Leveraging Leadership Development for Systems Change

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Workshop Takeaways

1) An understanding of how utilizing a network leadership approach can create systems change

2) Models for how collaborative approaches to leadership across sectors benefits community development, equity, and the workforce

3) New approaches to expand how you implement and think about leadership development in your region, particularly for diverse communities
What is network leadership?

Traditional model of individual leadership:
- Directive
- Top-down
- Transactional
What is network leadership?
What is network leadership?

- Collective
- Distributed
- Bottom-up
Core Principles of Network Leadership

• Connecting and weaving
  • Network weaving – linking people to strengthen bonds and build bridges, thereby expanding a network’s reach, influence, and innovation

• Sense of ownership and self-organizing

• Learning and risk taking

Why use a network leadership approach?

• Build social capital
• Catalyze community engagement
• Change hearts and minds
• Mobilize people to your cause
• Stimulate creativity and innovation
• Bring projects to scale
• Transform systems
• Foster greater equity

Linking Leaders – 2013-2017

• Board-led initiative – 2013
• Task force developed – 2014
Linking Leaders – WHY?
Linking Leaders - Purpose

• To assess and understand the gaps between leaders of color and leadership opportunities across sectors within the East Metro.

• To identify strategies and best practice models to create connections and strengthen linkages amongst leaders of color, leadership networks, and leadership programs across sectors.
Linking Leaders – 2013-2017

• Board-led initiative – 2013
• Task force developed – 2014
• Ron McKinley Fellow brought on – 2016
• Research – 2015 - 2016
Linking Leaders – 2013-2017

• Board-led initiative – 2013
• Task force developed – 2014
• Ron McKinley Fellow brought on – 2016
• Research – 2015-2016
• Community engagement – 2016
## Linking Leaders - 2016 Community Engagement

- **Leadership Learning Table** - Cross-sector – 30-40 groups
  - **Corporate** (Securian, Ecolab)
  - **Non-profit** (HAP, CLUES, Make It MSP)
  - **Foundation** (Bush, George Family, BCBS)
  - **Govt** (City of St. Paul, Ramsey County, MN OMB)
  - **Search firms** (Ballinger|Leafblad, Cohen Taylor)

- **Community Consultants** – Non-profit – 10 groups
  - POC/American Indian
Linking Leaders - Theory of Change

• An equitable leadership ecosystem cannot be achieved by only focusing on preparing people of color and American Indians (POC/AI) for a workplace that continues to devalue them.

• We can only achieve equity in leadership by shifting the paradigm in both how we define “leadership” and how we create equitable and inclusive work environments/cultures.
Linking Leaders – 2013-2017

- Board-led initiative – 2013
- Task force developed – 2014
- Ron McKinley Fellow brought on – 2016
- Research – 2015-2016
- Community engagement – 2016
- Network leadership grantee cohort & Leadership Equity Agenda – 2017
Linking Leaders – 2017

• Network leadership grantee cohort

• Leadership Equity Agenda

• Leadership Learning Table
Organizations

Leadership Programs

Individuals
Learning Table

Leadership Ecosystem

East Metro

4 Network Leadership Groups (AALF, CAAL, LatinoLEAD, Tiwahe)
Linking Leaders – Lessons Learned

- Board/Leadership buy-in
- Community-driven, community-led
- Center the voices and leadership of those most impacted
- Systems change requires flexibility in process, timeline & outcomes
Questions?
Bush Foundation Leadership Program
Bush Foundation Leadership Program

• Bush Fellowship Program
• Leadership Network Group
• Ecosystem Grant
• Ron McKinley Philanthropy Fellowship
• Change Network Program
Her Fellowship: Wilhelmina Holder received her Fellowship in 1997. She had attended McGill Medical School in Canada and the London School of Hygiene and Tropical Medicine in England before coming to the United States. She planned to use the Fellowship to pass her medical exams and get a medical residency to obtain a medical license to practice medicine with vulnerable populations in Minnesota. She soon found that she could not get a medical residency because too much time had passed since medical school. She pivoted and used her Fellowship instead to understand the barriers in the medical licensure process for foreign-trained health professionals.

Her Impact: Her Fellowship experience motivated her to co-create a community nonprofit organization and to develop a program to assist immigrant medical professionals to get jobs in their field. She became a strong advocate for systemic changes to remove the barriers in the licensure process, including the successful push for the Minnesota legislature to allocate funds for foreign-trained healthcare professional recertification and to establish the International Medical Graduate Assistance Program within the MN Department of Health. Since 2005, in addition to her job as Executive Director of Women’s Initiative for Self Empowerment, she has directed the Foreign Trained Healthcare Professional Program, which has helped more than 250 people navigate exams and licensure processes. In June 2016, the program was recognized at the White House as the most advanced program of its kind in the country and it has become a model for other states.

“Through the Bush Fellowship, I became aware of the issues facing foreign-trained professionals and got engaged to make the systems change. The Fellowship also gave me the skills and connections to help actually do it - through partnerships, collaboration, and thinking big.”
Bush Foundation Leadership Program

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- Leadership Network Group
- Ecosystem Grant
- Ron McKinley Philanthropy Fellowship
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Questions
Activity
Worksheet exercise:

What needs to shift in your current approach to leadership development in order to create systems change?
Thank you!