

Leadership in the New Normal: Implications for UCEDDs

UCEDD Leadership Institute

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Leading Organizations: The Importance of Strategic Planning

- Bryson’s Strategy Change Cycle (see page 2)
- Kotter’s Eight-Step Model for Leading Change
 1. Create urgency.
 2. Form a powerful coalition.
 3. Create a vision for change.
 4. Communicate the vision.
 5. Remove obstacles.
 6. Create short-term wins.
 7. Build on the change.
 8. Anchor the changes in the culture.
- Characteristics of the “Minnesota Model”
 - High aspirations and clear vision with long-term time horizon
 - Strategic approach with identified critical-path barriers and resources
 - Alignment and integration of mission, goals, strategies, measures
 - Long-term principles and planning
 - Cross-functional and collaborative leadership
 - Ability to manage change, set priorities, and resolve dilemmas
 - Broad buy-in and engagement across governance systems and institutional culture
 - Commitment to performance, productivity, accountability, continuous improvement
 - Create and sustain momentum along the critical path

The 7Cs of Personal Leadership Development

- Adapted from literature on healthy youth development, but applies at all ages and levels:
 1. Competency: preparation, skills, emotional intelligence, lifelong learning
 2. Connections: mentors, colleagues, community, value of others
 3. Culture: perception and understanding, shared values, diverse perspectives
 4. Contribution: trust, responsibility, empowerment, accountability
 5. Conviction: vision, principles, priorities, aspirations
 6. Courage: action, consistency, integrity, excellence
 7. Correction: learn from mistakes, strengths/weaknesses, dilemmas/conflict

References and Resources

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THE STRATEGY CHANGE CYCLE

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