

THE SOCIAL CHANGE MODEL OF LEADERSHIP

The *Social Change Model of Leadership* is an **inclusive** leadership model. **Self-knowledge** and **leadership competence** are predominant in the model's three (3) components or perspectives: the **Individual**, the **Group**, and the **Community/Society**. The three are centered on the core of **Change**:

1. **INDIVIDUAL**

What personal qualities are we attempting to foster and develop in those who participate in a leadership development program? What personal qualities are most supportive of group functioning and positive social change?

2. **GROUP**

How can the collaborative leadership development process be designed not only to facilitate the development of the desired individual qualities but also to effect positive social change?

3. **COMMUNITY/SOCIETY**

Toward what social ends is the leadership development activity directed? What kinds of service activities are most effective in energizing the group and in developing personal qualities in the individual?

The Social Change Model of Leadership also relies on **seven (7) critical values** of leadership development + the center or core of Change:

CRITICAL VALUES WITHIN THE INDIVIDUAL COMPONENT

1. **Consciousness of Self** - Being aware of the beliefs, values, attitudes, and emotions that motivate one to take action.

2. **Congruence** – Refers to thinking, feeling, and behaving with consistency, genuineness, authenticity, and honesty towards others; in other words, one's actions are consistent with one's deeply held beliefs and convictions; personal congruence and consciousness of self are interdependent.

3. **Commitment** – The psychic energy that motivates the individual to serve and that drives the collective effort; passion, intensity, and duration are directed toward the group activity and the intended outcomes

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CRITICAL VALUES WITHIN THE GROUP COMPONENT

4. Collaboration – To work with others in a common effort; the cornerstone of the group leadership effort in that it empowers the self and others through trust; capitalizes on multiple talents and perspectives of members and the power of that diversity to generate creative solutions and actions.

5. Common Purpose – To work with shared aims and values; it facilitates the group's ability for collective analysis of the issues and the task(s); best achieved with all sharing the vision and total participation; recognition helps to generate a high level of trust.

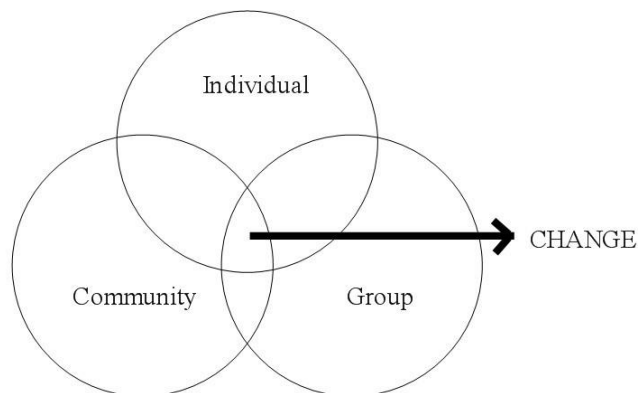
6. Controversy with Civility – Recognizes that differences in viewpoint are inevitable and must be aired openly but with respect for others, with a willingness to hear each other's views, and with the exercise of restraint in criticism of others' views and actions; best achieved in a collaborative framework with an identified common purpose; can lead to new, creative solutions.

CRITICAL VALUES WITHIN THE COMMUNITY/SOCIETY COMPONENT

7. Citizenship – The process whereby the individual and the collaborative group become responsibly connected to the community and society through the leadership development activity; the acknowledgement of the value of working for positive change on behalf of others and the community; the acknowledgement of the interdependence of all who are involved in or affected by the efforts; recognizes the necessity of incorporation of a sense of concern for the rights and welfare of all those who might be affected by the group's efforts; recognition of individual responsibility as well as individual rights.

+ **CHANGE**

Social Change Model



Individual

Consciousness of Self
Congruence
Commitment

Group

Collaboration
Common Purpose
Controversy with Civility

Community (Society)

Citizenship/Change

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