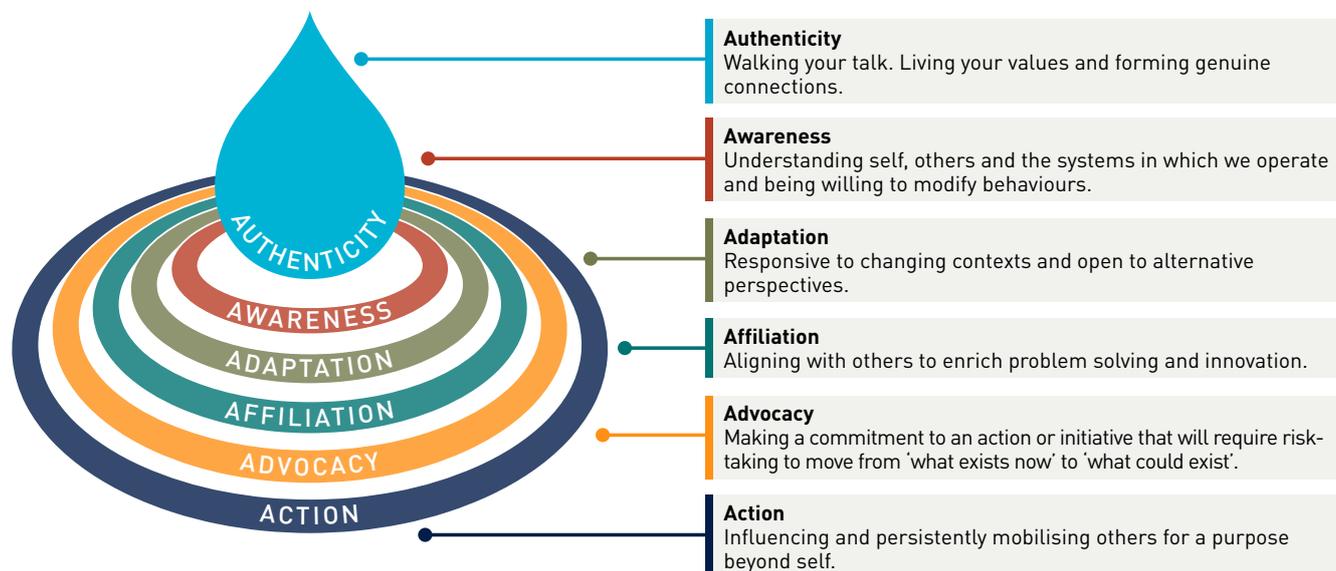


These practices are fundamental to leadership and at the core of ARLF program design and delivery.



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Learning Intentions

Authenticity

Courageous values-driven approach that influences people and society for purpose beyond self

- » Contributing to trust in the group so that open and honest conversations can occur, diversity is valued, and creativity can thrive.
- » Communicating with congruence and transparency to cultivate safety, belonging, connection and purpose.
- » Developing deep and empathetic listening to the stories of others which may be divergent to our own.
- » Accepting vulnerability and courage, risk taking and learning from failure and offering this acceptance to others.
- » Operating and behaving beyond self to contribute to something bigger and for the future based on full recognition of history, specifically for Aboriginal and Torres Strait Islanders.

"Authenticity is a collection of choices that we have to make every day. It's about the choice to show up and be real. The choice to be honest. The choice to let our true selves be seen."

Brené Brown

Awareness

Deep understanding of self, systems and others and an ability to modify own behaviours

- » Understanding self and others in terms of behaviour, values, motivations and emotional triggers.
- » Identifying cognitive bias and how it influences the decisions we make as individuals and in groups.
- » Presenting and listening to the stories currently generated in regional Australia.
- » Learning about the contribution of Aboriginal and Torres Strait Islanders to the management of the land in the region in which the group meets.
- » Developing deep listening to fully appreciate and understand the diversity of multiple perspectives.
- » Exploring power relations and systems and paying attention to those that support the interests of some and disadvantage other, based on race, gender, minority, age, geographic context, privilege, and access to resources.

"This is how willful blindness begins, not in conscious, deliberate choices to be blind, but in a skein of decisions that slowly but surely restrict our view. Our blindness grows out of small, daily decisions that we make, which embed us more snugly inside our affirming thoughts and values. And what's most frightening about this process is that, as we see less and less, we feel more comfort and greater certainty. We think we see more – even as the landscape shrinks."

Margaret Heffernan

Adaptation

Responsive to changing contexts and open to alternative perspectives

- » Engaging in activities that present complexity, disruption and ambiguity.
- » Encouraging and applauding risk-taking, creativity, courage and celebrating mistakes.
- » Paying attention to conflict which results from behaviour, values, beliefs and productively working toward resolution.
- » Moving easily and confidently toward, among and beyond the decision making and delivery components of challenging situations.
- » Designing solutions and approaches which take account of the interconnection and dynamics of people, systems and place.
- » Exploring connection to country for Aboriginal and Torres Strait Islanders.

"It's not the smartness of individuals ... It's the willingness and ability of large numbers of individuals at the knowledge frontier to freely interact, exchange views, disagree, learn from each other, build collaborations, trust strangers, and be wrong. Innovation does not take a genius or a village; it takes a big network of freely interacting minds."

Joseph Hiernrich

Affiliation

Aligning with others to enrich problem solving and innovation

- » Forming and strengthening relationships with others in settings designed to challenge and support.
- » Self-organising and self-nominating around tasks and group activities.
- » Drawing on the resources and expertise of the group and broader networks.
- » Creating collaborations, sharing ideas and creating new content or assets.
- » Showing gratitude and encouraging appreciation for the contributions of all, even when there is divergence of perspectives.
- » Letting go of controlling outcomes and believing in the leadership potential of others.

"The hard decisions are not made by great women and great men. They are made by great partnerships. Great teams. Great people who stood together with deep trust and common cause. A trapeze artist would never attempt a death-defying act for the first time without a net and neither can we find the courage to lead without the help of others. Those who believe what we believe are our net."

Simon Sinek

Advocacy

Making a commitment to an action or initiative that will require risk-taking to move from 'what exists now' to 'what could exist'

- » Sharing aspirations and passions for causes and initiatives and identifying where and how influence is enacted.
- » Persistently holding and verbalising a clear picture of the impact to be achieved in rural, regional and remote Australia, of the multiple factors involved and the network required to enact this.
- » Celebrating success and contribution of others.
- » Promoting the ways in which communities, organisations, groups, sectors and regions can embrace new opportunities.
- » Convening conversations that extend participation to abroad network of stakeholders.

"An idea is like a play. It needs a good producer and a good promoter even if it is a masterpiece. Otherwise the play may never open; or it may open but, for a lack of an audience, close after a week. Similarly, an idea will not move from the fringes to the mainstream simply because it is good; it must be skillfully marketed before it will actually shift people's perceptions and behaviour."

David Bornstein

Action

Courage to influence and mobilise others for the good of an unknown and infinite future

- » Courageously continuing to adapt and learn from setbacks to successfully achieve the longer-term vision.
- » Developing a personal leadership plan that identifies actions, networks and leadership opportunities.
- » Utilising mentoring, coaching and reflection as part of leadership practice.
- » Experiencing disruption and friction because sizable, positive impact requires discomfort.
- » Creating a legacy for the greater good.
- » Supporting others to act.
- » Willingness to contribute to shifts in power that will make a positive difference.

"When we contemplate changes in our social structures and institutions and in our ways of living and working, we are really contemplating how we ourselves might be changed. So it's a good idea to be sure that the changes we choose to embrace will produce the kind of society, the kind of people, we want to be."

Hugh Mackay