



## Keeping the KLC ideas alive in your organization.

*Wondering how to help people apply what they learn at KLC? If you want to leverage more leadership as an activity to solve problems and seize opportunities in your organization, below are some ways you can make the most of your investment in leadership development:*

### IDEAS FROM KLC PARTNERS

*Leadership Transformation Grant partners are finding ways to help those who've attended KLC programs apply new ideas. Some have even initiated experiments to spread the ideas to the whole organization.*

- “We get people together right after they attend KLC to hear their ideas and talk with them about what it looks like to infuse more of the KLC ideas into our daily work. We talk about how we can support one another along the way.”
- “We hold monthly brown bag sessions including both people who have been to KLC and people who've simply read the Your Leadership Edge book or been introduced to the ideas in some other way.”
- “A group of us who went through Equip to Lead offered a short training focused on making multiple interpretations and engaging unusual voices. Those practices need to happen in almost every meeting. We want everyone to know those concepts.”
- “Our staff is spread out around the state, so we hold regular virtual meetings to share how we are applying the KLC ideas. It's a great way to get a little informal coaching.”
- “We start every staff meeting with a 10-minute discussion of one of the leadership ideas. I encourage people to read the relevant chapter in Your Leadership Edge before they come. No one complains about reading six or seven pages. The discussions are really energizing.”
- “We hold a monthly Leadership Lunch to discuss a different leadership behavior each time. We apply the ideas to our contexts and identify experiments with that behavior. Sometimes people bring cases from their work.”
- “We host peer coaching groups for our core team and others who we've identified as internal trainers.”

### TIPS FROM KLC STAFF

- Put a recurring conversation on the calendar where you can practice together.
- Utilize The Journal and its discussion questions to engage your team in meaningful conversations.
- Support team members who are ready to practice facilitating conversations and sharing the KLC ideas.
- Regularly engage people in creating a faction map about something important to your organization. Use page 35 in the KLC Guidebook.
- Use the Leadership Dashboard on page 42 in the KLC Guidebook to encourage people to track progress on a leadership challenge.