

System Leadership



It's Role in a Collaborative Environment

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“Analytical approach that zeros in on how the different parts of a system interrelate and how systems work within the context of other, larger systems.”

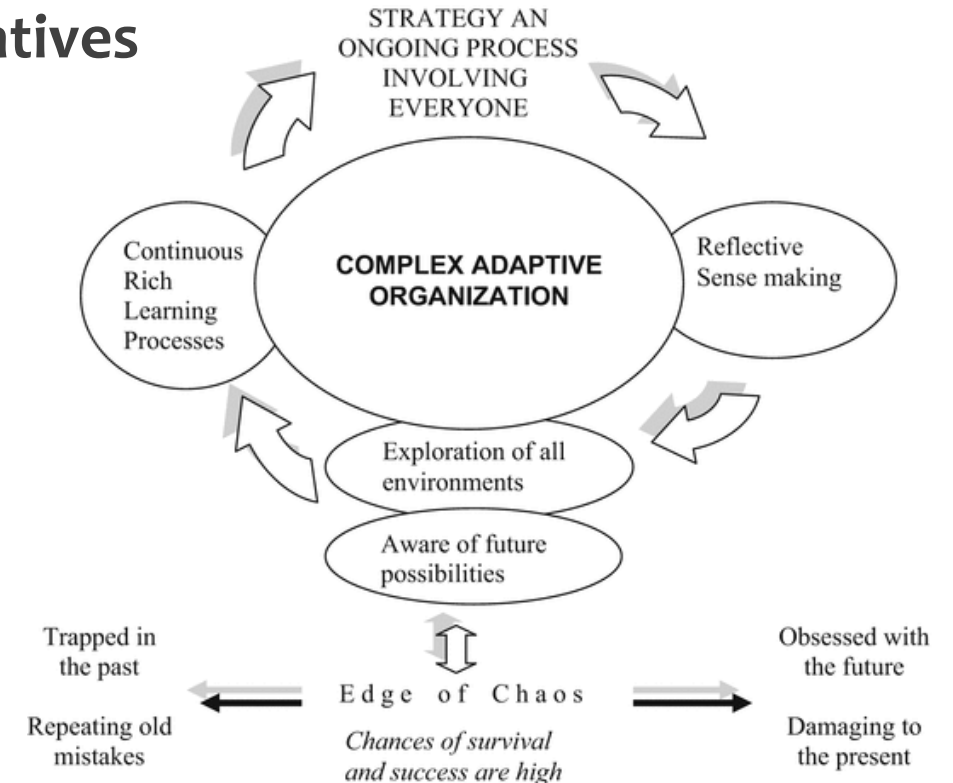


Change is inevitable

Complexity in Leadership

Organizing in Complex, Adaptive Environments

Collaborative Initiatives





SYSTEMS THINKING

In the Workplace

- Effective Approach
- Different divisions or teams connect with AND affect each other
- Focus on feedback
- Trust, empower, lead



System Leadership

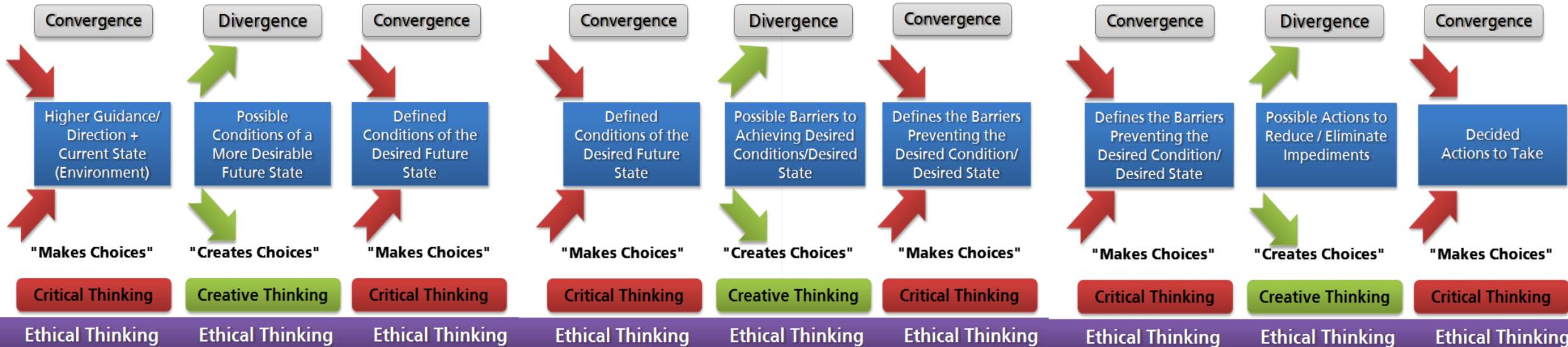
- Focuses on creating conditions that can produce change
- Cause change to be self-sustaining

