

IRVINE NEW LEADERSHIP NETWORK

I PROGRAM ORIENTATION



WHY ARE WE HERE ?



The NEW LEADERSHIP NETWORK

“Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it’s the only thing that ever has”

– Margaret Mead



SOCIAL CHANGE IS CHANGING.



OUR PROBLEMS ARE SCALING QUICKLY...

Antarctic ice melt
has doubled
since 2010

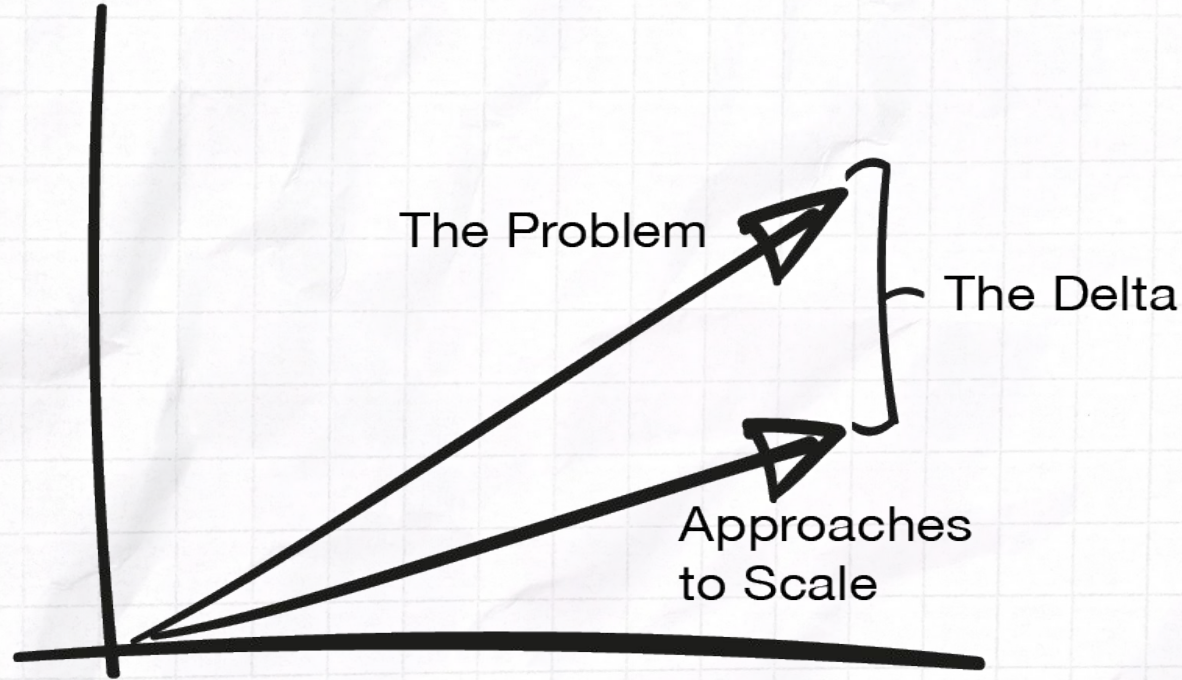
8 of 10 people over
65 in U.S have pre-diabetes
or diabetes

