

# Leading for Learning

*A two-day capacity-building workshop for leaders from schools, business, and other organizations seeking to develop their capacities for change, learning, and innovation*

*with Peter Senge, author of *The Fifth Discipline: The Art and Practice of the Learning**

***What if every person in your organization was deeply engaged in learning?***

***What if the responsibility to lead was shared widely in your organization?***

***What if we consciously created connections between business, communities, and our schools?***

**When:** Mon, May 13–Wed, May 15, 2013

Monday: 1:30 pm–6:00 pm

Tuesday: 8:30–6:00 pm

Friday: 8:30–12:00 pm

**Where:** Marshall High School

3905 SE 91st Ave

Portland, OR 97266

## *Who should attend?*

This program is designed for those committed to their development as leaders from schools, businesses, and civil society. The fundamentals of leading for learning are the same in all types of organizations, and it is especially powerful to be developing these capacities with people from diverse contexts.

Teams are encouraged to participate and explore together what it takes to create an environment in which leadership for learning is a shared responsibility, naturally embedded in the fabric of an organization or community.

**To register:**

**<https://soled.wufoo.com/forms/z7p8s1/>**

**See next page for agenda and logistics.**

Leading for Learning provides an experiential introduction to organizational learning tools as they are applied to shaping the culture of organizations:

- systems thinking
- reflection and working with mental models
- personal mastery and building shared visions.

We believe that leadership is fundamentally about the collective creative process—how people continually develop their capacities—individually, in teams, and in networks—to realize their genuine aspirations. In this sense, leadership transcends position and involves people at many levels continually shaping an organizational culture of aspiration, collaboration, and ongoing learning.

This program gives each person an opportunity to connect with their innate capacities as a leader and to clarify their own developmental steps going forward. Specifically this program is designed to help participants

- clarify and re-commit to their personal vision
- explore tools and practices for fostering deeper conversation that nurture collective intelligence—especially around complex subjects where differing views and strong emotions often thwart collaborative inquiry
- use basic systems thinking tools to create shared understanding of the larger reality and forces within which people are operating
- identify higher leverage change strategies.

Rarely do we take the time to learn, reflect, and practice translating new understandings and skills into the day-to-day context of our work. We hope you'll take advantage of this opportunity.



**Schools and Communities  
Learn for a Sustainable Future**

# Draft Workshop Agenda

What does real leadership mean to me?

Systemic change versus other change efforts:

- Locus of responsibility
- Surface versus profound change:
  - Shifts in deep habits;
  - Change processes that engage and develop capacities for sensing, presencing, and “prototyping”(learning thru doing)
- Leadership as an ongoing journey of individual and collective development
- Core leadership capacities
- Appreciating the diverse roles of formal leaders and informal leaders
- Who are the invisible leaders: those who lead from the periphery of established power structures?

Systems Simulation

Systems Thinking 1

- The Systems Thinking “Iceberg”
- “Shifting the Burden” systems archetype
- How students as well as adults use these tools: examples of student work

Conversations for Learning 1

- Left-Hand Column Case
- Ladder of Inference

Personal Mastery 1

- Power of focusing on result versus process
- Initial work on personal vision

Reflections and Personal Mastery 2

- Creative tension versus emotional tension
- Working within settings where people have never been asked to think of themselves as leaders
- Building a “container”: idea and practice

Systems Thinking 2

- “Limits to Growth” systems archetype and *The Dance of Change*
- What are the self-reinforcing processes that can sustain profound change in your organization?
- What are the limiting forces and how do they arise?
- High-versus low- leverage change strategies

Conversations for Learning 2

- Seeing how my own defenses evoke defenses in others: crafting strategies that balance inquiry and advocacy
- Teams that balance the basic “conversational actions:” the 4-player model

Reflection and next steps in my work context: unearthing hidden networks of collaboration

Building Shared Visions

- Commitment versus compliance
- Visioning as an ongoing process

## Practical Matters

*Coming from out of town?*

Marshall High School is about 15 minutes from the Portland Airport (PDX). You may want to rent a car (particularly if you come with a team) so you can travel around easily.

Use your favorite hotel booking tool to find a room in Portland. Here are some options that are near the Marshall High School:

Ramada Portland South 1-205  
9707 SE Stark St Portland 97216  
1-503-252-7400

Days Inn Portland South  
9717 SE Sunnyside Rd Clackamas 97015  
1-503-654-1699

Days Inn Portland  
9930 N Whitaker Rd Portland 97217  
1-503-289-1800

A final confirmation with any additional logistics information will be sent in early May.

## Registration Rates

Breaks, lunches, and materials are included in registration fee.

- Individuals involved in SoEd Partnership's CCSS Cohorts: Registration fee is waived
- Individuals from Portland Public Schools (not in one of the cohorts): \$500 per person
- School or Local Community Leaders: \$750 per person
- Business and Foundation Leaders: \$1500 per person

Monies raised from registration fees will be reinvested in the Common Core/Deeper Learning Project.

## To Register

<https://soled.wufoo.com/forms/z7p8s1/>

Questions? Please email [leanne@spaces-for-change.com](mailto:leanne@spaces-for-change.com)

*Special thanks to the Portland Public School District for its generous support in hosting this workshop.*