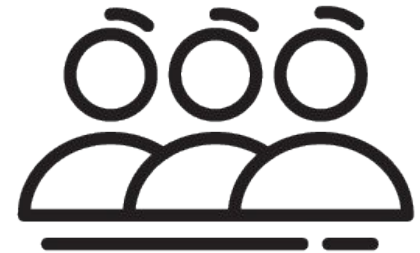


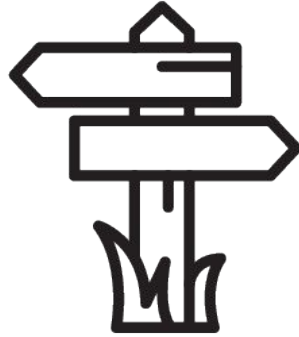
Facing Change: Leadership and Community Development



***The living being is made of contradictions.
Sometimes these are frictions, and from
frictions, many times you can get something
really positive.***

-MEL 2018

Why?



What professional challenges are you facing?

What solutions did you hope to find at the MELPosium?

Where we'll go:

- 1. A big failure**
- 2. experiencing leadership development (MEL!)**
- 3. community building in action.**

Change



Change

***Change needs a lot of time and not just
a good heart.***

You need a strategy.

-MEL 2018

Case Study #1

- **What tensions or uncertainties might you feel as a first time leader in this role?**
- **What are your first steps?**



What is going wrong?

I felt that I was lacking the skills to help people grow. I felt guilty.

-MEL 2017

MEL



A lot about leadership depends on the stories of other people...

-MEL 2018

I used to be like a sort of a control freak in the past. I wanted to organize everything. To me, being a leader meant organizing.

-MEL 2017

I tried to promote participation, but I did it in a very, naive way. And I failed because I didn't know how to do it.

People were like, we understand your good intentions, but it's just not working.

-MEL 2018



Case Study #2

- What would change feel like to the people involved?
 - Students at the school
 - Long-term staff nearing retirement?
 - Principals hired during the “glory years”
 - New staff
 - The incoming director?







You need to involve people.

You need to make people aware of their values.

You need people to feel that they have a voice to make change happen, know that they are part of the change.

-MEL 2018





I'm more relaxed. And it's not a matter of self-confidence. I've got a broader perspective on things. I feel that I'm there to facilitate and I'm no longer worried about disagreement.

-MEL 2019



“I thought that a leader was not allowed to show his or her own weaknesses or doubts or problems.

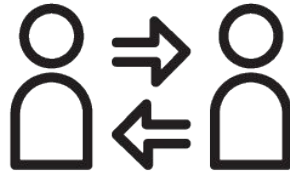
I've learned that there's nothing wrong with it. The more you do it, the more you are a human being.”

-MEL 2018



Authentic leaders are originals, not copies...The process through which they have arrived at these convictions and causes is not a process of imitation. Rather, they have internalized them on the basis of their own personal experiences

-Shamir and Eilam, 2005, p. 399





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