

The energy for our leadership comes from broken places in our hearts

Loving the gifts & potential in a person that too many others don't recognize as an equal and sometimes treat as if empty or threatening

Living with the painful tension between real gains which justify high expectations & the losses that happen when ...

... important people leave a person's life

... transition points require starting over & threaten opportunities & relationships

... when the systems we rely on change & make life harder

Continuing to seek & welcome the goodness in people while at the same time maintaining vigilance and responding to rejection, neglect, & abuse

We need to support each other to continue to struggle with these unresolvable issues

Holding a terrible

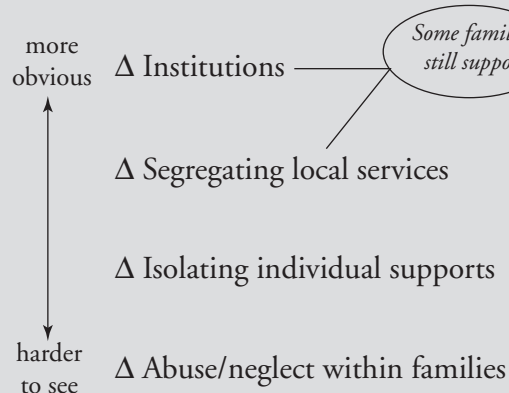
?

How can we treat
each other this way?

Don't notice Δ Don't question

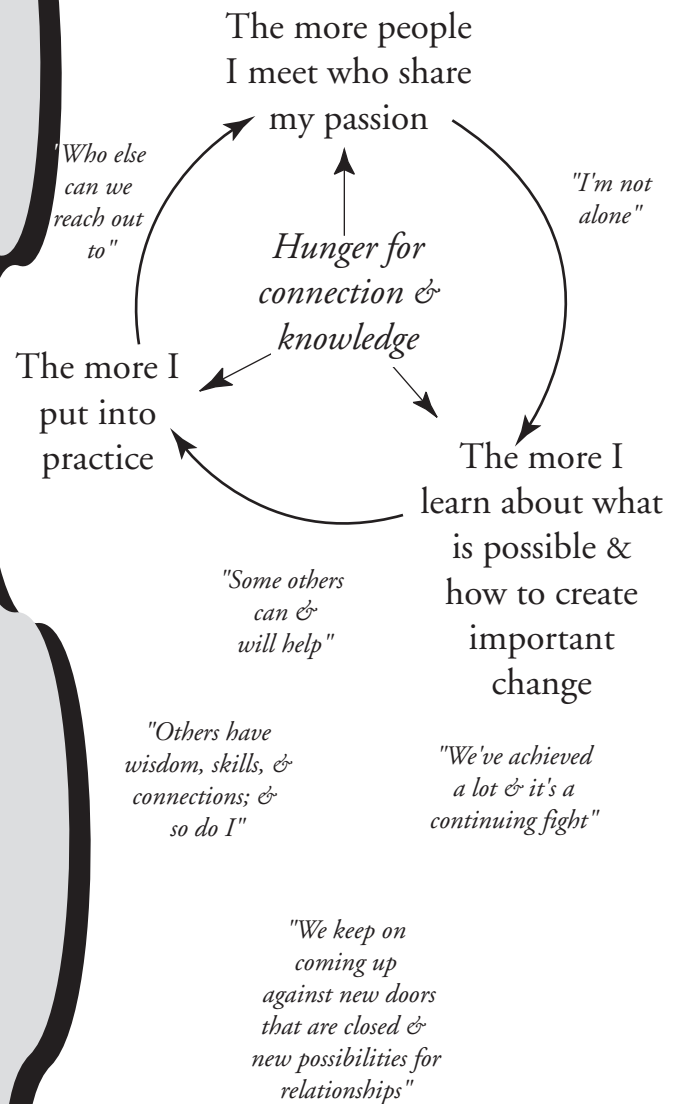
Rejection Δ Violence
Isolation Δ Suffering

