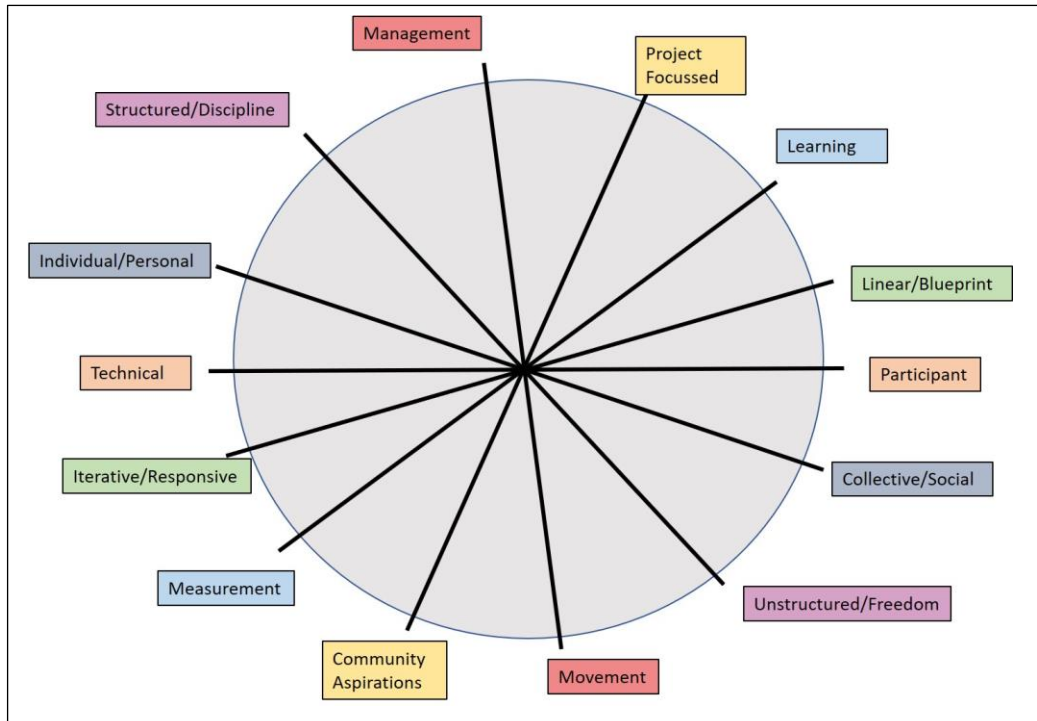


Exploring Leadership Philosophy for Collective Impact

Intention: to explore each one's leadership mindset or philosophy for collective impact and moving towards the vision and values of the organization (40 minutes)

Continuums are laid out on the floor across from each other in a circle format (see diagram). Each person is asked to consider each continuum and to step on a point on the line that feels 'right' for them. After everyone finds their place on the line, ask them to discuss this position with others who arrive near the same place. After 5 minutes hear highlights so everyone can learn about the philosophy of others. Continuums we used are on the diagram below. Please modify the elements and language to fit your context.



Journal Writing: To consolidate their own experiences standing on the continuums, ask people to sit and write in their journal about the elements they consider most important to their own philosophy of leadership. (10 minutes)

Buzz in Pairs: Ask them to buzz in pairs to share their leadership philosophy (10 minutes)

Plenary: Next share a visual of the vision and values of the organization and ask participants to consider where the organization would be positioned on each continuum from their perspective and why they think that way. Explore their perspective of the organization's position on all the continuums. Follow-up questions can include:

- How are we organized across projects to support this vision and values?
- What are examples of where the leadership approach and conditions for collective impact are being demonstrated in more than one project?
- How do we cooperate in their sustenance/sustainability? (20 minutes)

Final Reflection - individually and in plenary:

- What happened in your discussions?
- What can we learn from these conversations about the importance of a leadership philosophy?
- How could the quality in the organization's learning be maximizing using a Collective Impact framework? (10 minutes)

Document discussions for further organizational action and follow-up.