



2010

Becoming a Community Builder



Session 3

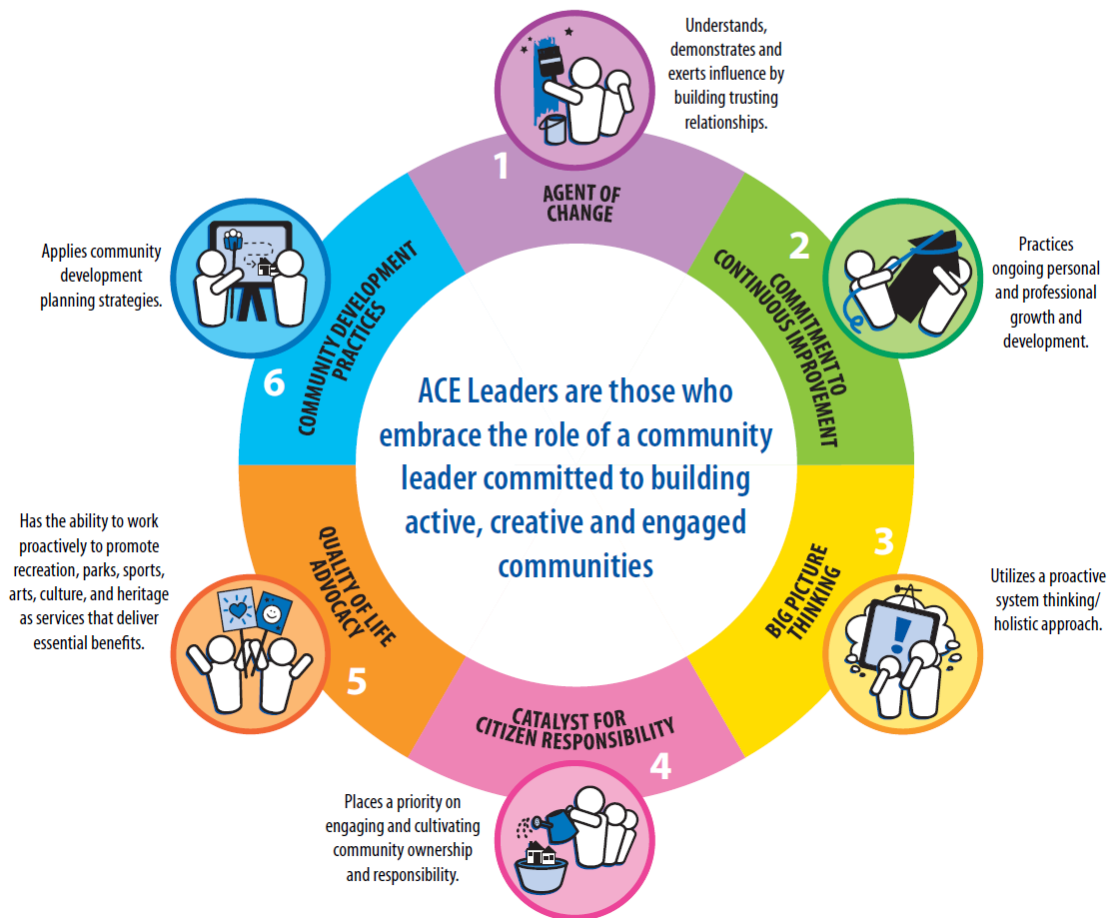
Presented By Ian Hill



Becoming a Community Builder



Six Competencies Required for ACE Community Leaders



Becoming a Community Builder

Recap Session 2 Commitment to Continuous Improvement

- *Committing to proactively making yourself, your work place and your community better all the time*
- *Developing your code of conduct*
 1. What are three values that you hold dear and how would I see that in your day?
 2. What are three things your co-workers can, absolutely, expect from you?
 3. What are three things you will not tolerate?
- *The five questions*
 1. What will be your greatest contributions to your family?
 2. What will be your greatest contributions to your friends?
 3. What will be your greatest contributions to those you've led?
 4. What will be your greatest contributions to your organization?
 5. What will be your greatest contributions to your community?
- *Obituary Exercise*

Did you do it, what did you lay out for yourself?

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A Community Builder, A.C.E Leader

Pericles of Athens...what can we learn for today?

“Pericles was one of those extraordinary people who placed his own stamp on his time and shaped the course of history. He was the leading citizen of a great democracy that had a keen sense of its own special role in history and of the special excellence of its constitution and way of life. It had a booming economy producing wealth and prosperity previously unknown. The life of Pericles and the democratic society he led indeed have much to teach the citizens of free lands in our own time.

Pericles possessed no great private fortune. The citizen of a democratic republic, he held no office higher than that of general (strategos), one of ten, none of whom had greater formal powers than any of the others. Unlike the prime ministers of modern representative democracies, he had no well-established, well-organized political party machinery on which to rely.

Pericles also differed from later leaders in the variety of his responsibilities and in his direct and personal execution of them. He was also a reformer who produced imaginative proposals to advance his city's fortunes. Throughout his career, he managed the public finance with unmatched skill and integrity.

Pericles also sponsored a great outburst of artistic and intellectual activity. It was his idea to crown the Acropolis with the temples and statues that have made it the wonder of the world for two millennia; he also selected the architects and sculptors, and found the vast sums of money to pay for their works. He was the producer of Aeschylus' tragedy Persians; the friend and colleague of Sophocles; the friend of Phidias, the greatest sculptor of his day, who devised the master plan of the Parthenon. He commissioned Hippocamus of Miletus, the first city planner, his patronage of the arts and his encouragement of thinkers and their activities made Athens a magnet that drew to it the leading creative talents from the entire Greek world.

