

Assessing the Community that Leads (excerpt)

A community in which participants' learning focuses on deepening their leadership and facilitation skills.

	Beginning Community	Developing Community	Established Community	Systemic Community
<p>Reason for and Focus of Learning to Lead Why and how the community's focus on leading is structured</p>	<ul style="list-style-type: none"> • focus on leading is to prepare selected individuals for specific leadership roles or events • learning is geared to certifying leaders 	<ul style="list-style-type: none"> • focus on leading is to develop an understanding of and improve leadership skills • learning is geared to developing leaders 	<ul style="list-style-type: none"> • focus on leading is to promote best practices in leadership • learning opportunities focus on developing leadership 	<ul style="list-style-type: none"> • focus on leading is to support leadership that will promote learning for everyone • learning opportunities focus on deepening understanding and abilities related to best practices in leadership
<p>Opportunities Provided for Learning and Leading When and how learning to lead is accomplished</p>	<ul style="list-style-type: none"> • opportunities to lead present themselves inside the formal leadership structure of the organization • learning is secured through outside agencies or providers 	<ul style="list-style-type: none"> • opportunities to assume leadership roles are defined and available at a variety of levels of the organization • learning may be facilitated by outside providers or by other, established leaders in the organization 	<ul style="list-style-type: none"> • opportunities to lead emerge, sometimes at the suggestion of interested individuals, sometimes determined by a need that arises in the organization • learning may be facilitated by members of the community who are ready to share their learning about leadership, or by outsiders invited by the community 	<ul style="list-style-type: none"> • leadership opportunities evolve as the needs of the organization change and the internal expertise of its members develops • learning is facilitated by members of the community as a way of sharing their own leadership expertise and supporting the community

This excerpt includes two of the six dimensions assessed by this rubric.