

How Communities Flourish: A New Leadership

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Introduction

Questions. How do we create positive, sustainable cultural change for groups of people / communities? Specifically, how do we make schools the inclusive and productive places they ought to be?

Assumptions. Shift happens (We change every second of every day). The apple doesn't fall far from the tree (Evolution is imminent & shaped by our own designs).

Need. We face a crisis of character (Peterson & Seligman, 2004). Positive institutions has been a noted understudied area within Positive Psychology (Peterson, Park, et al., 2008).



Hypothesis. Positive institutional change is possible, but must emerge from within primary networks* and from the ground-up by Social-Emotional Leaders (SEL) who stand up to look out for the well-being of others. SELs help individuals become their best selves, making the networks and larger groups we comprise stronger.

*Primary networks are defined as established groups of people, two or more, with traditions and histories—a family, business, organization or even a book club.

Theory / Tool-Kit. Social Construction & Positive Psychology
Tasks. To develop construct (framework) & model
Method. Literature Review & Action Research

We All Need Social-Emotional Leaders



And We Can All Be Social-Emotional Leaders

- Do you live love?
 - Do you build trust?
 - Do you expand hope?
 - Do you kindle curiosity?
 - Do you enable strengths?
 - Do you remain authentic & attuned?
 - Do you recognize your own paradoxes?
 - Do you leverage other Social-Emotional Leaders?
- DO YOU LOOK OUT FOR THE WELL-BEING OF OTHERS?**
Are You A Social-Emotional Leader?

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A Web of Influence

- Ultra-social hive creatures (Haizi et al., 2007)
- Non-Zero Sum Games (Wright, 2000)
- I-We imbalance (Seligman, 2007)
- Emotional intelligence & life satisfaction (Salovey et al., 2004)
- Broader & build theory (Fredrickson, 1998)
- Emotional contagion (Norman et al., 2005)

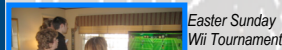
SOCIAL - EMOTIONAL LEADERSHIP

When we change ourselves, we change how people see us and how they respond to us. When we change ourselves, we change the world. This is the legacy of people who operate in the fundamental state of leadership. (Quinn, 2004)

- Traditional models: Authentic, Resonant, Transformational
- SEL is a "holocracy" not a hierarchy
- "Building the Bridge As You Walk on It: A Guide to Leading Change" (Quinn, 2004)
- Starts at *individual* level - personal leadership & self-regulation (Pawelski, 2003; Baumeister et al., 2006)



Taking Positive Psychology Home: A Social Experiment



- Gracious Host (Pillemer, 2005)
- Holographic Beginning (Coopender & Whitney, 2005)
- Habit (James, 1890)
- Communitas (Turner, 1995)

- Social Capital (Tension, 2006)
- Hope (Luthans et al., 2002)
- Collective-efficacy (Goddard et al., 2004)
- Whole system (Coopender & Whitney, 2005)

What's Now

The Web Continues

- Strengths conversation has led to an interest in those beyond our network (i.e. family friends and friends of friends have taken the VIA)
- Am working regularly with an aunt now—coaching on specific issues to her well-being. In the true spirit of SEL, she is using one of her strengths to coach me on a deficit of mine, financial matters -- a true win-win!
- Scheduled an Optimism & Resiliency Workshop for November 15—everyone in the network is invited.

An Expanded Laboratory

- Have taken on more of a leadership role within our family business, which is a company in need of a succession plan. Am using SEL as a framework and recording my observations.



What's Next

Research

- Initial (but rich) qualitative data has been collected from one school community where Social-Emotional Leaders were identified by faculty.
- Imagine what might happen if more students are given a "call-to-action" & the tools to create their own betterment. Let's measure!

Pilot and Development

- Looking to work with a school district interested in a holistic, sustainable character education program that gets developed (according to the variables of the particular environment) as it gets piloted. Initial meetings have been held. A slow sales cycle as you might imagine.
- Developing Resource Sheets - *What SELs Do and How*

Education

- Applying to PhD programs that will hopefully (after some training) allow me to do all of the above.

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Action Research * Action Research * Action Research