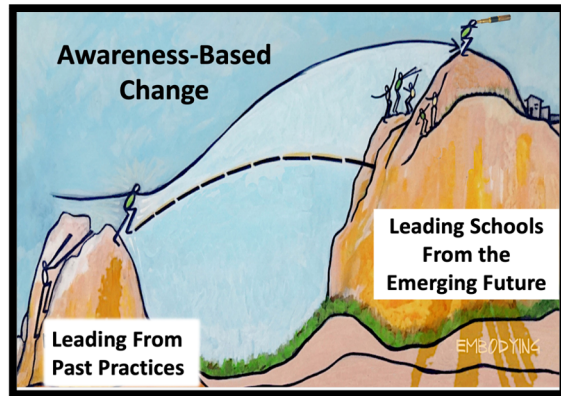


Leading FROM the Emerging Future



*Directions: Select one of the following guidelines to discuss. When applied, how would this guideline **change** a school's or district's awareness and actions?*

1. Support a growth culture based on trust and safety:

In order to stimulate innovative approaches that guide future change, continuously concentrate on a culture of trust as a strategy.

2. Develop everyone, every day, to evolve learning:

The primary focus is to evolve student and staff learning. There are four conditions necessary for personal growth: opportunity, autonomy, sense of purpose, and support for the process.

3. Inspire a collective commitment to a common purpose:

Engage in collective action to co-create a common purpose. The whole staff participates in observation, reflection, and prototyping small improvement iterations. Successful prototypes are scaled up to improve learning.

4. Build human and social dimensions of change:

Organizations improve by challenging and supporting personal and interpersonal awareness and growth. Everyone participates in teams in various configurations to stimulate self-awareness, self-motivation, self-management, and self-monitoring.

5. Break down the traditional hierarchy:

Include everyone's voice. Rank/hierarchy does not have special privilege. All contribute.

6. Engage in presencing:

We have the gift to engage with two very different qualities & streams of time. One is the present moment that extends the past and is shaped by what has been. The second is a quality of the present moment that functions as a gateway to a field of future possibilities. It is this second stream of time that matters most. Without that connection we tend to end up as victims of disruption rather than co-shapers of a productive future.

7. Embrace education as a living system:

Our current teach, test, move-on approach, anchored in the social efficiency movement, is based on an industrial model. However, learning is an organic, living process connected through networks of support for the individual and relationships that strengthen and sustain growth. The attention is on the process, allowing learning to be responsive, flexible, and resilient.