

Leading Communities BC: 4 Areas of Leadership Development



The Leader Within

enhancing self awareness and congruence
between personal beliefs, values and action.

Behavioural Indicators:

- Practices and demonstrates self reflection and self awareness
- Commits to personal growth, lifelong learning and self improvement
- Demonstrates integrity by adhering to his/her own values through ethical and principled action
- Practices self-care and life balance
- Acts in a socially responsible way and demonstrates a commitment to service
- Practices critical thinking, and draws on intuition and different ways of knowing
- Understands how one's own values, attitudes and behaviours relate to one's leadership style and its impact on others
- Adapts personal style to different contexts and situations as appropriate

Collaborative Leadership

developing interpersonal effectiveness, team learning, and working across differences.

Behavioural Indicators:

- Promotes inclusion, honours equality and diversity, and demonstrates cultural competence
- Demonstrates the ability to build and draw on the unique talents and resources of others to accomplish mutual goals
- Shares power and influence with others
- Treats others with respect, cares for and trusts others
- Creates clarity by defining shared vision and values
- Builds trust and creates a safe, open environment for team learning
- Demonstrates strong interpersonal and communication skills
- Demonstrates expertise in problem solving and collaborative decision making
- Effectively moves collaborative planning into actions that get implemented

Community Leadership

understanding community systems, and tools for community building.

Behavioural Indicators:

- Understands community issues, assets and systems, and how they are interconnected
- Fosters community stewardship and promotes community economic, social, environmental and cultural sustainability
- Convenes, facilitates and sustains community building through engaging the participation and leadership of others
- Builds community collaboration through fostering cross-sectoral community relationships and social capital
 - Promotes a community culture of learning and reflection, and fosters critical and strategic thinking
 - Draws on best practices of community development and effectively uses community building tools and processes

Transformational Leadership

being an effective “change agent” by building inspiration, shared vision, and empowerment of others to lead change.

Behavioural Indicators

- Engages and motivates others to build a shared, collaborative vision, through empowering others to act
- Favours and leads an “entrepreneurial” culture of creativity and innovation
 - Takes risks, encourages experimentation, and seeks out opportunities to see problems in new ways
 - Creates conditions that encourage people and systems to change and adapt
 - Demonstrates a tolerance for ambiguity and complexity
 - Broadens and elevates the interests of others to work for the betterment of the whole community
 - Recognizes contributions of others and celebrates accomplishments