Best for... only realistic option

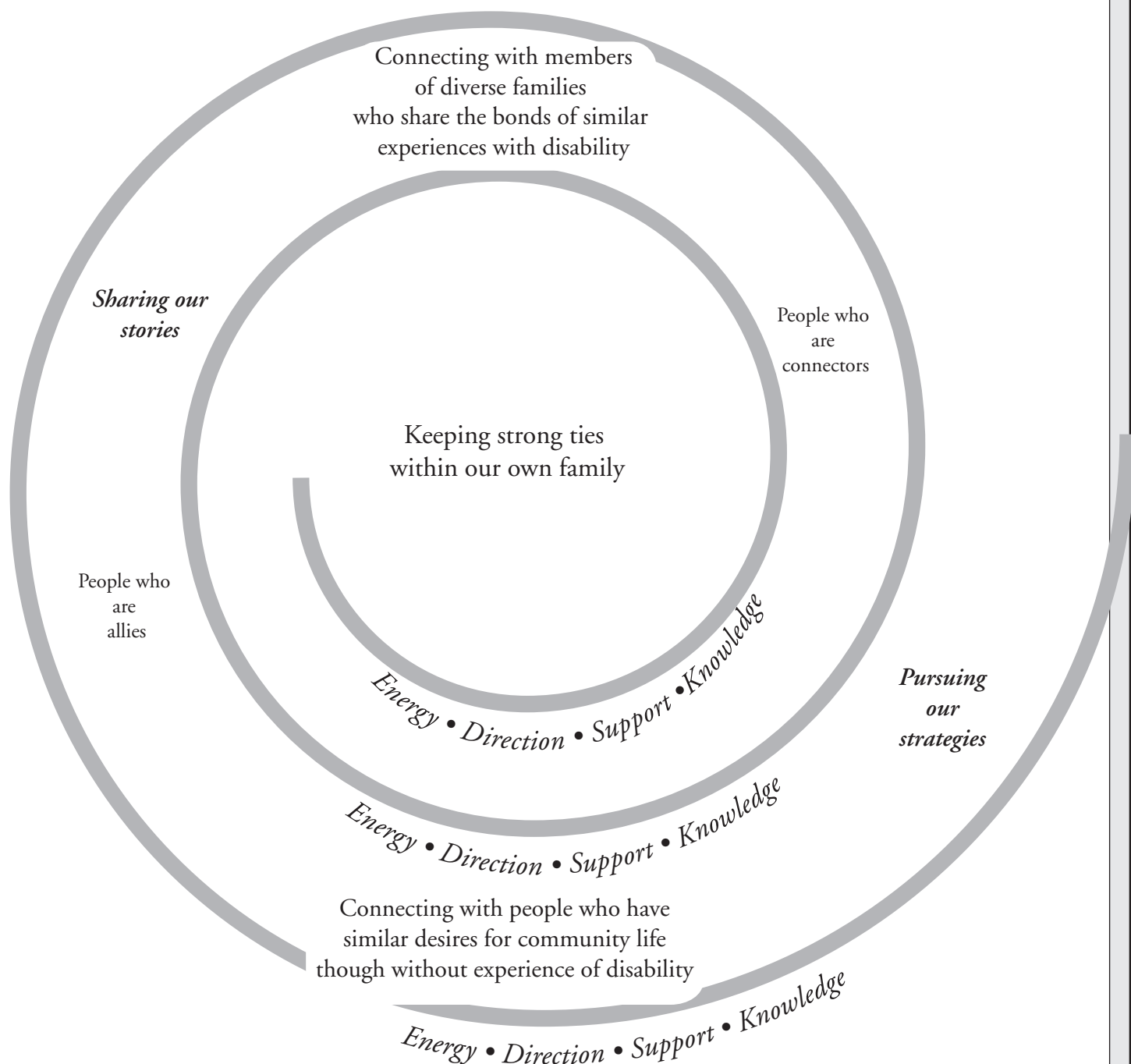


Leadership is a relationship between dark & light

Opening Doors & Building Relationships in Community

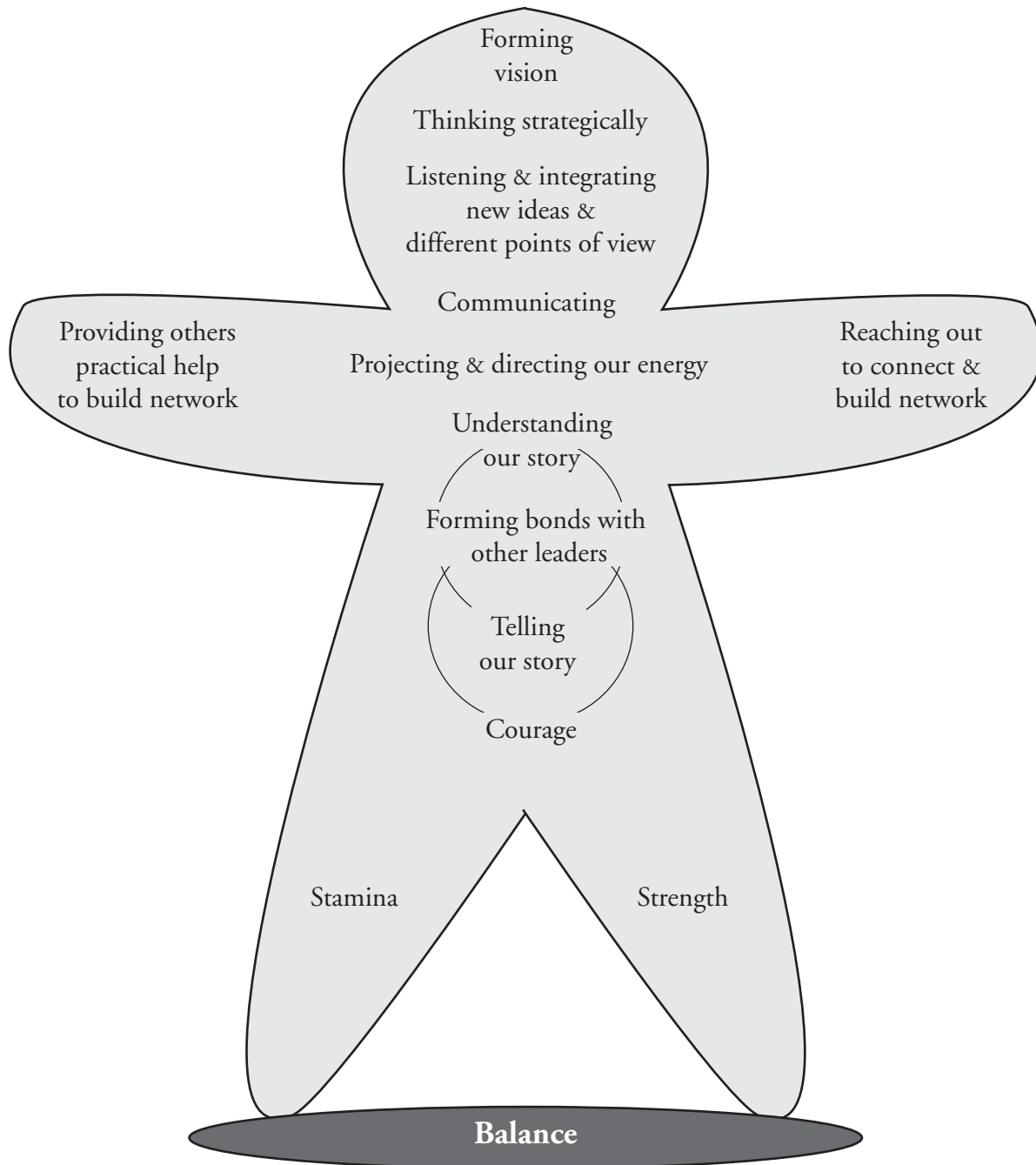


Energy for Change Grows Through Relationships



