

*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

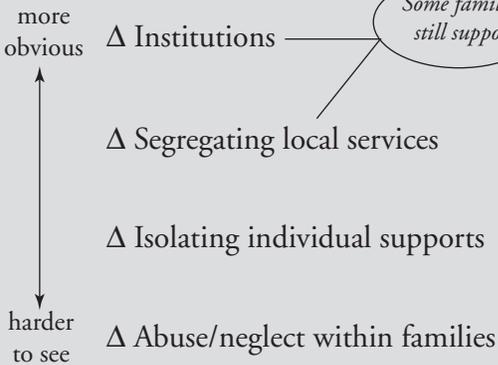
?

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

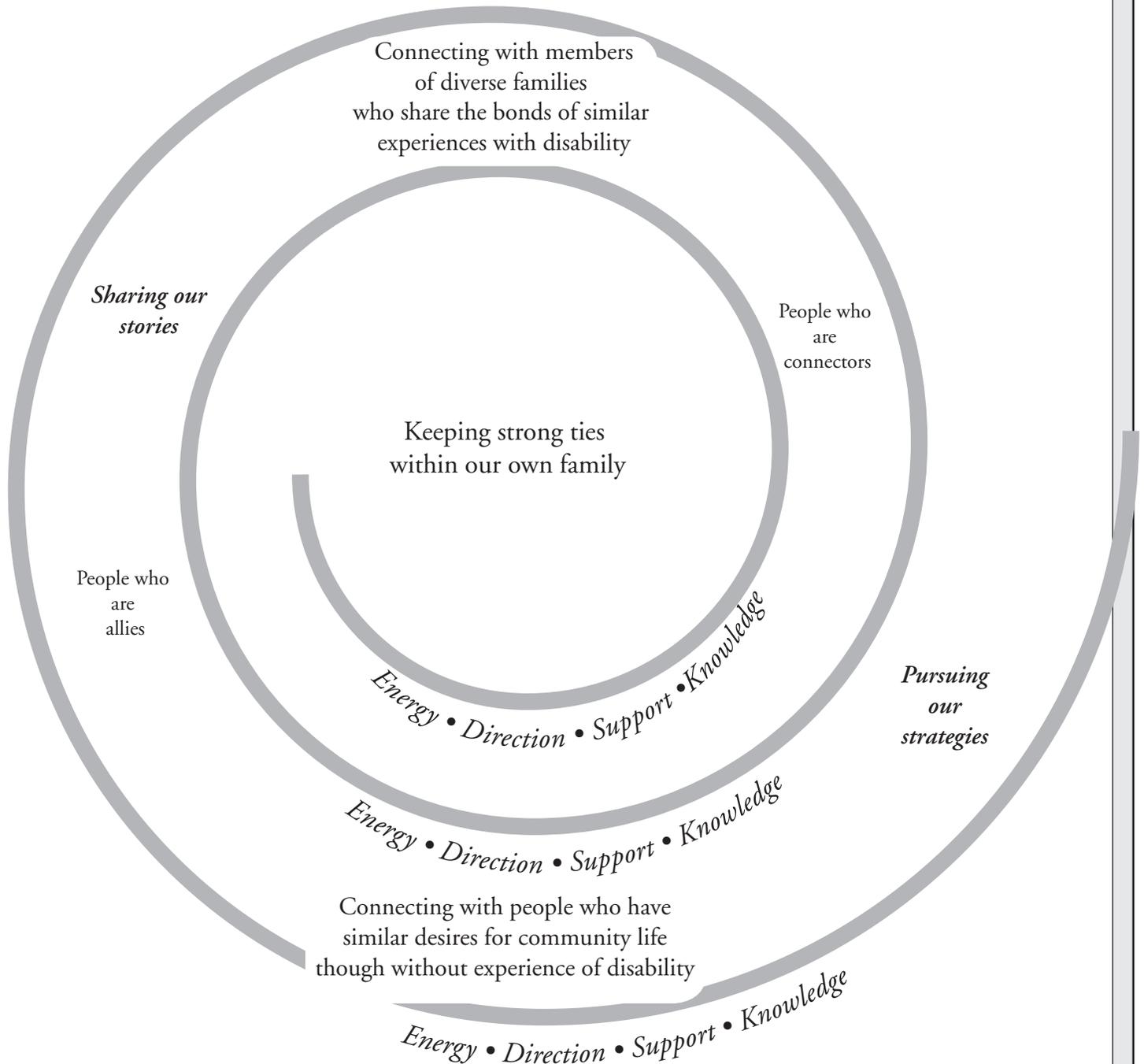


# Opening Doors & Building Relationships in Community



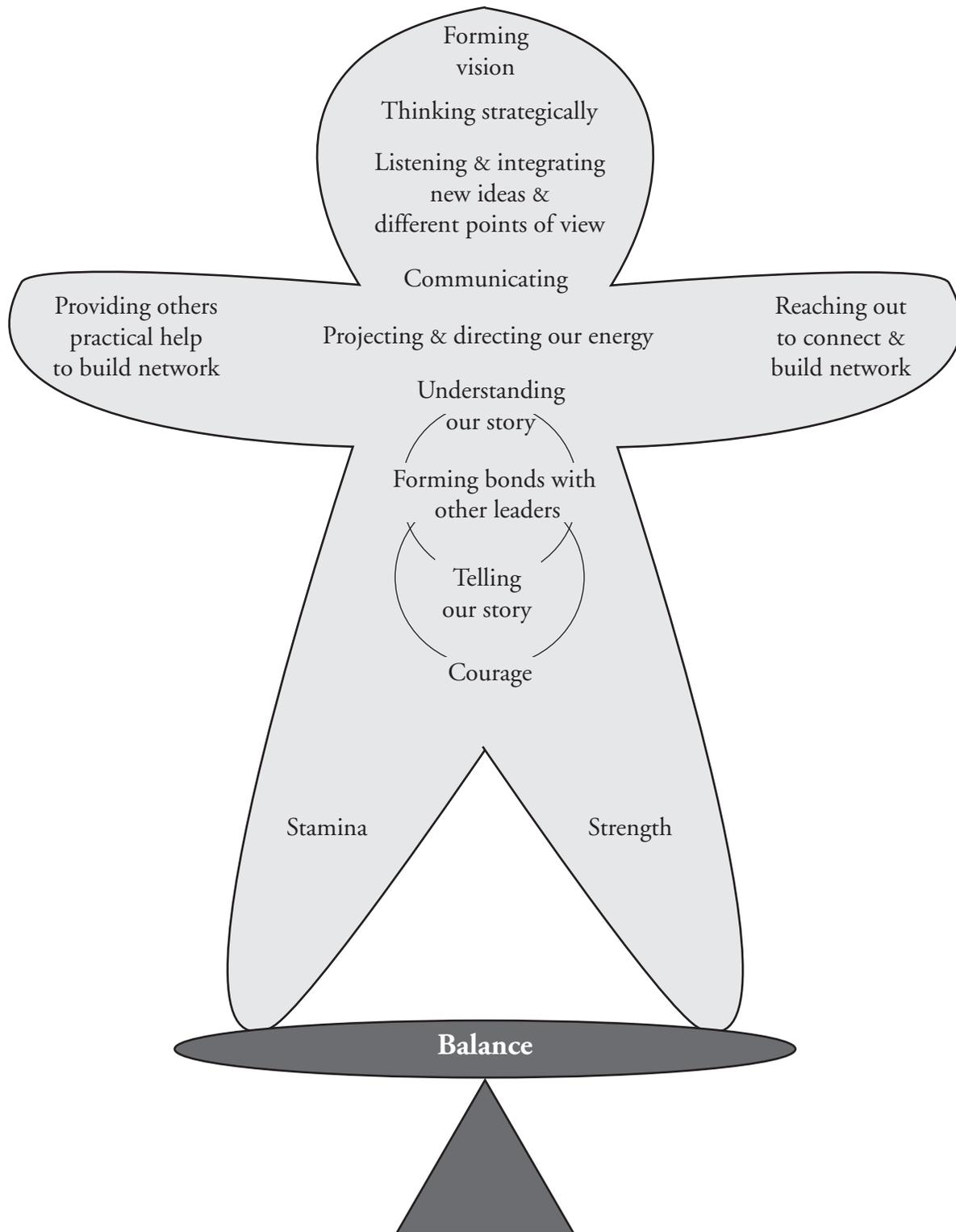
Leadership is a relationship between dark & light

# 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?"

**Speaking the truth...**  
...describing exactly how things are  
...asking for what is needed

**Forming vision:**  
helping people discover the thirst for positive change that is already there

**Making room for others to contribute & lead**

**Mobilizing people**

**Reaching out...**  
...seeking support  
...seeking information  
...seeking wisdom

**Stirring productive dissatisfaction...**  
...questioning  
...provoking people to think again  
...encouraging people to understand more deeply

**Inspiring:**  
being an example by acting consistently with integrity & doing what needs to be done

**An idea map on Leadership**

**Anticipate the negatives...**  
...being labeled  
...others turning away  
...others standing aside & then benefiting from what you have done

**Deal with fear:**  
feel scared *and* do it  
"If I don't, who will?"

**Growing as a person, a parent, & a citizen**

**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

**Deal with your desire to control your allies**

**Recognize that your responsibility to others will increase**

**Be thoughtful about conserving & increasing your energy & stamina**  
Aim to be able to say,  
"We've been working for 30 years."