Tonight
610,042 people
will be homeless

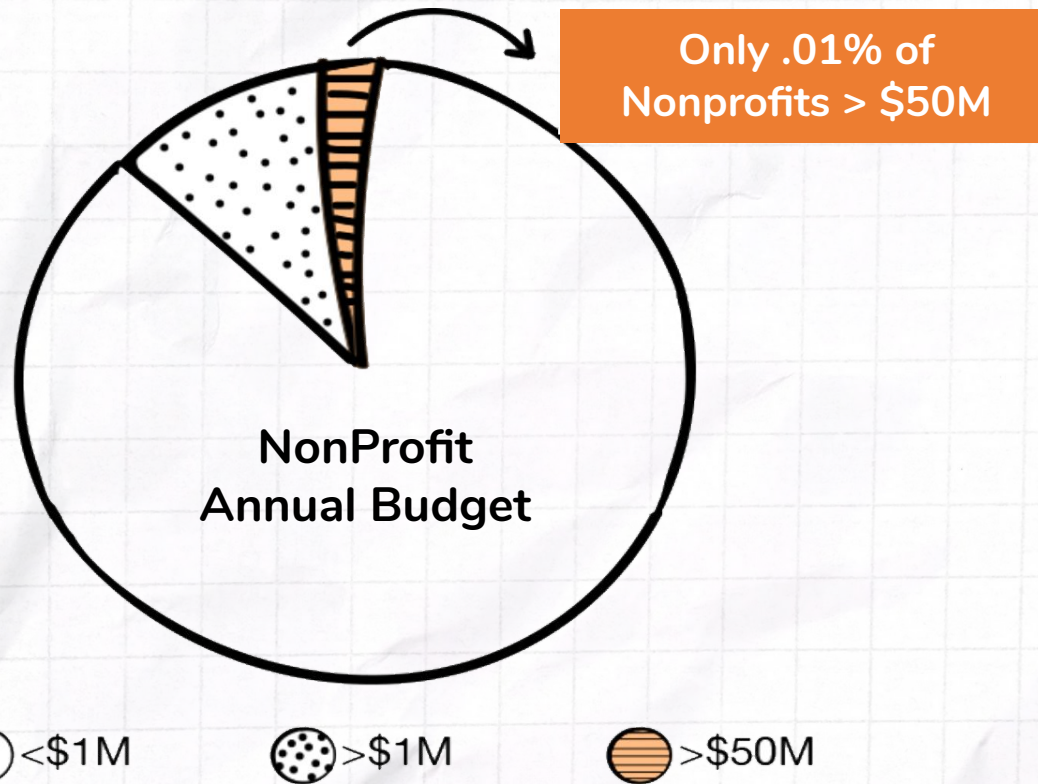
In 2012, 46.5 M
people were living in
poverty in U.S