Design Approach to Problem Solving

Understand the Operating Environment

Define the Problem

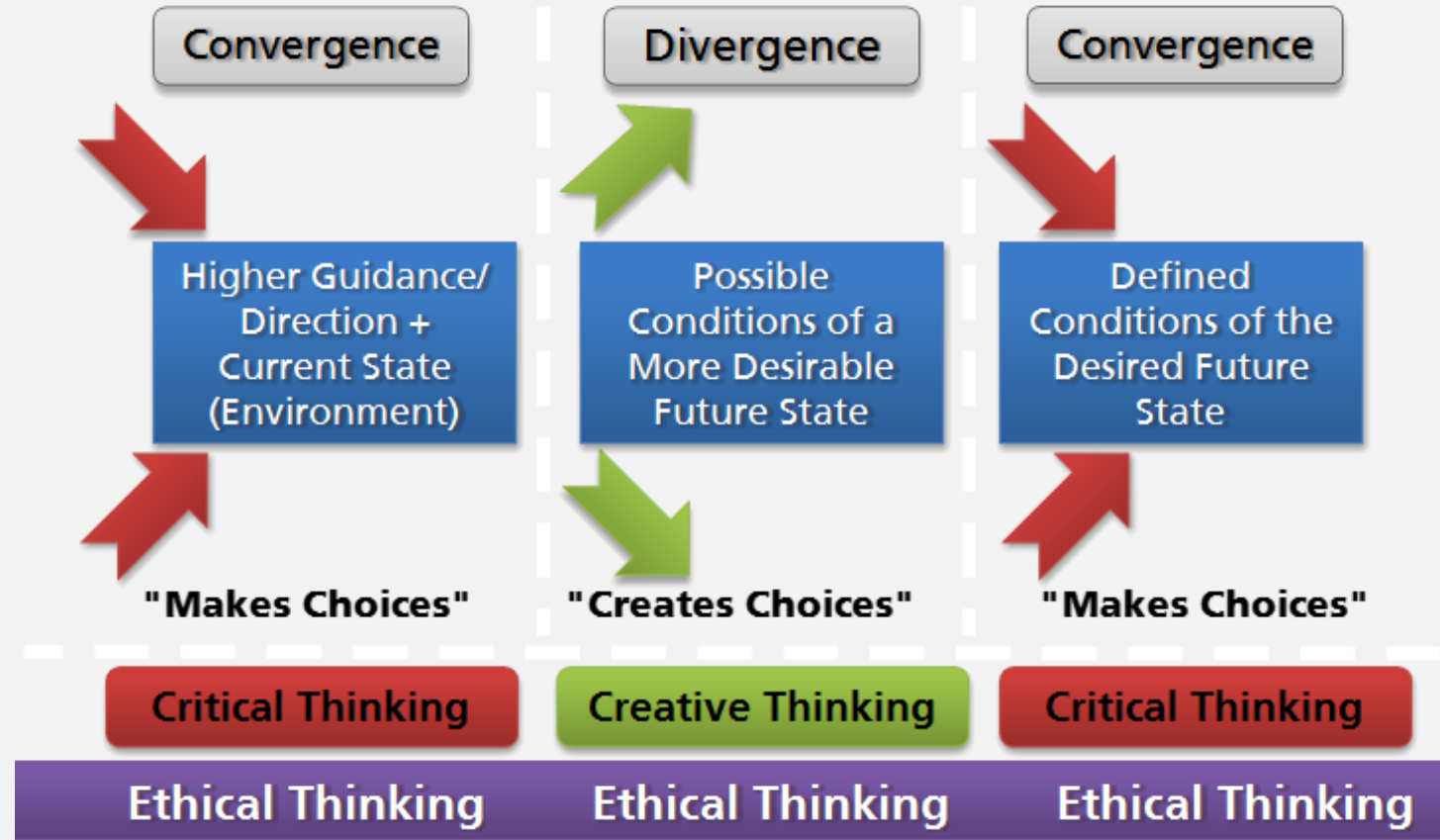
Develop the Approach



System Leaders work to –

