



LEADERSHIP DEVELOPMENT FOR SOCIAL CHANGE

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AF4Q Leadership TA

Strengthening collaborative leadership skills to accelerate results

Leaders build capacity to:

Resolve conflict to create positive gain

Execute priorities together through high action and high alignment

Solidify joint decisions that stick

Use data to drive decisions

Leverage contributions to the critical work

Turn talk into aligned actions

Stay connected to each other and the result

Rooted in a Theory of Change

Population level changes are most likely to occur if a group of multi-sector, cross-agency leaders respond to an urgent call to action and take aligned actions at scope and scale towards a focused result



Urgency and Public
Accountability

Focus on Results

Collaborative Leadership
Competencies

University of Maryland provides technical assistance for *Aligning Forces for Quality*, a national initiative of the Robert Wood Johnson Foundation.

**Aligning Forces
for Quality** | Improving Health & Health Care
in Communities Across America

Results from today's session

Participants will:

- Reflect on their own collaborative leadership within AF4Q
- Apply a leadership tool for addressing differences, disagreements and conflict
- Make an action commitment related to how the tool might be used in current work
- Receive information about opportunities for Leadership Development Technical Assistance

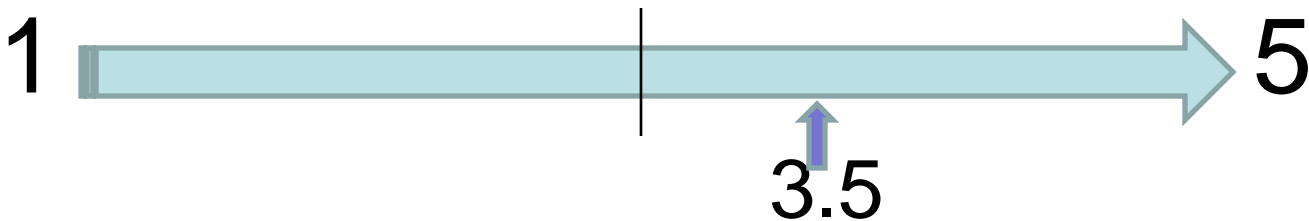
Check-In

- Table Introductions
 - Name and Alliance
 - Role in “day job”
 - Role in Alliance
- **Turn to the person next to you – your learning partner for the next 30 minutes.**

One strength of your Alliance in working together?

Survey Results: Alliance Leadership

- All sites
- On a scale of 1 to 5 the average level of success for addressing conflict was 3.5



