

LEADERSHIP TRAINING PROGRAMS

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RISE SAN DIEGO

RISE Urban Leadership
Fellows Program

CENTER ON POLICY INITIATIVES

Boards and Commissions
Leadership Institute

ALLIANCE SAN DIEGO

Neighborhoods Rising
Institute

LEAD SAN DIEGO

IMPACT San Diego

SAN DIEGO LEADERSHIP ALLIANCE

SDLA Institute

Curated by:



LEADERSHIP VS MANAGEMENT

LEADERSHIP

- Innovative
- Think long-term
- Challenges the status quo
- Ask what & why
- Inspire others
- Do the right thing

MANAGEMENT

- Follow the rules
- Short-term view
- Accepts the status quo
- Ask how & when
- Maintain control
- Do things right



ADAPTIVE LEADERSHIP

DEVELOPED AT HARVARD UNIVERSITY, ADAPTIVE LEADERSHIP RESPONDS TO THE CONSTANT CHANGE IN THE ENVIRONMENT AND SITUATIONS. IT ADDRESSES THOSE ISSUES IN TWO WAYS:

TECHNICAL PROBLEM

Easy to identify, because of well-established solutions. Issues can be easily fixed in a timeframe.



ADAPTIVE CHALLENGE

Difficult to identify, because those issues are rooted in peoples' belief and behavior.



IN PRACTICE

- It is like taking the view from the balcony from the dance floor. It is watching everyone dancing. The goal is to look for patterns.
- Determine if the situation is a **technical problem** or an **adaptive challenge**.
- If it is an adaptive challenge, address the situation directly in a structured manner with empathy.
- Change happens in different degrees and in an undefined timeframe...patience and persistence.