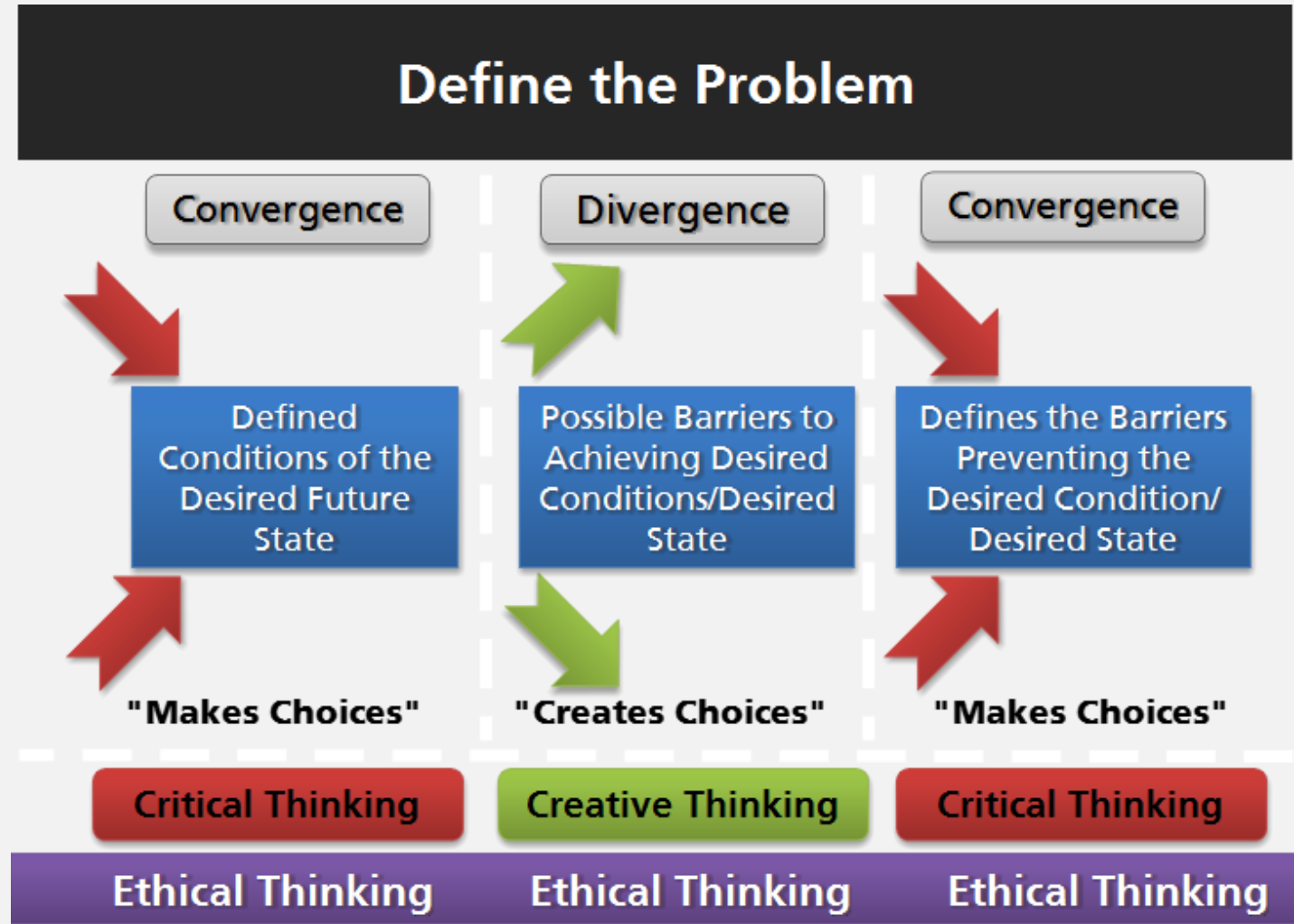
- Create the space for collaboration
- Promote honesty
- Think deeper and richer
- Explore options beyond popular thinking
- Progressive cycles of action
- Learning over time

