

The Leadership Development **COLLABORATIVE**

The Leadership Development Collaborative will foster leadership, at scale, for stronger, healthier and more prosperous communities and regions.



KANSAS
LEADERSHIP
CENTER

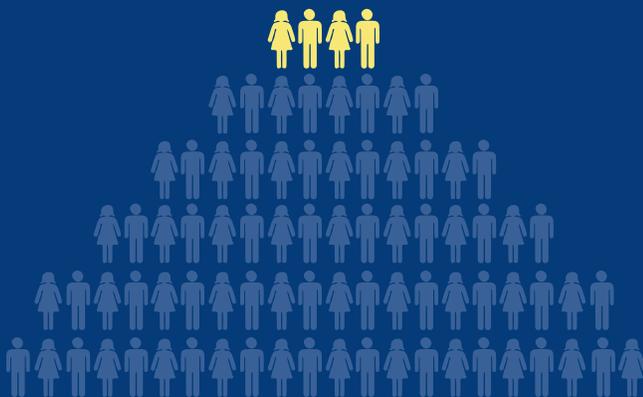
The Collaborative builds the capacity of members to redefine community leadership development across the country. Hosted by the first-of-its-kind Kansas Leadership Center (KLC), The Collaborative meets regularly and leverages the learning and experience of members and of the over \$50 million that has already been invested in the KLC. *KLC hopes this effort will help establish similar “large-scale leadership development” efforts across the country and beyond.*

What is “Large Scale Leadership Development?”

- It’s the phrase KLC has used over the years to describe how we are different from existing community leadership development efforts. KLC works with about 3000 individuals in intensive, multi-day experiences each year. That number continues to grow and is part of the overall design of KLC. Our goal is to transform the civic culture of our state and to do that we must saturate the state with leadership able to make more progress on adaptive work.
- The “large scale leadership development” phrase is a catch all that implies a whole new way, and a better, more impactful way, of doing leadership development for the greater good.

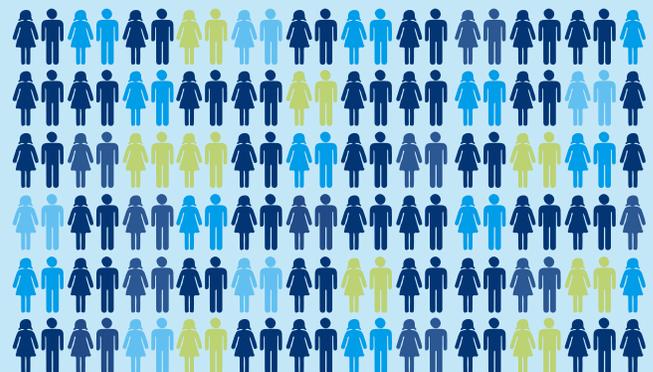
top down approach

TRAIN A LIMITED NUMBER OF ELITE INDIVIDUALS AT THE TOP.



large scale approach

LEADERSHIP IS AN ACTIVITY FOR EVERYONE.



Who is the Collaborative for?

The Collaborative is for funders and leadership development institutions who are:

COMMITTED TO INCLUSION.

Members disrupt who leadership development is for, ushering in a more inclusive and expansive commitment to populations and communities.

COMMITTED TO SCALE.

Members aim towards leadership development for hundreds and thousands of people annually, rather than just the typical 20-40 cohort model.

COMMITTED TO ADAPTIVE WORK.

Members build the leadership of others to tackle adaptive, not technical, challenges.