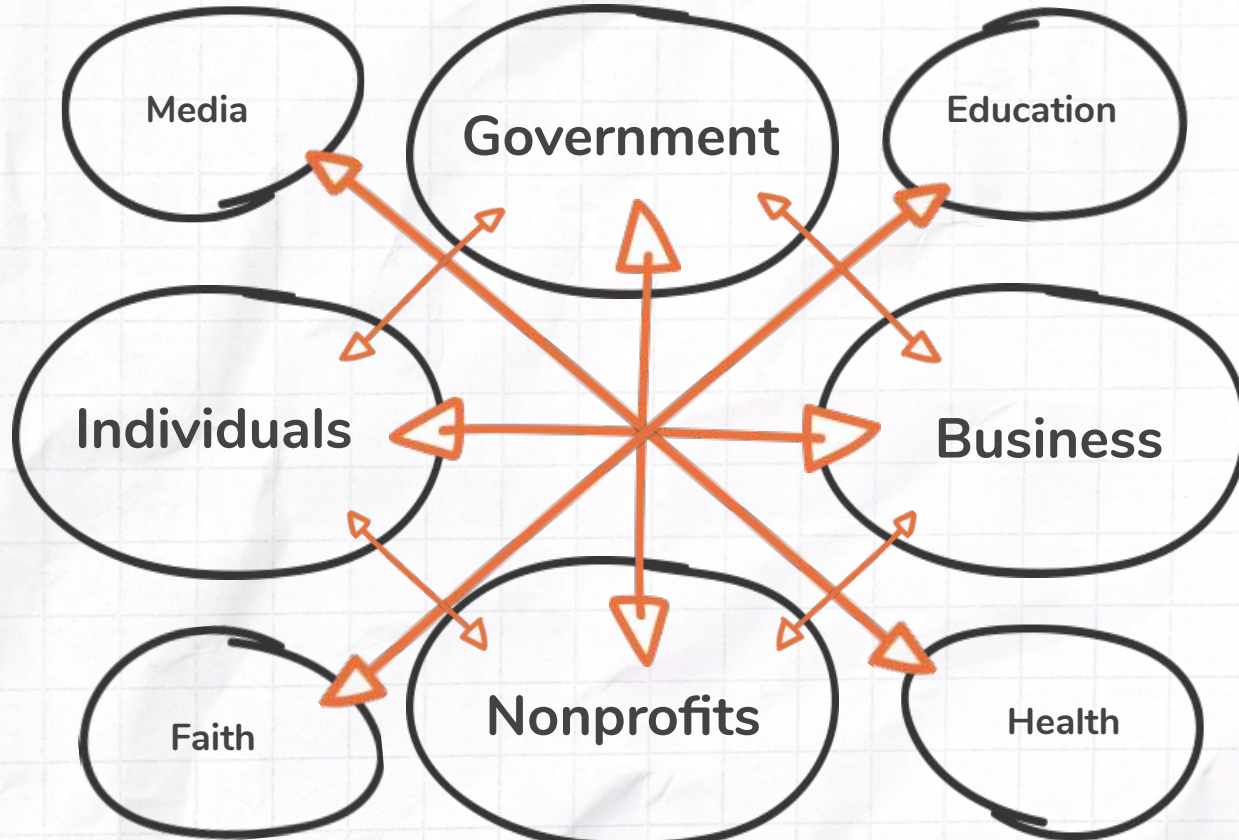
...BUT OUR SOLUTIONS ARE NOT



NONPROFITS CAN'T GO IT ALONE – NO SCALE!



AND NEITHER CAN ANYONE ELSE...



WHAT IT MEANS TO LEAD SOCIAL CHANGE
IS ALSO CHANGING.











ZIMMERMAN:
THE
PEOPLE
SAY
GUILTY
Party for Socialism & Liberation
PSLWEB.ORG

NO NEW
JAIL
OR PRISON
CONSTRUCTION
#J4TMLA

#J4TMLA
TRAYVON MARTIN
MURDERED
#J4TMLA

Zimmerman
MURDERED
Securing The
PLANTATION

#BLACKLIVESMATTER

#J4TMLA

#Justice

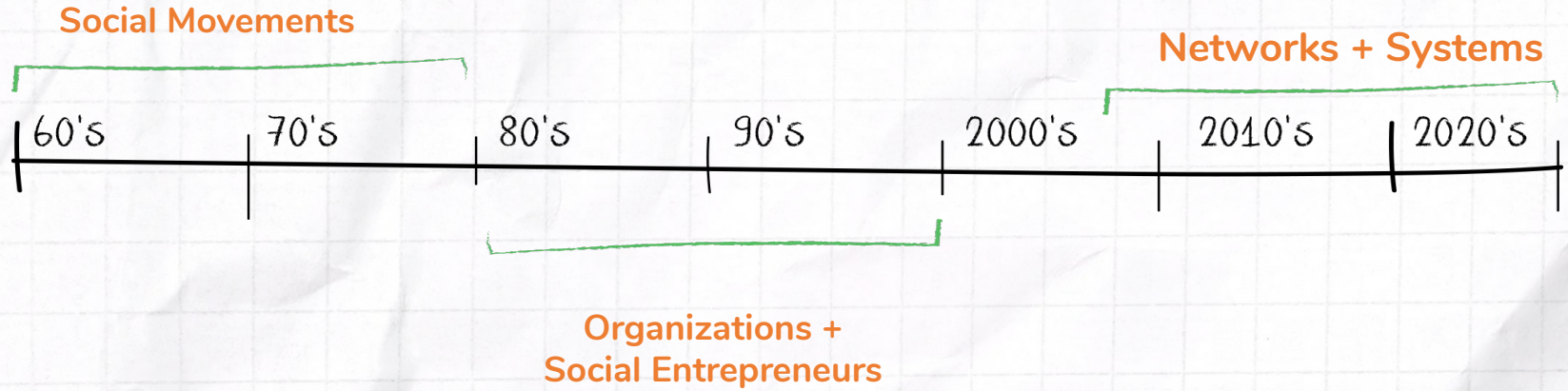
BLACKLIVESMATTER
#J4TMLA

#BLACKLIVESMATTER

#BLACKLIVESMATTER
#J4TMLA
FIGHT
THE
SOUTHERN
RACIST
FASCISM

4: END GANG
EXTINCTIONS

1: FE
AG
2: T
OR
M
C
CH
AG
MR



WHAT DO WE DO DIFFERENTLY?



