





The Transformational Leadership Program

Leadership
Development



" Leadership defines what the future should look like, aligns people with that vision, and inspires them to make it happen despite the obstacles."

John Kotter
Leading Change



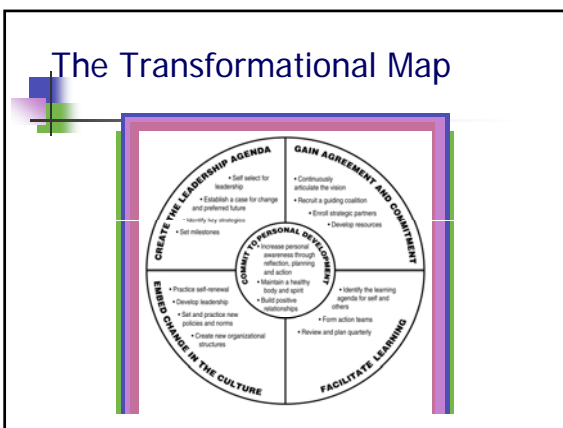
Leadership Tasks

- Listen
- Articulate the Vision
- Maintain Urgency
- Convene
- Facilitate Learning & Process
- Guide, Encourage, & Empower

Leadership Development




- Key job of Exec and management team
- Disperses work and opportunities for growth
- Engaging Staff is Leadership Development



Leadership Development

- The right training at the right time
- The right coaching
- Appropriate leadership assignment
- Trouble

 **4 Core Principles of Change**

- Participation is not a choice
- Life always reacts to directives; it never obeys them
- We do not see "reality"; we each create our own interpretation of what's real
- To create better health in a living system, connect it to more of itself.

Dr. Margaret J. Wheatley, [Finding Our Way, Leadership For an Uncertain Time](#)