Two millennia after the Athenians' lived we still marvel at what they achieved. But the visible remains, impressive as they are, do not constitute their most important legacy. Pericles confronted the problem that faces any free and democratic society; how can the citizens be persuaded to make the sacrifices necessary for its success? Tyrants and dictators can rely on mercenaries and compulsion to defend their states. Rare states like Sparta—a closed authoritarian society—could inculcate in their people a willingness to renounce their private lives almost entirely. But democracies cannot use such devices. Instead, democratic leadership involves a freer kind of public education. Pericles sought to teach the Athenians that their own interests were inextricably tied together with those of their community that they could not be secure and prosper unless their state was secure and prosperous, that the ordinary man could achieve greatness only through the greatness of his society. All that he did and all that he sought for Athens was part of that education. Pericles tried to shape a new kind of society and a new kind of citizen, not by the use of force or terror but by the power of his ideas, the strength of his personality, the use of reason and his genius as a uniquely persuasive rhetorician.”

Pericles of Athens-Kagan

*If Athens would appear great to you,
then consider that her glories were purchased by valiant men
who understood their responsibilities and acted on their duty.*

– Pericles of Athens


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Today we will explore the *Big Picture Thinking competency*... during our remaining time I will unpack the leadership attributes and skills that make up this competency and the indicators that tell us how we are doing within this area of leadership.

In order to understand more about this aspect of leadership, the survey (and the similar ones you will use in the coming months) is intended to help individuals explore, assess, and reflect upon their own strengths and areas for growth as a leader.

It is an individual assessment that isn't necessarily intended to be shared with others. Additionally, it is important to understand that everyone will have strengths as well as areas for development.

Over the coming months as you complete these assessments, your objectivity and ongoing reflection will ensure that maximum benefits are gained

Competency Area	Indicators to help you understand what encompasses this competency.	1 = I AM NOT AT ALL LIKE THAT	10 = I AM 100% LIKE THAT
<p>BIG PICTURE THINKING</p>  <p><i>Today's Leader:</i> Utilizes a proactive, system thinking/ holistic approach.</p>	<ul style="list-style-type: none"> I understand there is a symbiotic relationship between human beings. 	1 2 3 4 5 6	7 8 9 10
	<ul style="list-style-type: none"> I can apply strategies for learning about a community, its key stakeholders, and its resources. 	1 2 3 4 5 6	7 8 9 10
	<ul style="list-style-type: none"> I demonstrate knowledge of the roles and responsibilities of the business, government, and voluntary/non-profit sectors. 	1 2 3 4 5 6	7 8 9 10
	<ul style="list-style-type: none"> I demonstrate knowledge of social capital and organizational and community assets i.e. physical, human, financial, environmental. 	1 2 3 4 5 6	7 8 9 10
	<ul style="list-style-type: none"> I can apply techniques that will generate creative, out-of-the-box thinking. 	1 2 3 4 5 6	7 8 9 10
	<ul style="list-style-type: none"> I am aware of legislation and policy which could have an impact on my community. 	1 2 3 4 5 6	7 8 9 10
	<ul style="list-style-type: none"> I am aware of my community's culture or DNA. 	1 2 3 4 5 6	7 8 9 10
	<ul style="list-style-type: none"> I facilitate the development of teams and coalitions to work proactively to address common goals. 	1 2 3 4 5 6	7 8 9 10
	<ul style="list-style-type: none"> I work proactively to develop diverse teams. 	1 2 3 4 5 6	7 8 9 10
	<ul style="list-style-type: none"> I support collaboration. 	1 2 3 4 5 6	7 8 9 10
<ul style="list-style-type: none"> I can facilitate the development of systems and processes that will foster an environment that supports success. 	1 2 3 4 5 6	7 8 9 10	

Systems' thinking involves shifting attention

- from the parts to the whole,
- from things to relationships,
- from structures to processes,
- from hierarchies to networks,
- from the rational to the intuitive,
- from analysis to creation.

-F. Capra

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I could never “think outside the box” till...

I changed my thinking pattern!

- *Are you “Outcome based, impact focused”?*
- **Typical Planning questions:**
 - 1) We invest this time/money so that we can generate this activity/product.
 - 2) The activity/product is needed so people will learn how to do this.
 - 3) People need to learn that so they can apply their knowledge to this practice.
 - 4) When that practice is applied, the effect will be to change this condition;
 - 5) When that condition changes, we will no longer be in this situation.

Planning models that begin with the inputs and work through to the desired outcomes may reflect a natural tendency to limit one’s thinking to existing activities and programs.

Starting with the inputs tends to foster a defense of the status quo rather than create new ideas or concepts.

- **Thinking “Outside the Box”**

The planning sequence should be reversed, thereby focusing on the outcomes to be achieved. In such a reversed process, we ask ourselves “what needs to be done?” rather than “what is being done?”

We might begin by asking questions in the following sequence.

- 1) What will it look like when we achieve the desired outcome?
- 2) What is the current situation?
- 3) What behaviors/attitudes need to change to move from where we are at now to the desired outcome?
- 4) What activities need to be performed to cause the necessary attitudinal shift?
- 5) What resources will be required to achieve the desired outcome?

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COMMITMENT ACTION PLAN

If you're doing business tomorrow the same way you were doing business yesterday, then our time together has been a waste. The only way to improve is for each one of us to make a commitment to take action, to do something, to change something.

Your Name: _____

Date: _____

Objective

To improve _____

Action Steps to Improve

Date to Complete

1. _____
2. _____
3. _____
4. _____
5. _____

Potential Obstacles

Support / Resources Needed

Accountability Partners

Your Signature: _____