Leadership for Change in the 21st Century

Today’s changing communities demand leaders who know their own values, develop their own and other’s leadership capacities, and are able to share leadership in collective efforts for the greater good.

Effective community leaders are skilled in:

- Sharing leadership with individuals from every social, ethnic, racial, and economic group in the community who want to contribute their own capacities.
- Opening up to multiple approaches to creating change.
- Stepping outside their own viewpoints to see how others understand the community’s challenges.
- Collaborating with many different organizations and perspectives in the community.
- Continually learning how to develop their capacity for working in multicultural and multi-sector settings.
- Mobilizing the expertise, resources, and will of the community to support tangible and sustainable change.

Collective Leadership Components

Collective leadership is [the concept of] individuals working as partners to make a difference — is at the root of relevant and sustainable change efforts.

Leadership is about building relationships and alliances as well as managing tasks to achieve goals.

Collective leadership is:

Relational.
The group as a whole is a leader just as individuals in the group are leaders.

Contextual.
It emerges out of a process that brings together diverse people to define the vision and set direction to influence the work of a particular community.

Transformational.
It is grounded on the commitment to social advocacy and social justice.

Source: Kellogg Leadership for the 21st Century Newsletter, March 2006
Reflection: Inclusion, Engagement, & Partnership

- How might you share leadership with individuals from every social, ethnic, racial, and economic group in the community who want to contribute their own capacities?

- Describe a time when you have opened up to multiple approaches to creating change or have worked on developing your capacity for working in multicultural and multi-sector settings. What did you learn that supports inclusion, engagement, and partnerships?

- How are you currently stepping outside of your own viewpoints to see how others understand the community's challenges? What impact is that having on engagement, inclusion, and partnerships?

- How are you collaborating or how can you collaborate with many different organizations and perspectives in the community? What type of skills and practices would benefit you in being able to bring together the expertise, resources, and will of the community to support tangible and sustainable change?