. of those I lead.
- ☐ I have a clear plan for creating my ideal community.
- ☐ I deliberately seek to create positive connections among the people in my organization.
- ☐ I am aware of disruptions to my community and am effective at resolving them.
- ☐ I enable others to positively shape our community.



Community exists when individuals are genuinely concerned about the others around them, have a sense that their fortunes are intertwined and act in the best interest of one another.



Leading from the Top

Leaders set the tone for the path a group will take. Positive leaders create positive communities. They can proactively build the spirit of community through their actions. On the other hand, community can be eroded merely by passive neglect. Just by being ignorant of the community-building capacity and the forces that shape a sense of true community, the leader can jeopardize its survival.

	COMMUNITY	PLACE OF ASSOCIATION
LEADERSHIP	Moments of accountability- anyone has the opportunity to take positive actions that evoke positive reactions from others.	Positions of authority- people wait for prompts from those in authority in order to take action. Until then "it's not my problem".
COMMUNICATION	Interaction flows openly among members as needed or merely to build relationships regardless of status or silos.	Interaction is political and full of "do's" and "taboos."
COMFORT	Members have a sense of ease in being around each other and assume that others will be fair and understanding.	Members feel ill at ease around each other and worry about potential threat, misunderstanding and retribution.
SAFETY	Members are concerned for each other's well being and want each other to do well.	People are out for themselves and view another's success as a threat.
AUTHENTICITY	Emphasis placed on people being themselves.	Emphasis placed on projecting the "right" image.
PURPOSE	People manage themselves around a common purpose.	People manage themselves around their individual aims.
ADVOCACY	People feel developed because the organization wants them to grow.	People feel stifled because they have to fight to get ahead.
RESILIENCE	When times are tough, people pitch in to help each other.	When times are tough, people save themselves.
DIVERSITY	Value is placed on differences and variety.	Value is placed on symmetry and likeness.



Broken Windows Theory

When people are watching out for each other, it fosters a sense of belonging.

Some thoughts...

➤ Now vs Future

- What type of environment am I currently working in – pseudo vs community?
- What kind of leadership community do I want to be responsible for as a team member?
- What kind of leadership community do I want to be responsible for as an employer/supervisor?

POSITIVE LEADERSHIP

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