Leadership Development: A Process of Un-doing Understanding
Presented by Eric K. Kaufman
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Session Outcomes
Participants will be able to:
1. Recognize progression of leadership theory and practice.
2. Articulate the value of networked approaches to leadership.
3. Identify resources to guide further development.

Un-doing Understanding

- How does this relate to our theoretical and practical understandings of leadership?
- How might our deep-seated biases affect our ability to understand leadership?

Video at: https://ed.ted.com/feature/5fnnRAW
Power of Eco-leadership

“We mistakenly recognize power at the center as strength and power at the margins as a structural weakness when neither is the case. Eco-leadership shifts the focus from individual leaders to leadership—a radically distributed leadership—in an attempt to harness the energy and creativity in a whole system.”

(Western, 2010, p. 44)

Wisdom of Crowds

- How does this research relate to the eco-leadership discourse?
- What are the implications for leadership development?

https://youtu.be/XKHSrTe6A4k
Turn the Ship Around!

“Like so many times, my not knowing the answer ahead of time helped me.”
– L. David Marquet

“Greatness” by David Marquet

Empowering Others

“A leader is someone who can get things done through other people.”
– Warren Buffet

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”
– John Quincy Adams

Extension’s Role in Leader Development

Model for Leader Development Across the Life Span (http://tiny.cc/ALCE-104)
Leader Development Across the Life Span

Continuing to Develop:
• Get Ongoing Feedback
• Reflect on Your Progress
• Use Reinforcement

(www.ext.vt.edu)

Cue Questions for Development
(Borton, 1970)

• What happened?
• Description, facts

• What did the experience mean?
• Interpretation, lessons learned

• What are the next steps?
• Planning future action

(www.ext.vt.edu)

Implications for You and Others?

"What if we don’t change at all... and something magical just happens?"

(www.ext.vt.edu)

Resources for Consideration

• Leadership Learning Community: http://leadershiplearning.org/
• Model for Leader Development Across the Life Span: http://tiny.cc/ALCE-104
• Community Tool Box: https://ctb.ku.edu/en

(www.ext.vt.edu)
Other Ideas or Considerations?

“Well, the boss did say we would be given a Forum.”

Contact Me With Questions

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“I had a miraculous dream in which our list of questions all had answers.”

Please provide feedback

http://tiny.cc/VCE-ldrs

“I’m feeling a sense of conclusion here, so let’s draw things to a close.”