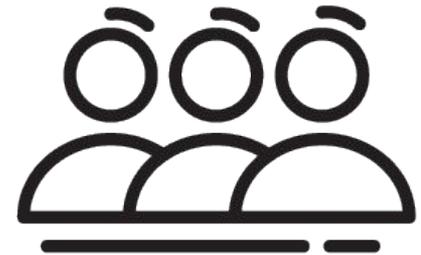


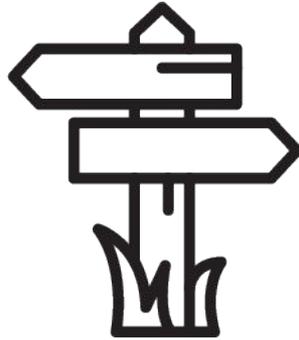
# **Facing Change: Leadership and Community Development**



***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?



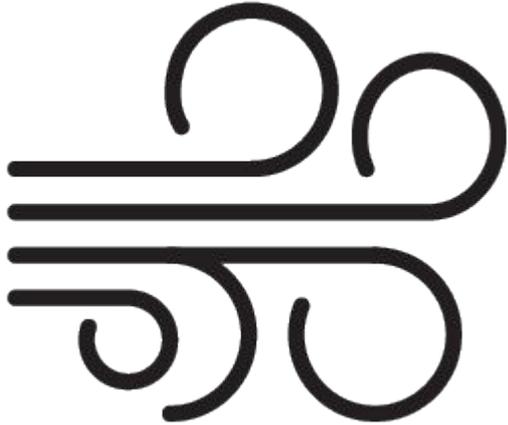
**What professional challenges are you facing?**

**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.***

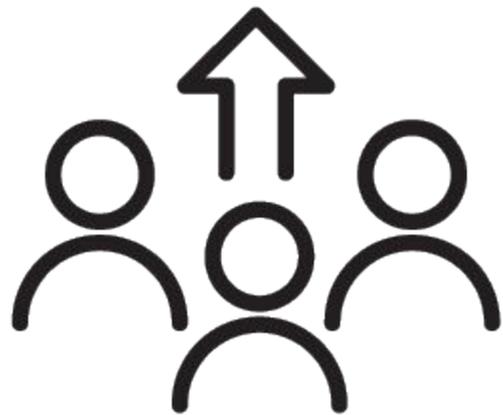
**-MEL 2018**





***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.***

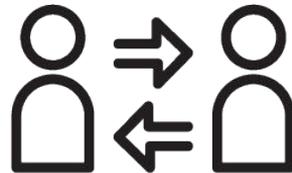
***I've learned that there's nothing wrong with it. The more you do it, the more you are a human being.”***

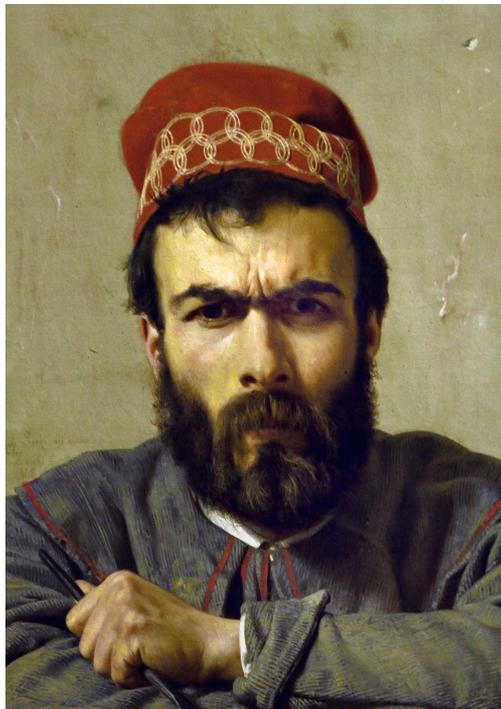
**-MEL 2018**



***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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