

Emerging Leaders

-informal description by Dan Naistadt

In New York, we formally began our leadership development program with a series of evening workshops based on the "heaven, earth and humanity" framework (See "Leadership Development Program" document in the Leadership Resources list). We found that this type of learning was well received. More recently, (since this autumn) our leadership initiative morphed, when we invited a select group of emerging leaders to take part in the strategic planning for the center as we transitioned to new directors and directions. Our goal now is to engage and empower these "up and comers" so that they can contribute to our decision making and quickly assume key roles in our administration and service. This has meant educating them on the very pragmatic issues of the center (finances, staffing, programming, etc.) and inviting them to take on roles of leadership. In particular, it is the Board's intention to include this new generation of leaders on the board so that we better represent the needs and issues of more recent. Again, more of an action learning approach.