— Local ———— Alberta ———— Canada ———— World

Leadership Disciplines



Giving support *and* Getting support

Challenging *and* Collaborating

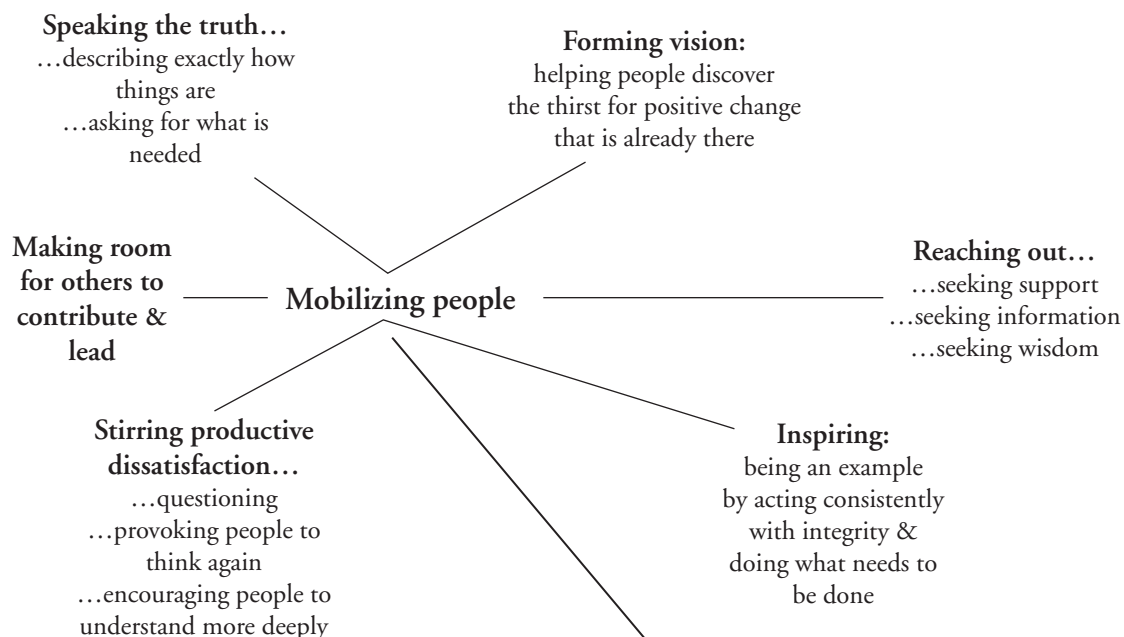
Doing *and* Reflecting & planning

Moving in front *and* Walking beside

