

## **INTRODUCTION**

The practice of creative and adaptive leadership requires (among other things) skill in effectively communicating the desired change to others. Establishing competence and trust is a vital part of effective change communication as explored last session, however clarity is also critical. This month we will put together the personal and the practical to begin crafting a compelling story for the change you want to see.

### **PART 1: REFLECTION AND CONVERSATION WITH CONSULTATION PARTNER**

Q1: As you seek to engage others in work on your puzzle with others where are you seeing points of resistance, hesitation, or confusion?

Q2: Given the defining personal moment(s) that have shaped your leadership, identify the value(s) associated to it (e.g. dignifying others, caring for others, being honest, etc). Is this value evident in the puzzle you are working on? If so, where? If not, what values are present and where are they rooted for you?

Q3: To date, are there any instances you can recall when you were able to adequately address articulated concerns and move the work forward? If so, what seemed to help? If not, what questions has that created for you?

Check-in with your consultation partner to discuss. If you are assigned to John and Kate for a Pizza Map still take a few minutes to reflect on these questions as you're able.

### **PART 2: WRITE A STATEMENT OF PURPOSE**

Instructions: Drawing on the work you've done to date, as well as any insights from your reflections, draft a Statement of Purpose that presents your puzzle in terms of a change that is needed, and which addresses the following four elements:

- What is the problem?
- What is the specific change you are proposing?
- What one piece of evidence shows you and others a compelling need?
- What value is represented by the change (e.g. fairness, quality, dignity, etc) and what are the broadest implications?

Use the slide template and sample provided to share your Statement with others.