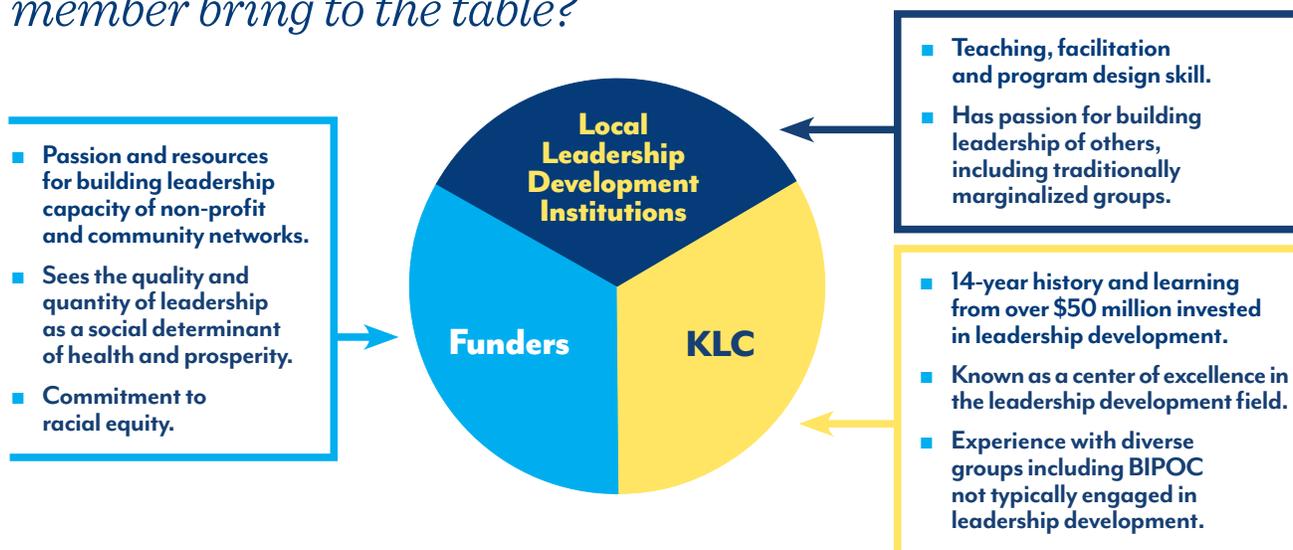
COMMITTED TO THE GREATER GOOD.

Members work through individuals for the ultimate betterment of the community, region, state and nation.

COMMITTED TO EXPERIMENTATION.

Members understand bold experiments will be needed to build the leadership capacity of their region.

What does each type of member bring to the table?



In general, what will the Collaborative do?

LEARN FROM THE KLC EXPERIMENT.

KLC is unique. No other leadership development efforts have had its focus (on the greater good), its scope (statewide) and its resource base (well over \$50 million invested). KLC has pioneered whole new approaches to leadership curriculum, program design, recruitment, community partnership, teaching, evaluation and research. Members will use exposure to KLC's successes and failures to spur the evolution of their own efforts.

JOINT LEARNING.

The Collaborative explores how leadership development efforts can have more impact. Members unpack the default choices in most leadership development efforts and make conscious choices to expand program reach and impact.

RUN EXPERIMENTS.

Each member runs at least one significant experiment annually in the direction of "large scale leadership development."

ADOPT NEW PROGRAMS AND PRACTICES BASED ON LEARNING FROM THOSE EXPERIMENTS.

Members of this network grow their scale, hone their focus on adaptive work and foster more impact for the communities and region they serve. Collectively, members create new norms for civic and community leadership development.

How will the Collaborative operate?

- While, KLC serves as the organizational hub (creating communication tools, hosting work sessions, etc.), members will co-create the best ways for us to leverage one another. It will be very collaborative (hence the name) and engaging.
- A 90 minute work session occurs monthly and serves as the regular, ongoing connection of all the members.
- Executive Directors, CEOs or other senior authorities in charge of building and running leadership development efforts attend an annual five-day "intensive" hosted by KLC to discuss and learn about things such as evaluation, research, recruitment models, financing impact, designing technology applications to grow impact, etc.
- Teachers attend KLC programming to learn the KLC curriculum (which members are welcome to use at no charge in their programs) and the teaching methods used at KLC (case-in-point, case study, facilitation, coaching, etc.).

What's required to be a member?

FOR FUNDERS

- Commit at least \$50,000/year to local/regional large scale leadership development experiment(s).
- Attend monthly Collaborative work sessions.
- Optional: attend intensives and KLC core programs.

FOR LEADERSHIP DEVELOPMENT INSTITUTIONS

- Attend monthly Collaborative work sessions.
- Exec. Director/CEO attends "scaling intensive" annually.
- Two teachers attend training at KLC annually.
- Run at least one large-scale leadership development experiment each year.

FOR KLC

- Host monthly work sessions.
- Host intensives.
- Help co-teach experimental programs if desired by members (with some limitations).
- Share resources to support large scale leadership development.

What outcome do we expect?

**MEMBERS MAP OUT THE DESIRED OUTCOMES,
BUT IN GENERAL WE IMAGINE:**

Each region touched by the initiative radiates a civic culture where progress is made by diverse stakeholders coming together to advance the health, strength and prosperity of their region.

How does my institution join the Collaborative?

JOIN AT: www.kansasleadershipcenter.org/collaborative

DEADLINE FOR INITIAL MEMBERS TO JOIN IS MARCH 31.

We may open membership in the Collaborative again in 2022.

QUESTIONS?

Contact **Ed O'Malley** at eomalley@kansasleadershipcenter.org
or **Julia Fabris-McBride** at jfmcbride@kansasleadershipcenter.org