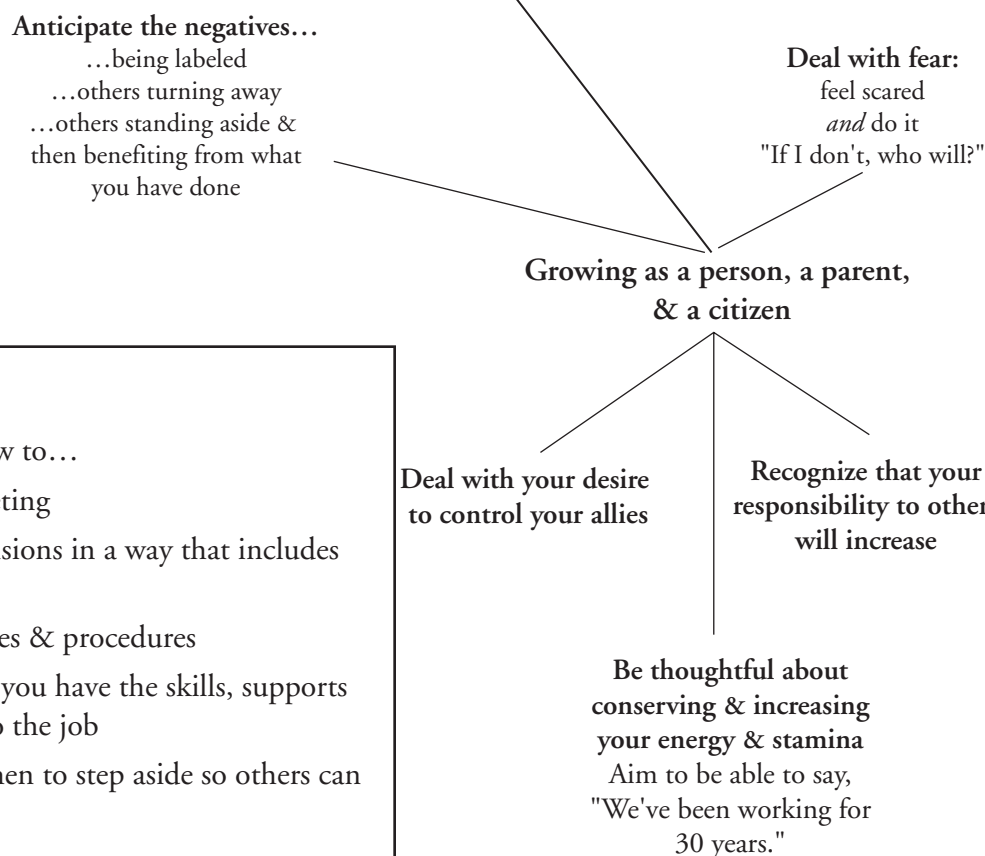
Service to others

For moral
purposes
(leadership
can be
destructive

Questioning
self:
"Am I serving
positive values?"
"Are people
growing because
of my work with
them?"
"What problems
are created by
what I am doing?"



An idea map on Leadership



Position

- Knowing how to...
...run a meeting
...make decisions in a way that includes people
...follow rules & procedures
- Making sure you have the skills, supports & time to do the job
- Knowing when to step aside so others can take over

