



LEADERSHIP LEARNING
COMMUNITY

LEADERSHIP FOR A NEW ERA

Leadership for a New Era (LNE) is a collaborative research initiative launched by the Leadership Learning Community that seeks to promote leadership that is more inclusive, networked and collective. The dominant leadership model places an emphasis on individual behavior and limits our ability to activate leadership on the scale needed to achieve systems level change. LNE has engaged a diverse group of funders, researchers, practitioners and consultants in the leadership development field to work together to shift the current thinking. Our research focuses on the following four areas: *Leadership and Race*, *Leadership and Networks*, *Collective Leadership* and *Leadership Across Difference*. We will test and promote ideas through face-to-face and online meetings, and produce a series of publications, practical assessment tools, and online resource directories for each area.

UNIQUE VALUE

Since its launch in 2009, over 100 individuals and organizations have joined this collaborative initiative. Through LNE, we seek to influence individuals and organizations in the leadership development field, particularly funders, researchers and leadership program staff. The project is unique in:

- **Scope:** covering some of the most prominent and emergent topics related to leadership
- **Expertise:** bringing together thought leaders in the four areas of research
- **Application:** outlining practical ideas and tools that funders and practitioners can easily access and leverage in their work

ENGAGING WITH LNE

We invite you to join this initiative and make it a truly collaborative effort. Participants can suggest ideas, resources or questions that will advance the work for a particular area. They may also participate in – and even help organize – meetings where LNE members can interact and exchange ideas. We encourage participants to promote the initiative and suggest future areas of exploration. For more information please visit www.leadershipforanewera.org

THE PRODUCTS

We will publish the publications, assessment tools, and online resource directories for the first two areas, *Leadership and Race* and *Leadership and Networks*, by mid-2010. We will engage LNE partners to start working on the materials for the other two areas by the end of the year.

Leadership and Race

Purpose:

To bring a race conscious lens to current leadership practices and to promote approaches, resources and tools that help leadership programs in achieving racial justice.

Rationale:

Without bringing a race conscious to leadership work people of color will continue to be underrepresented in leadership positions, and those in leadership will not understand the potential harmful racial impact of service strategies and policy decision.

Leadership and Networks

Purpose:

To improve the capacity to catalyze, develop and support leadership networks in the nonprofit sector.

Rationale:

Broadening our approach to leadership development from a focus on leader characteristics and behavior to include how leadership emerges through networks and communities opens up new opportunities for understanding and promoting leadership that can address complex, systemic challenges with new thinking and solutions.

Collective Leadership

Purpose:

To understand leadership as a collective process and explore the ideas and tools that support this type of leadership.

Rationale:

There is a growing recognition that to achieve large scale change, we need to unleash collective leadership capacity within groups, organizations and communities; leverage networks using collaborative technologies; and support individuals and organizations working across differences to develop shared purpose, vision and coordinated action.

Leadership Across Difference

Purpose:

To help individuals and organizations in the nonprofit sector to unite across differences and around larger community issues that connect the concerns of different groups.

Rationale:

The fragmentation of the non-profit sector persists with most leadership programs focused on organizational improvements that are not able to address sector-wide problems with systemic thinking and solutions.

GETTING STARTED

For more information about the publications and ways to get involved with LNE, visit www.leadershipforanewera.org and open your free account.

ABOUT THE LEADERSHIP LEARNING COMMUNITY

We are a national nonprofit organization transforming the way leadership development work is conceived, conducted and evaluated, primarily within the nonprofit sector. We focus on leveraging leadership as a means to create a more just and equitable society. We combine our expertise in identifying, evaluating and applying cutting-edge ideas and promising practices in the leadership development field, with access to our engaged national network of hundreds of experienced funders, consultants and leadership development programs, to drive the innovation and collaboration needed to make leadership more effective. We provide members with unparalleled access to resources and networking opportunities. We also offer high-quality consulting services that leverage our unique expertise and network to help foundations and leadership development programs optimize their investment strategies. For more information visit www.leadershiplearning.org or email us: info@leadershiplearning.org

