



Where to find support as a nonprofit Chief Executive

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Fragility

Uncertainty

Complexity

Ambiguity



Leading in Complexity Requires

- Flexibility
- Ongoing learning
- Ability to cope with ambiguity
- Transformational approaches
- Embracing change
- Collective leadership



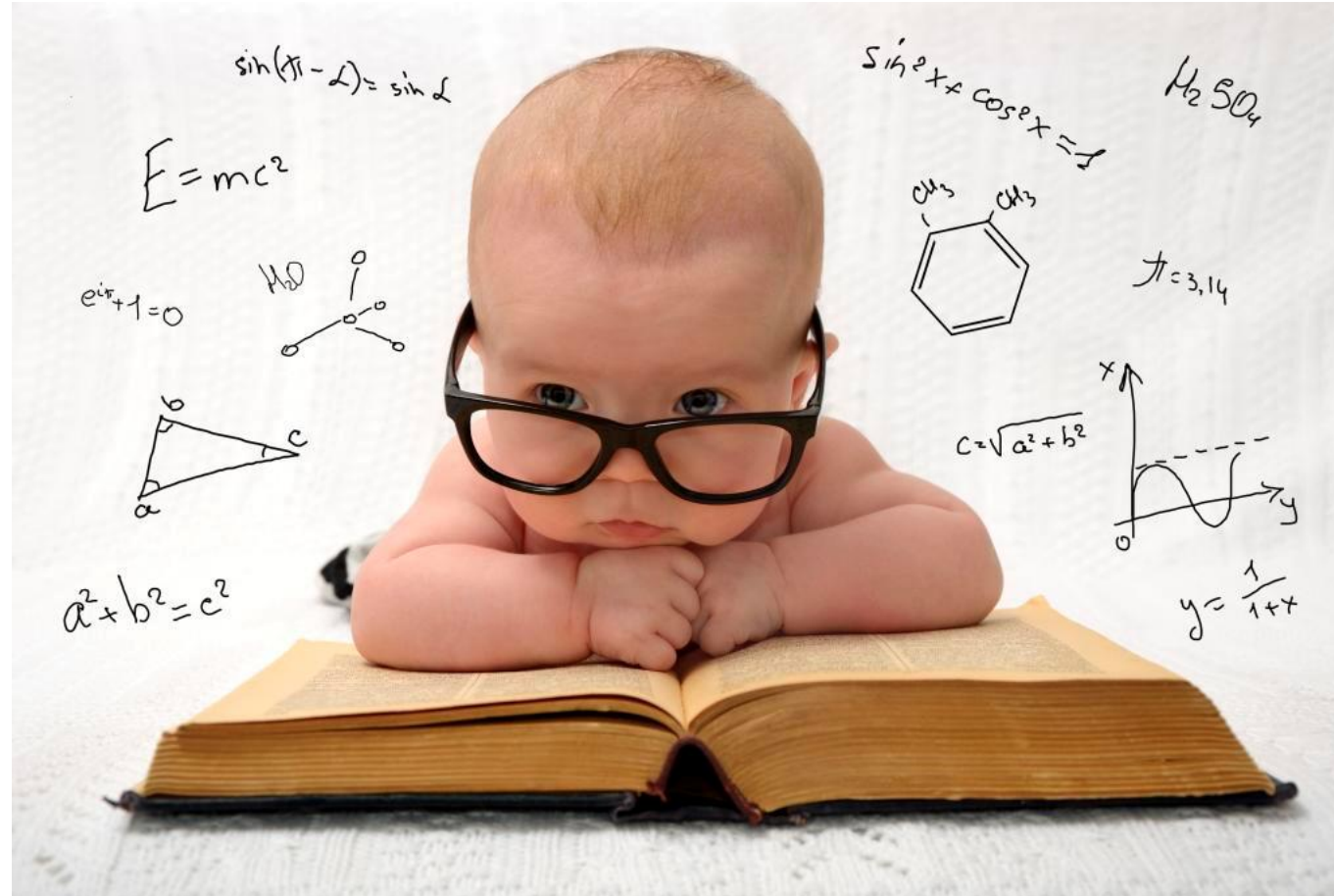
How people learn to lead

1. On the job experiences
2. Developmental Relationships
3. Adverse Situations
4. Formal Training
5. Personal Experiences
6. Seeking change/desire to make a difference
7. Exposure to colliding perspectives

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Where did you learn your leadership?



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In a FUCA world think vertical

Horizontal Development:

- Adding of more knowledge, skills, and competencies.
- It is about what you know

Vertical Development:

- Advancement in a person's thinking capability.
- The outcome is the ability to think in more complex, systemic, strategic, and interdependent ways.
- It is about how you think





- Regional Community Capacity Organisations
ANCAD; Community Waikato; Community Waitakere; Socialink, The Wheelhouse
- Sector specific Capacity Builders
Te Ohu Whakawhanaunga, Te Pou, Community Networks Aotearoa; Auckland Resettled Community Coalition . . .
- Tertiary Institutes
- Leadership Training Providers
LEAD; Exult; Catapult; Leadership NZ; Grow
- Local Councils
- Volunteer Centres

Quality NFP Leadership Development Programmes

Focus more on development, less on content

Embed values and principle based approaches

Make the development and the work inseparable

Provide opportunities for collaborative learning

Demonstrate context Matters - no one size fits all

Affirm leadership development a process, not an event

Foster enquiry: reflection, critical thinking, and research

Are both practical and include evidence-based theory

Incorporate coaching and mentoring

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