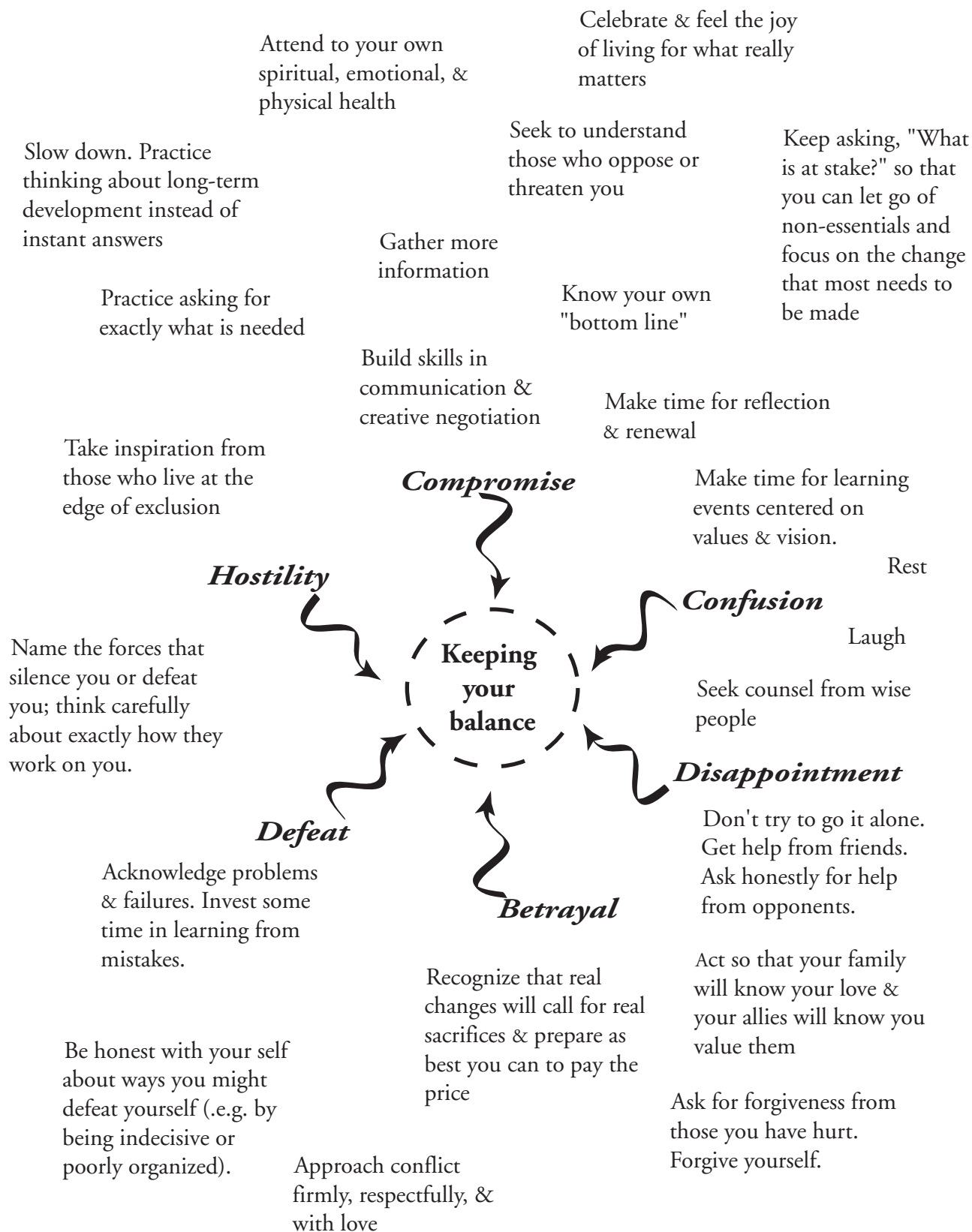
Practices for Developing Leadership

- Build relationships that link people with common passions & different experiences and perspectives
- Discover different ways to see common and conflicting issues
- Share and clarify dreams, hopes, and ideas about how to act hopefully in pursuit of dreams
- Find strong ways to frame hard questions and stick with those questions through time
- Look for and learn from identifying with people who are models of leadership among family members and people with disabilities
- Respect and expect capacity in self and others to make a positive difference in difficult situation
- Step outside the fast pace of action from time to time; make time to listen quietly to self and think and feel a way through how things are fitting together
- Create opportunities and invitations for others to develop their leadership
- Find the courage & time to feel the depth

reflections on
Stories of how
change happened

Strategic Thinking

- Be sure your work is rooted in a clear vision & a deep awareness of the difficulties that arise from the social devaluation of people with disabilities. This gives you the clarity necessary to find your way between right & wrong when things get confused & the energy you need to keep on when frightening or disappointing things come up.
- Allow yourself the time & flexibility of agenda necessary to build & strengthen relationships. The more you need to involve people unfamiliar with your values & agenda, the more important this is and the more time & turns relationship building will take. (Many important opportunities call us to work in situations where we have very little control & where our issues are not yet legitimate.)
- Work on a common language that captures what really matters to you. Don't assume agreement or even shared meanings. Not even those who agree with you may understand key values & ideas in the same way; your own understanding can expand by exploring differences.
- Look at things from other's point of view. Work to find approaches that offer mutual benefits, even to those you must challenge. Never stop looking for opportunities to build capacity to respond constructively to people with disabilities, no matter how small the step may be.
- Be aware of real oppositions. Alliances are vital, but "partnerships" imposed externally on groups with opposing interests can lead to stuckness, deception, & betrayal.
- Difficult situations & threats can provide opportunities & bring people together. Don't be afraid to face them and speak out about them.
- Step back from time to time & look at the whole situation. Some important changes happen through moves that are hard to see when you are in the middle of the action. It's good to take the long view with someone you trust



What we want to take with us into future sessions...