SHIFT HOW WE THINK ABOUT SOCIAL CHANGE

OUR PAST

Charity/ Nonprofit

Sector Silos

Organizations

Heroic Leaders

Static Strategies



OUR FUTURE

Systems Change

Cross Sector

Networks

System Leaders

Innovation



FOCUS ON THE PEOPLE. NOT THE PROBLEMS.



LEAD WITH THE BEST OF "BOTH/AND"

NETWORKS

Great at:

- Distributed Action
- Collaboration
- Innovations
- Resilience
- Scale

Struggle with:

- Maintenance
- Handrails
- Efficiency
- Resource Development

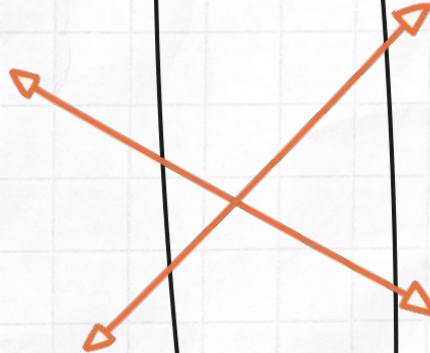
ORGANIZATIONS

Great at:

- Centralized Expertise
- Process
- Quality Control
- Fundraising
- Brand-building

Struggle with:

- Bureaucracy
- Harness diverse talent
- Slow to Adapt



THINK HARD ABOUT HOW WE SPEND OUR TIME.

CONNECT to one another, deepen relationships.

CATALYZE conversations and learning.

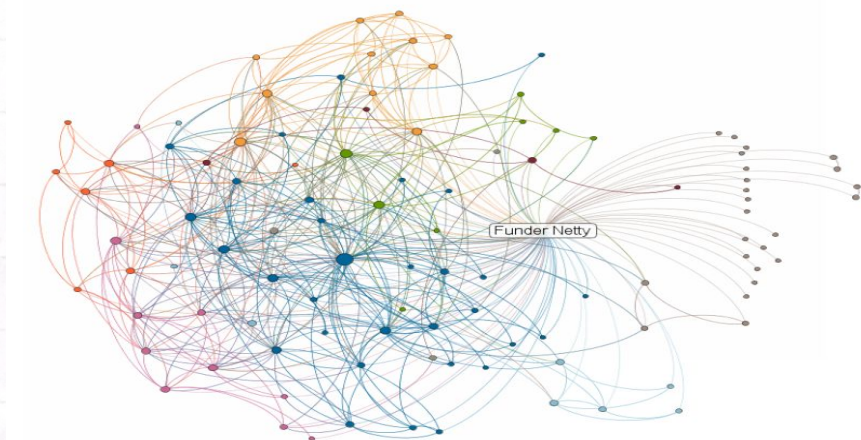
CONVENE regularly.

COMMUNICATE and help the network “see” itself.

CULTIVATE a network mindset among participants.

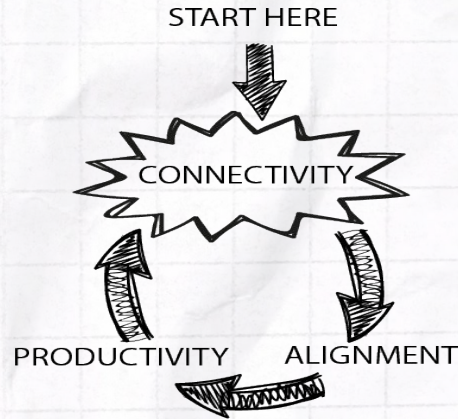
CURATE network leadership, strategy & structure.

COLLABORATE within the network & beyond.

