## A Core Learning Model for Facilitative Leaders

#### **Individuals**

# Knowledge and experience in of modeling, coaching and commitment.

- Supporting individual's connection to the whole and growth
  - Gives and receives relevant and actionable feedback
    - Demonstrates consistency
- Owns mental models and values that support collaboration, partnerships and organizational health.
- Has Self Knowledge and Awareness,
  - · Demonstrates Resilience

# Teams and Working Relationships Knowledge and skills of collaboration

- Models tolerance and effective interpersonal communication
  - Fosters learning
- Implements structures that support cross-functional and cross-boundary involvement
- Supports a team focus and alignment with organization direction.
  - Shares power.

## Facilitative Leadership

A leader impacts work at all levels of an organization.
A facilitative leader works from a core of selfdiscipline. He or she is alert and present and maintains this focus. A facilitative leader is flexible AND steady in change.

## Organizational Systems

#### Knowledge and tools of dynamic and complex systems

- Able to envision and express goals
- Able to design structures that support organizational goals
- Integrates and aligns goals to operations.
- Strategically adapts to change
  - Balances vision and constraints
- Establishes results for people, process and outcomes.
  - Establishes relevance.
- Thinks globally, acts locally

## **Community**

### Knowledge and skills of service

- Works in Service to the larger whole
- Demonstrates Openness and integrity in partnerships and alliances
- Is a Corporate citizenship and Public servant
  - Values sustainable practices

(Facilitative) Leadership is the individual's or organization's capacity that enables profound change, improvement and fulfillment. Facilitative Leadership is gained through awareness, practice and experience. It is the ability within a person or group to identify and stay in touch with truth and purpose in order to successfully transform ones self, navigate change and serve. Leadership is the ability to know and stay in contact with your own vitality, develop it in others and sustain it through change. Collaborative action must be enabled, promoted and supported by leaders, and the kind of leadership required is fundamentally different than command and control. A facilitative leader understands the relationship between the well being of the individual (their own and others) and the health of the organization they serve. A Facilitative Leader is strong in both process and content methods.