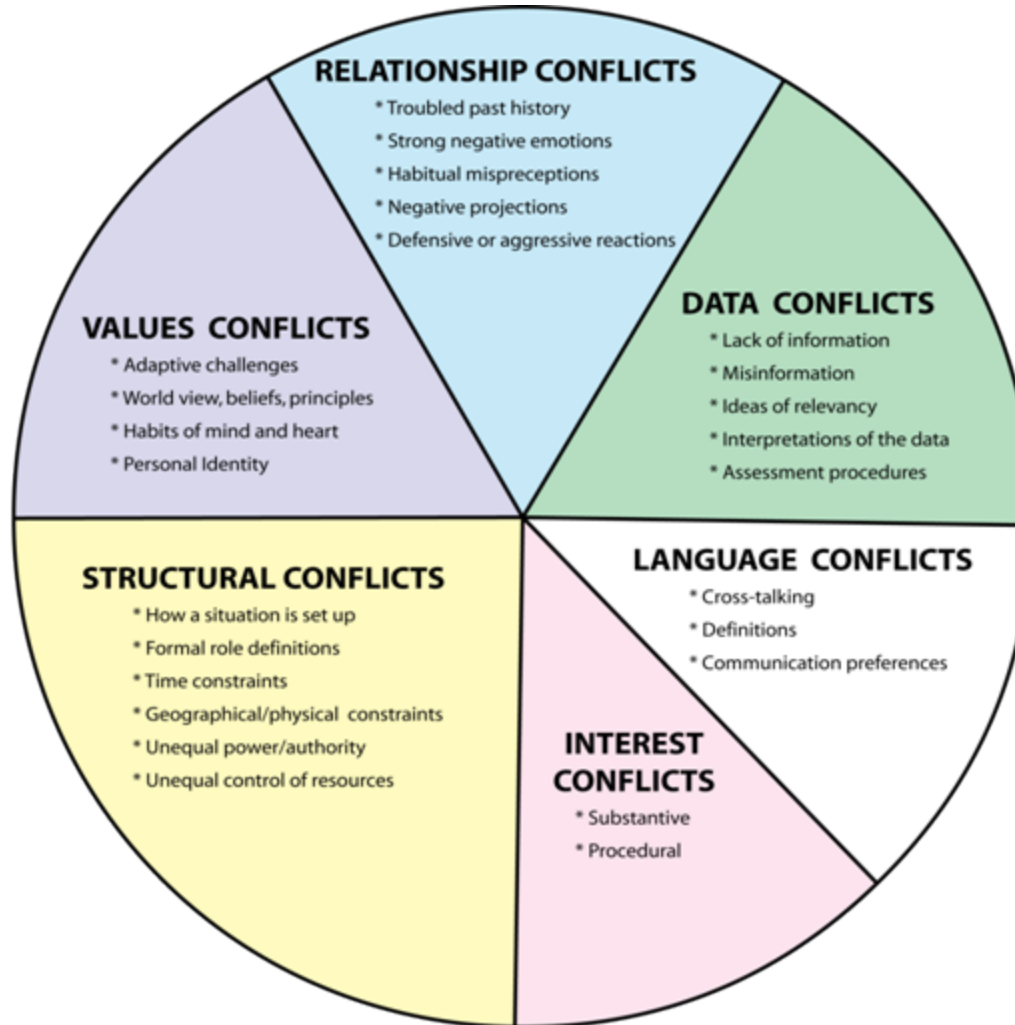
- Opportunity to develop capacity

Reflection

We all have different relationships with conflict. Some seek it out, some hold it at arms lengths and others avoid it at all costs.

- Which do you do?
- What conflicts or difference (if any) have you faced, experienced or avoided within the context of your AF4Q site?
- Think about a current or recent difference conflict at your site or? What was it, who was involved, how did it feel?
- Jot down your thoughts.

Circle of Conflict Adaptation





Skill Development

- Using the Circle of Conflict, determine the type of conflict
- With your learning partner, share the conflict?
- Give peer consultation: What strategies being used? What strategies might be used to address the conflict or difference?
- What are your insights about possible approaches? What might you do based on insights?

Summary of TA Methods

- TA is customized and co-designed with the sites
- Based on methods that work (RBL applications)
 - For example: Proposal Based Decision Making (PBDM)
- Delivery may occur on-site and/or online
- Always done within the context of the work of teams
- Types of TA activities might include:
 - Facilitated leadership action meetings varying in length from half-day to two days with follow-up conducted on-line
 - On-site leadership skill building with teams and groups and/or workshops for specific skill development
 - Online tools and resources for peer-to-peer exchanges, including webinars, tool kits, access to readings, best practices, and opportunities for individual and collective leadership development plans and portfolios; and
 - Online and on-site technical assistance and leadership coaching.
- **<http://www.rbl-apps.com>**

Proposal Based Decision Making

Make a proposal	Add to or propose new	Show Thumbs 	Build support	Thumbs up! 	Commit to action
<i>I propose that ...</i>	<i>Do you want to add? Make a new proposal?</i>	<i>Where are you? Support? Don't support? Not sure?</i>	<i>What will bring your thumb up?</i>	<i>Proposal adopted!</i>	<i>Who will do what when?</i>



Leadership Development TA Opportunities

- Application for Leadership TA development
 - One page request
 - Submit by February 15, 2010.
- Results Based Leadership Webinar in Mid-January 2010