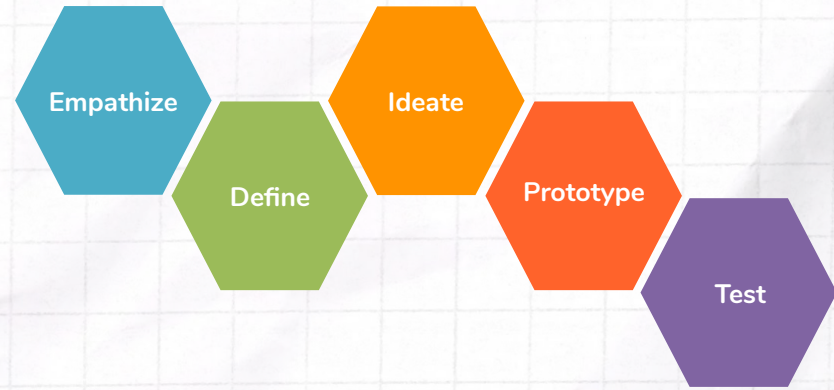


KNOW HOW TO GET PRODUCTIVE IN COMPLEX SYSTEMS.

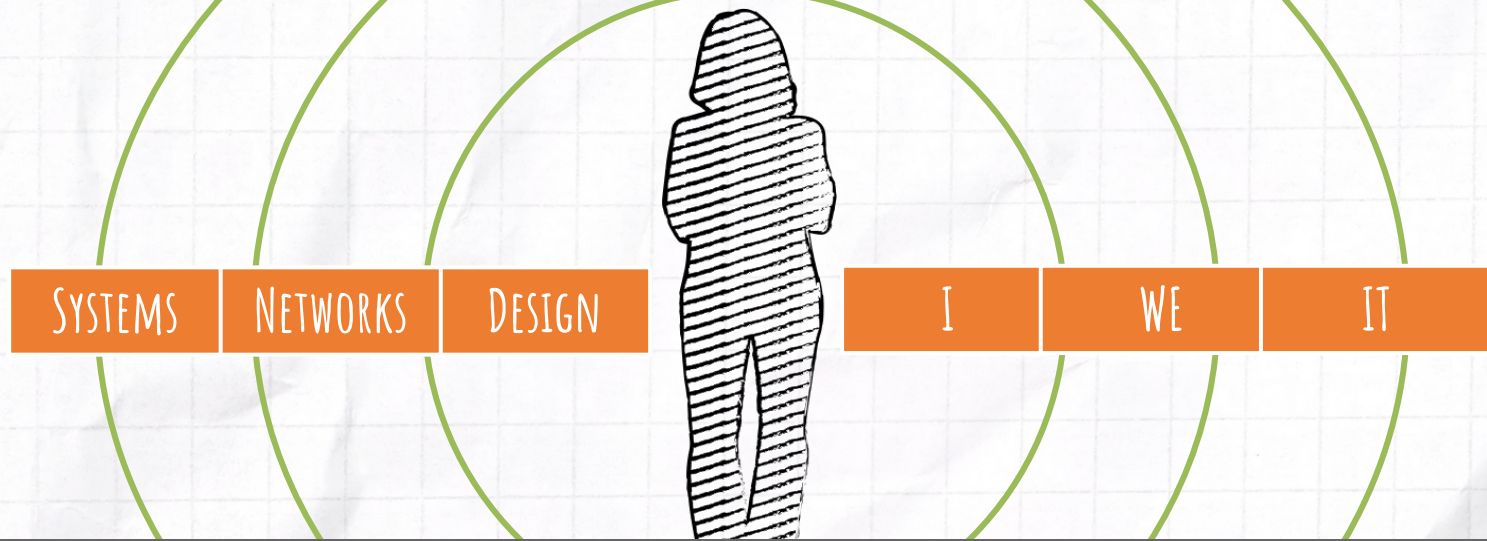
Build alignment across
diverse teams



Create a structure for
collaboration



WORK ON MULTIPLE LEVELS



Always asking: What has this got to do with equity, power and systemic bias?