Understand the Operating Environment



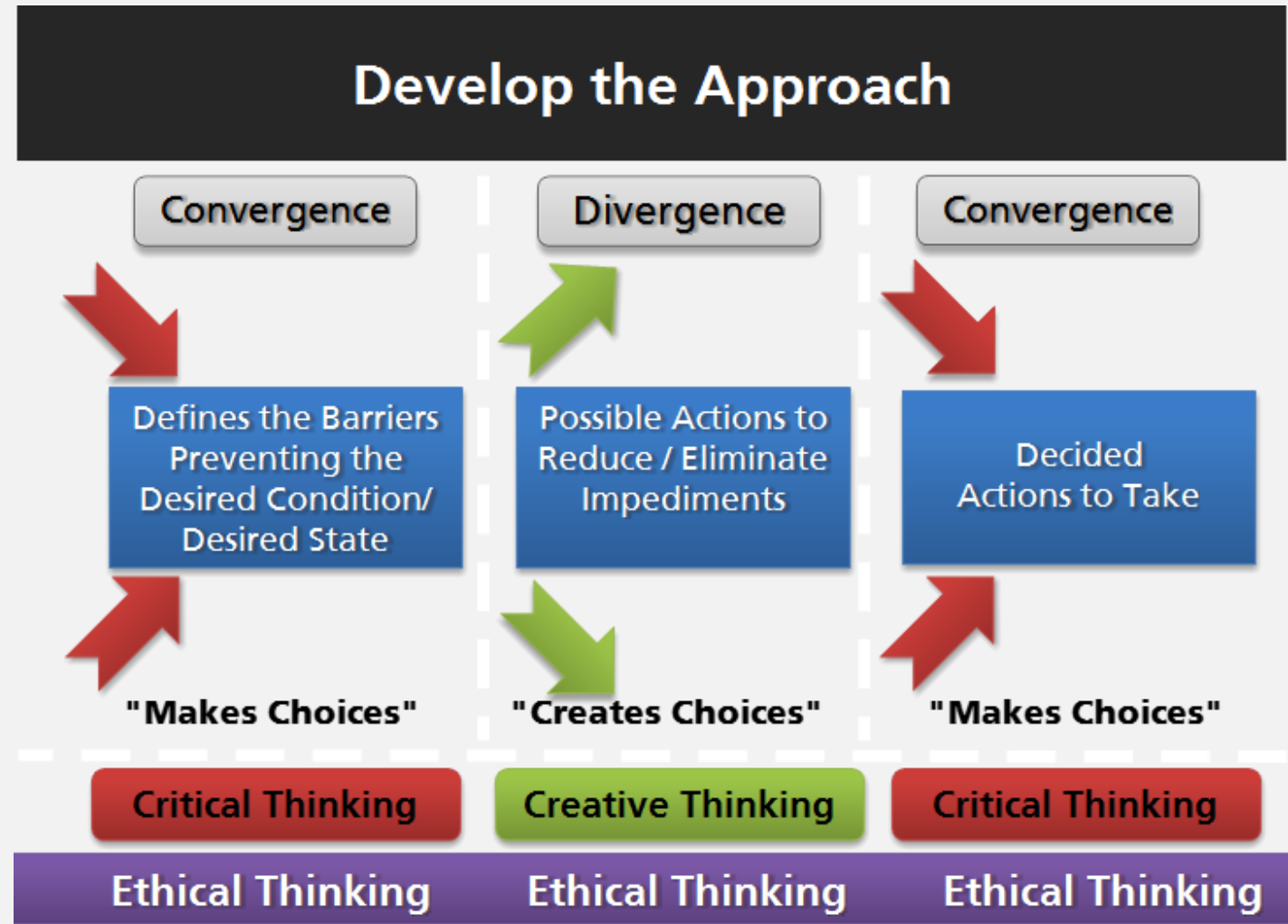
System leaders focus on

- Creating the conditions that can produce change
- Facilitate leadership development
- Introduce complexity, collaboration, design, & systems thinking
- Use to benefit and enhance the organization's technical, political and cultural systems



System Leaders work to –

- Link systems, collaboration, and complexity into the leadership development process
- Establish a collaborative process
- Provide a “collective impact.”



The Key Elements of Systems Leadership

Leadership Development Programs

- Are effective in early adult learning
- Can be tailored to fit the organization's requirements
- Diverse, creative, innovative, imaginative activities are proven measures of success
- Provide epistemic growth of young leaders through education, training & experiences



System Leaders work to –

- Build a team, leaders and followers
- Engage in collaboration to build their capacity
- Build theory about when and how collaboration can work





“Each of us is an investor, responsible for allocating our own time and effort across multiple opportunities and competing demands. Your success depends not just on your own efforts but also on your partner’s ability, willingness, and likelihood to succeed.”

Thank You

Steven Horsley



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References available on request