

Leaders at All Levels

Esther Derby
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Tradition teaches us

Leadership...

flows from the rights granted by position and title.

is about taking charge.

is about motivating others with a vision.

is about motivating others by force of of personality, persuasion, or eloquent speech.

The Downsides

Compliance, but not engagement.

People feel bossed around.

Vision without a plan doesn't amount to much.

Charisma may tip into personality cult.

The Upsides

Delegated authority helps the organization function effectively.

Sometimes it is really helpful to have someone in charge.

A vision gives people a north star, and leads to coordinated action.

Eloquence can inspire people to great things.

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$$P = f(p, e)$$

Traditional models of leadership got us to where we are.

They aren't sufficient get us to where we want to be.

Leadership does not depend on position, persuasion, or charisma.

You can be a leader at any level.

“Leadership is the ability to adjust the environment so that everyone can contribute creatively.”

–Gerald M. Weinberg

Agency

Voice

Allyship

Followership

Act with Intention

Look from the Balcony

“Leadership is the ability to adjust the environment so that everyone can contribute creatively.”

–Gerald M. Weinberg

Creating conditions for
yourself & others to contribute
more effectively is a profound
act of leadership.

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Problem Solving Leadership

<https://www.congruentchange.com/problem-solving-leadership/>

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