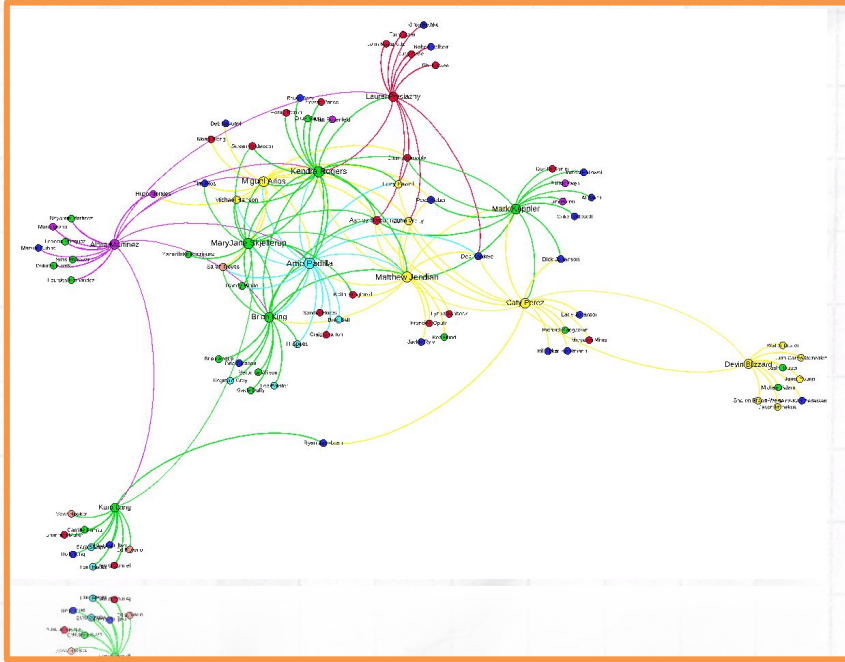
WHERE DID THIS START?



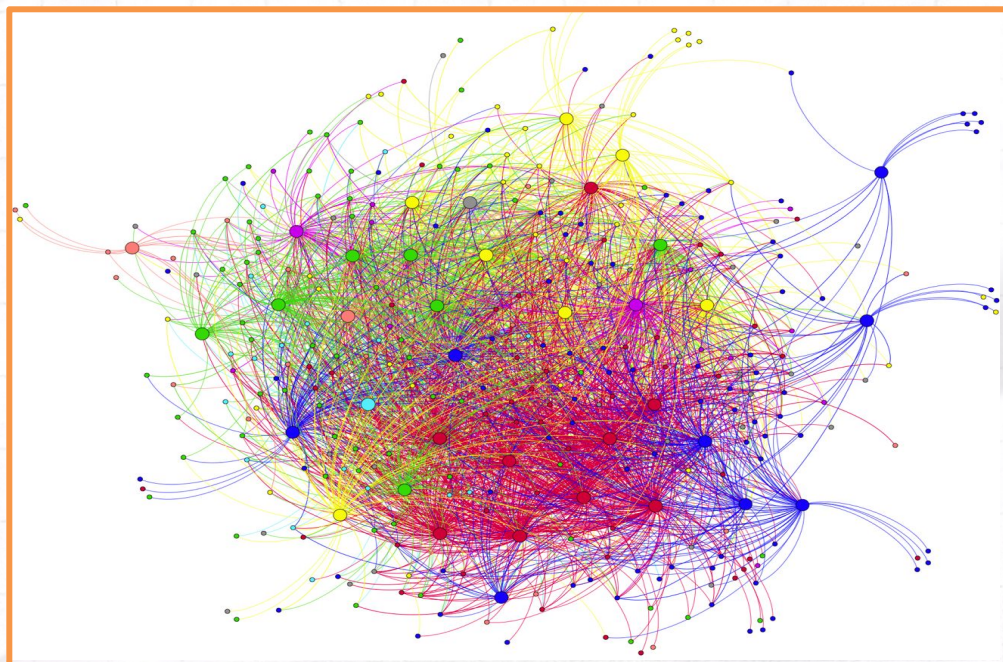
FRESNO FIRST (2011)....AND THEN STANISLAUS COUNTY (2016)



YEAR 1 IN FRESNO



YEAR 4 IN FRESNO



TOP OUTCOMES IN STANISLAUS.

