LLC anticipates the future and is a dynamic catalyst capable of creating a link from today’s issues in leadership development to tomorrow’s solutions.

(Donna Stark, The Annie E. Casey Foundation)
Leadership Learning Community

Network  Research  Application

Today

- What is a network?
- Tools for infusing a network mindset into your work
  - Practice
- Resources
How is our thinking on leadership changing?

Dominant Culture

“leadership is an individual competency”

Hierarchical
Organizational Chart
Self as agent
Up -> Down
New mindset

Distribution of power within an organizational structure

Individual Vs. Collective Leadership

<table>
<thead>
<tr>
<th>Individual Leadership</th>
<th>Collective Leadership</th>
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<tbody>
<tr>
<td>Leader of Followers</td>
<td>Self as Leader</td>
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<td>Setting Vision &amp; Directing</td>
<td>Aligning Purpose &amp; Actions</td>
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<td>Control and Planning</td>
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<td>Exercising Power</td>
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<td>Leadership Hierarchy</td>
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<td>Centralized Decision Making</td>
<td>Collective Input &amp; Process</td>
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<td>Personal Claim or Blame</td>
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<td>Individual Responsibility</td>
<td>Group Accountability</td>
</tr>
<tr>
<td>Individual Intelligence</td>
<td>Group Creativity &amp; Wisdom</td>
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</tbody>
</table>

What can networks do?
leverage people power

- Granted $25,000 in innovation seed funds
- In less than one month recruited and engaged 20 Selection Committee members
  - Together created grant criteria and eligibility, and created scoring rubric and calibration tool
- Within three weeks of posting and closing application, received 130 applications
- Recruited and engaged 103 network members to review the applications
- Three projects selected
- In total the project engaged over 500 people
Other network leadership achievements

**Influence:** 160 networked nonprofits changing state level auto emissions policies & closing coal plants.

**Mobilization:** Massive global protests 1/21/17
Washington DC to Nairobi in defense of women’s & human rights

**Catalyze Action:** MomsRising network of 1,000,000 moms advocating for families

**Scale:** A playground every child can walk to – from 1600 over 10 years to 1600 in one year
What is a network?

A Group of People Connected by Relationships

Networks are an organizational structure

Adapted from the Monitor Institute
What are we learning about networks

Terminology

- **Node**: A node is a person, organization, or idea.
- **Link**: A line that connects two nodes.
- **Cluster**: A cluster is a group of nodes that are more connected to each other than to other nodes outside the cluster.
- **Hub**: A hub is a node at the center of a cluster.
- **Bridger**: A bridger is a node that connects different clusters.

Patterns of network growth

- scattered clusters
- hub-and-spoke
- multi-hub
- core periphery

where most network-building begins
< time >
self-sustaining network

Burning questions?
Transform your work

Strategies to create an effective intentional network

Adapted from June Holley
Strategies
to create an effective intentional network

Support
Act
Align
Connect

Adapted from June Holley

Connect
to create opportunities for partnerships

but how?
Network Weaving

closing triangles

You

Alex

Sam

strengthening the network

Practice

Being A Network Weaver

- Take a minute to jot down the names of at least two people you can connect to each other.

Inspiration:

- If _ knew _ they could learn from one another/ work together.
- _ & _ are working on similar work/ have similar interests.
Burning questions?

Strategies to create an effective intentional network

Adapted from June Holley
Alignment
common vision

Measure
alignment and readiness through surveys, social network analysis (maps), & network participation
Practice
Measuring our values

- How can you measure your values and goals?
- How can you infuse this into your scheduled meetings, calls, events?

Burning questions?
Strategies to create an effective intentional network

Support
Act
Align
Connect

Adapted from June Holley

Work Together
pop up learning & discussions
Work Together
small acts

Work Together
on large projects
Take Action

twosies

- connect one-on-one over coffee or virtually via phone or video conference
- listen & share
- follow up, schedule time (monthly) to connect with someone in your network and continue to strengthen your partnerships

Practice

Self-organizing

- Process:
  - Let us know if you would like to participate. (poll)
  - We will create a GoogleSheet with your contact information (only if you select yes in poll)
  - We will pair you up
  - Reach out to each other and set up a short call (20-30 minutes to learn more)

Inspiration:
- Who haven’t you talked to, in-depth, that you could connect to?
- What are somethings you are hoping to share?
Burning questions?

Strategies to create an effective intentional network

Adapted from June Holley
Support the work through infrastructure

Infrastructure for communication:
- listservs (email)
- social media
- Zoom video conference
- Scoop.It
- Doodle

GoogleDrive
- shared documents and files
- shared media
- list of contacts (phone, emails)
Practice creating supports

- Reflect on the systems that you know best, are most comfortable with. Does your network use similar forms of communication? Are they efficient?
- Commit to trying out one new form of communication

Inspiration:
- Can’t think of anything, consider surveying your network.
- The more complicated, or the more steps, the less likely it is to take off.

final Burning questions?
**Want more?**

find our publications

available for download at www.leadershiplearning.org

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**Interested**

in learning more about implementing networks with equity and integrity?

- Join us for our unconference, Creating Space
- October 25-27, 2017 in New Orleans, Louisiana
Find LLC

connect

- want the latest updates? http://conta.cc/cZuiWC
- Twitter: @LeadershipEra
- Facebook: http://bit.ly/2x9fXfj

Thank You!

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