

Leadership & Change in Alberta Municipalities

AUMA President's Summit 2009

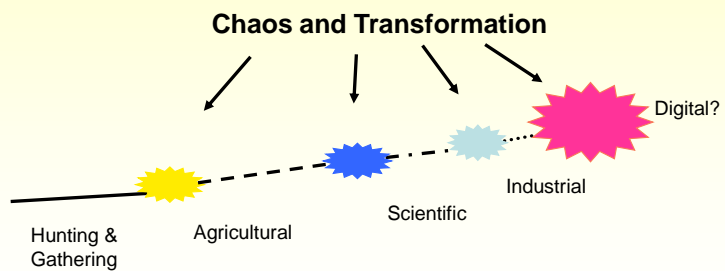
Chris Edgelow



Is the pace of change increasing?



A Unique Period in History



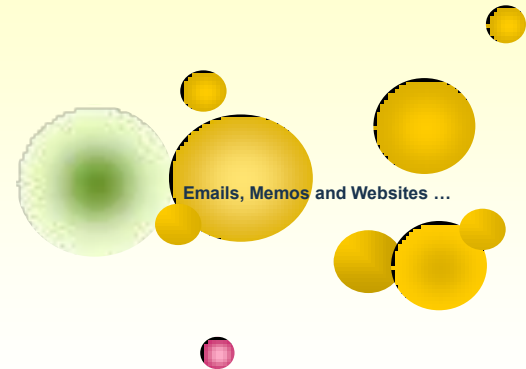
The Integrated Approach to Leading Change



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Avoid Variations on the Theme...



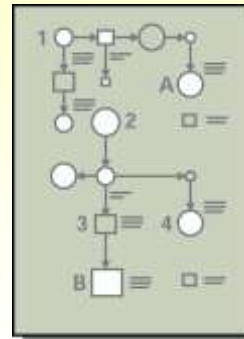
Effective Strategic Leadership



1. A realistic sense of **urgency**.
2. A compelling sense of **hope**.



Implementing Successful Change

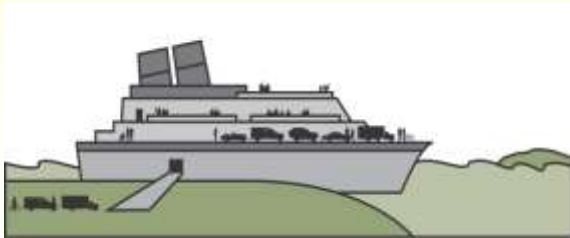


1. 'How' is as important as 'what'.
2. Decisions made by those who are impacted are always best.



Getting Through Transition

1. Leave the past in the past...
2. Ensure trust and learning are maximized...
3. Celebrate signs of progress, however slight...

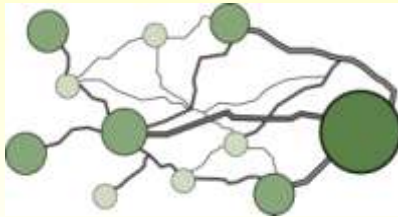


Engaging Communication

1. Leaders must get on the same page first, then engage everyone involved...
2. Dialog, especially deep listening is essential...



Systems Thinking is Vital



*“The major problems of our time are systemic;
they can not be solved in isolation.
They need a systemic or holistic approach to be solved.”*

Fritjof Capra



*“Systems thinking is a discipline for seeing wholes.
It is a framework for seeing interrelationships rather
than seeing things, for seeing patterns of change
rather than static snapshots. Systems thinking is a
sensibility for the subtle interconnectedness that
gives living systems their unique character.”*

Peter Senge



Learning Disabilities

1. "I am my position."
2. The enemy is out there.
3. A fixation on events.
4. The delusion of learning from our experience.



Thoughts for your work ahead...

"True proactiveness comes from seeing how we contribute to our own problems." **Peter Senge**

"Tolerating dissent is the essential means by which societies cope with change." **Peter C. Newman**

"Our anxiety doesn't come from thinking about the future, but rather from wanting to control it." **Unknown**

"The belief that one's own view of reality is the only reality is the most dangerous of all delusions." **Paul Watzlawick**

"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed it is the only thing that ever has." **Margaret Mead**