(I) Leader

My understanding of my strengths, challenges and “how I show up” as a leader

My ability to innovate in places of ambiguity or complexity

My ability to work with people who are different from me and manage issues of power, diversity and inclusion in my work.

(We) Network

Members are achieving more together than they could alone.

Members are creating new knowledge or insights together

Members have the connections they need to advance their goals.

(It) System

My sense of connection to others working to better Stanislaus County.

My optimism about the future of Stanislaus County.

My energy and inspiration to engage in community-level change.



WHAT'S OUR PLAN?





Laura Turbow Photography

Select and connect leaders who reflect their community across sector, class, race and life experience.



Provide an opportunity to develop deep trust, articulate a shared vision, and collaborate on core community needs.



A robust network of civic innovators capable of initiating sustainable, equity-centered collaborations in complex systems

WORKING ON MULTIPLE LEVELS.



I LEADER

- Greater systems-awareness and ability to affect large-scale social change
- Greater leadership around network strategy
- Greater skill with design-thinking, local innovation
- Greater self-awareness and empathy

WE ORGANIZATION / NETWORK

- Increasing trust, connectivity, and support
- Increasing ability to collaborate together across difference
- Increasing levels of network governance + self-organizing
- Group is productive, generative + inclusive

IT SYSTEM

- Significant civic innovations emerge from the network
- Increasing number of cross-sector collaborations
- More system-focused, civic innovators active in the community and at the state level

NLN CURRICULUM MODULES INCLUDE

(I) LEADER

- 1:1 Coaching
- Personal visioning
- Gatekeeping
- Feedback

(WE) NETWORK

- Coaching as a leadership skill
- Network strategy
- Communal visioning
- Designing thinking

(IT) SYSTEM

- Design teams and projects
- Systems thinking
- Network mapping

Always asking: What has this got to do with equity, power and systemic bias?

THIS IS WHAT WE'RE DRIVING TOWARDS...

- See the system.
- Understand our place in it.
- Have tools to begin to act on the system.
- Align fellow travelers.
- Drive impact.

OUR DEEPLY HELD BELIEFS 

F.R.I.E.N.D.S





MARVEL
AVENGERS
INFINITY WAR

EQUITY & POWER. OUR LEARNING CURVE.

What We Know

- We are all sitting in a larger context of systemic oppression.
- The dynamics we see within our own contexts reflect the larger patterns of power, privilege + oppression
- Equity is not just an end result but as a process that mirrors the shift we want to see in the larger society.



AN EQUITY
LENS MEANS...