## 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

Attend to your own spiritual, emotional, & physical health

Celebrate & feel the joy of living for what really matters

Slow down. Practice thinking about long-term development instead of instant answers

Seek to understand those who oppose or threaten you

Practice asking for exactly what is needed

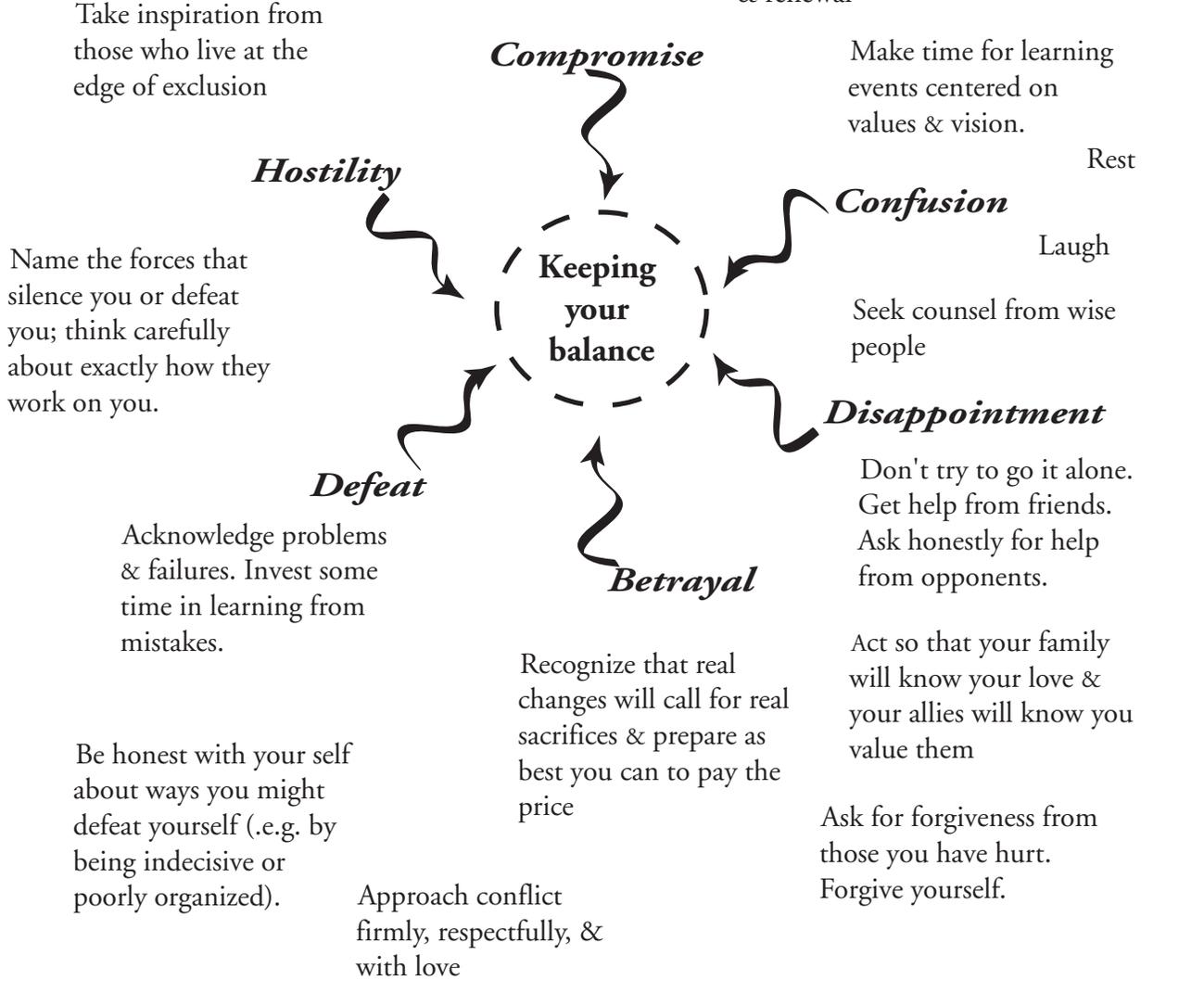
Gather more information

Know your own "bottom line"

Keep asking, "What is at stake?" so that you can let go of non-essentials and focus on the change that most needs to be made

Build skills in communication & creative negotiation

Make time for reflection & renewal



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

