



LEGISLATIVE LEADERSHIP

JANUARY 31, 2023



ADAPTIVE CHALLENGES AND LETTING GO

- Adaptive challenges are ambiguous, systemic problems with no easy answers. There is no map or blueprint for action—and the solutions don't reside in the formal leaders at HQ.
- Perspective - View from the other side.

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What does this organizational change mean for me?

- I understand I am asking you to tell me what I am thinking.

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**What is going well with our adaptive changes?
What do we need to address?**

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JIM COLLINS

The complex governance and diffuse power structures common in non-business lead me to a hypothesis, namely, that there are two types of leadership skill, one that we might call executive and the other that we might call legislative.

In executive leadership, the individual leader has enough concentrated structural power to simply make the right decisions. In legislative leadership, on the other hand, no individual leader, not even the nominal chief executive, has enough structural power to make the most important decisions by himself or by herself. Legislative leadership relies more upon **persuasion**, **political currency**, and **shared interests** to create the conditions for the right decisions to happen....



What was the budget meeting about on Tuesday?



BUILDING TRUST

- Commitment
- Consistency
- Competence
- Communication



SHARED INTERESTS

- Questions? (opportunity to create shared interest!)
- Things that we have learned?

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How valuable are meetings like this to you personally?

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How often should we hold these meetings?

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What topics would be helpful to you?

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