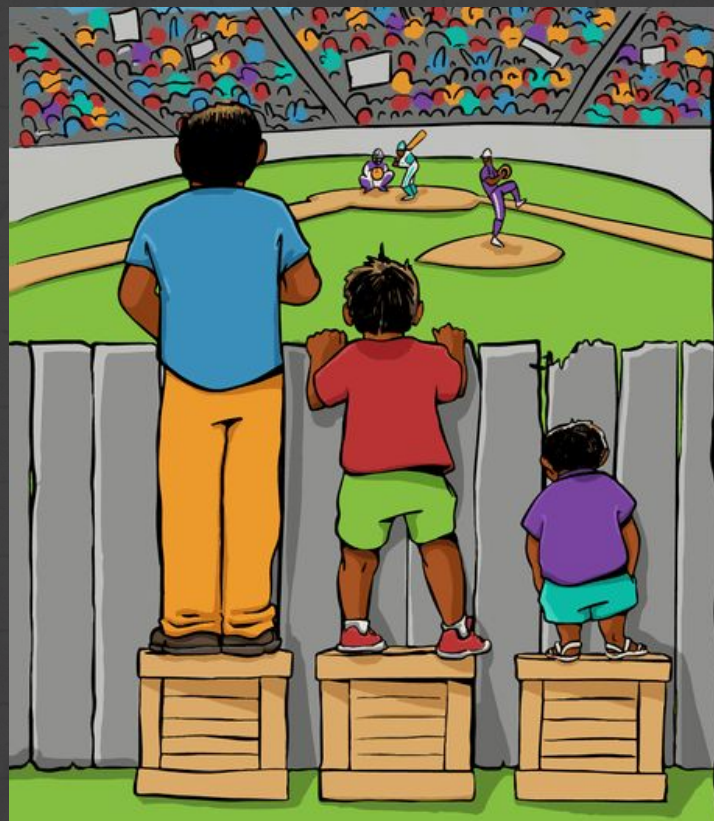


THE POSSIBILITY TO
EXAMINE OUR CONTEXT
IN NEW AND REVEALING
WAYS.



The NEW LEADERSHIP NETWORK

EQUALITY



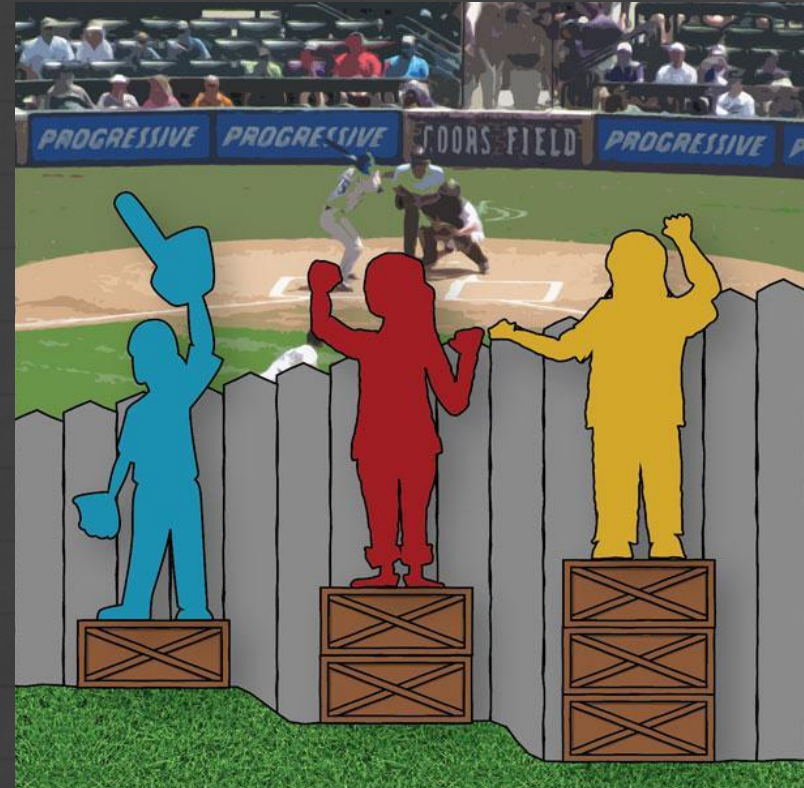
EQUITY



EQUALITY



EQUITY



Why two versions? See [here](#)

WORKING TOWARDS EQUITY MEANS...

- Examining our biases
- Disrupting inequitable practices
- Honoring the distinct contributions that emerge from each person.
- Remove the predictability of success/failure that correlates with any social/cultural factor



WHAT DOES THAT ACTUALLY MEAN
WE DO DIFFERENTLY IN HERE ?

COMMUNITY AGREEMENTS

- Honor confidentiality. What is said here, stays here; what's learned here, leaves here.
- Be present. Leave distractions outside the room. Step out if you need to take care of something.
- Be and stay curious about each other.
- Experiment: move up your listening / move up your sharing.
- Assume best intentions, be aware of impact.
- Practice calling each other “in” (vs. calling “out”).
- Stay connected even when you don't agree; disagreements are part of relationships.
- Co-create a safe and brave space.
- Expect non-closure.



Caminante, no hay puentes,
se hace puentes al andar.

(Voyager, there are no bridges, one
builds them as one walks.)

- GLORIA E. ANZALDÚA