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AR Leadership Partners

ARLP NEWS YOU CAN USE TO MAKE THE WORLD A BETTER PLACE



Systems and Relationships

No one succeeds alone. We've learned it takes a team with strong mindsets, great tools and systems, and thoughtful execution to get important outcomes i.e., "good things" to happen. ARLP has been working with star teams that harness the power of relationships to do just that. Recently we've been working with teams such as UC Berkeley, Tuolumne County, Yolo Youth Commission, World Class Institute for Superintendent Excellence, the Galt

Young leaders
working together
to build on DEIB
learning to make
great teams at
Camp Lair of The
Golden Bear

Joint Union Elementary School District, Air Tutors and others to accomplish amazing results. In each case, resources from ARLP's Leadership Framework were utilized. This issue of News You Can Use highlights some of those tools and the unique, adaptive application. Additionally, special focus is placed on Dr. Steve Winlock's leadership story. We cite the Winlock Leadership Paradigm as a way others can leverage similar lasting change and effective leadership culture. We hope you enjoy this rich issue of News You Can Use to make a difference in your leadership practice.



Alan Rogers, Ed.D., CEO
AR Leadership Partners



Rebekah Rogers, M.S.W., President
AR Leadership Partners

The Winlock Leadership Paradigm Creates Durable Solutions for Communities Around the Globe

Dr. Winlock is a leader who has harnessed the power of guiding principles to make a lasting impact on communities and other leaders throughout the globe. He has served in a wide range of areas including the Arts, and in all levels of Public Education. He is a reflective practitioner who comes from humble beginnings as a "Black Kid" in the 1960s to the leadership of university studies, educational organizations, and community innovation. He has developed guiding principles that helped him overcome economic uncertainty and domestic abuse to rise to the highest levels of service leadership.

Dr. Winlock understood at an early age the importance of personal safety growing up in multiple communities ranging from Charleston, South Carolina all the way to Mather, California. Gaining his social and academic education in "separate but equal learning environments" Dr. Winlock has learned that those you serve alongside; and those you lead need to understand they are safe physically, emotionally, and psychologically before and as they proceed in service to others. His first guiding principle for

Check out Ubuntu
for a Winning
Mindset



Page 4 for Ubuntu



Line up to take off! Page



Check out the H-
Wheel protocol to
make your teams
unstoppable!

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leadership excellence is to nurture and maintain a safe environment so others can thrive.

As a young man, Dr. Winlock was drawn to leadership. He was able to serve as student body president where he was able to expand his value on personal safety to include all those impacted by his leadership. He developed a leadership platform that is strengthened by the commitment to inclusivity. He wanted to contribute as student body president to a school community that supported all students. This commitment to serving all characterized his leadership approach in every setting. Inclusivity informed his thinking to where he sought to create a “family” environment with his teams as they took on tough challenges.

With his leadership teams, Dr. Winlock connected to a commitment to embody the principles for which he stood and continues to stand: Fairness, honesty, transparency, and dialogue became principles that supported Dr. Winlock and the leadership “families” he has led. His work has taken him across the globe to Zambia, where he and his teams take on conservation and education issues. The problems of this kind of work are complex and have supported Dr. Winlock’s deep conviction that leaders must feel a deep connection to the people they are serving to be able to persist in developing a resolution that works for all those impacted.

Dr. Winlock’s leadership paradigm weaves the elements of Family, Inclusivity, Connection, Transparency, and Safety. Coherent service within this paradigm has led to lasting positive impact in Education at every level and in the Arts and Culture of multiple countries. Truly his example can inspire us all and the application of the **Winlock Leadership Paradigm** can help us create durable solutions that benefit everyone, truly making the world a better place



Family Inclusivity Connection Safety

Winlock Leadership Paradigm

Click here for the Winlock Leadership Podcast episode:
[ARLP Podcast](#)

I am because we are...

Ubuntu is an ancient framework of values and practices from First Nations people of southern Africa. A summarized translation of the term is, “I am because we are.” A person who has incorporated these concepts in daily behavior is said to “*Have Ubuntu*”. As a mindset, Ubuntu sets the stage for teams and communities to thrive. Ubuntu principles can be applied to individual and group behavior practices and to policy-making.

- 
- | | |
|--|---|
| ❖ <i>Interdependence</i> | ❖ Respect for Others |
| ❖ Sharing | ❖ <i>Helpfulness and Trust</i> |
| ❖ Peaceful Relationships | ❖ Unselfishness |
| ❖ <i>Empathy and Compassion</i> | ❖ Consensus |
| ❖ <i>Community Relationships Over Individual Interests</i> | ❖ Environmental and Spiritual Awareness |

Consider how a team might apply the elements of the Ubuntu Mindset in daily, and ongoing practice:

- Conflict leadership
- Scheduling
- Strategic planning
- Policy development
- Interpersonal Communication
- Professional Learning and Development

How can you and your team use the Ubuntu Mindset to upgrade your practice and results?

Line-up

Line-up is a process that cultivates voice, agency, and efficacy for each member of the team, and for the team as a whole. Teams that do this engage in a continuous improvement cycle that leads to high-quality results for the clientele, the team as a whole, and for the individuals getting the work done. Team members thrive when they have influence on their teammates, some “say” on the work the team must perform, and confidence in their ability to do their part.

Here's how...

Organize the team of a given workflow so that everyone stands in a circle (with no electronics). Everyone in the circle should be able to see and hear everyone else in the circle.

At least one person should have a clipboard with paper and a pen. (*The clipboard and pen will be explained later.*)

One person begins the process speaking loud enough for everyone to hear including the following:

- **Greeting** (*Good morning...*) (*Offer your name and the workflow you're part of if there are any new members or visitors in the group.*)
- **I want to thank** _____. (*Identifies someone in the circle who was recently helpful in some way.*)
- **I'm feeling** _____; **I'm ready** to do my best for the team and our clients
- I need **help** in my work today (*explains what help is needed; asks the group if there are any questions.*)
- (*Those with the clipboards record the help the speaker requested and take steps to ensure it's provided as soon as Line-up is completed.*)
- Offer any announcements that are essential for the group to succeed (*three or less*); answer any questions from the members of the circle

Considerations:

- Line-up works best with at least three people and no more than 20
- Hold line up at least once per week but daily is preferred at a regularly scheduled time e.g., the



How can we support each other in doing our best work?

H-Wheel for Amazing Teams

Flatten the organizational structure so that leadership responsibility and support is distributed equally to help make the team unstoppable.

Here's how...

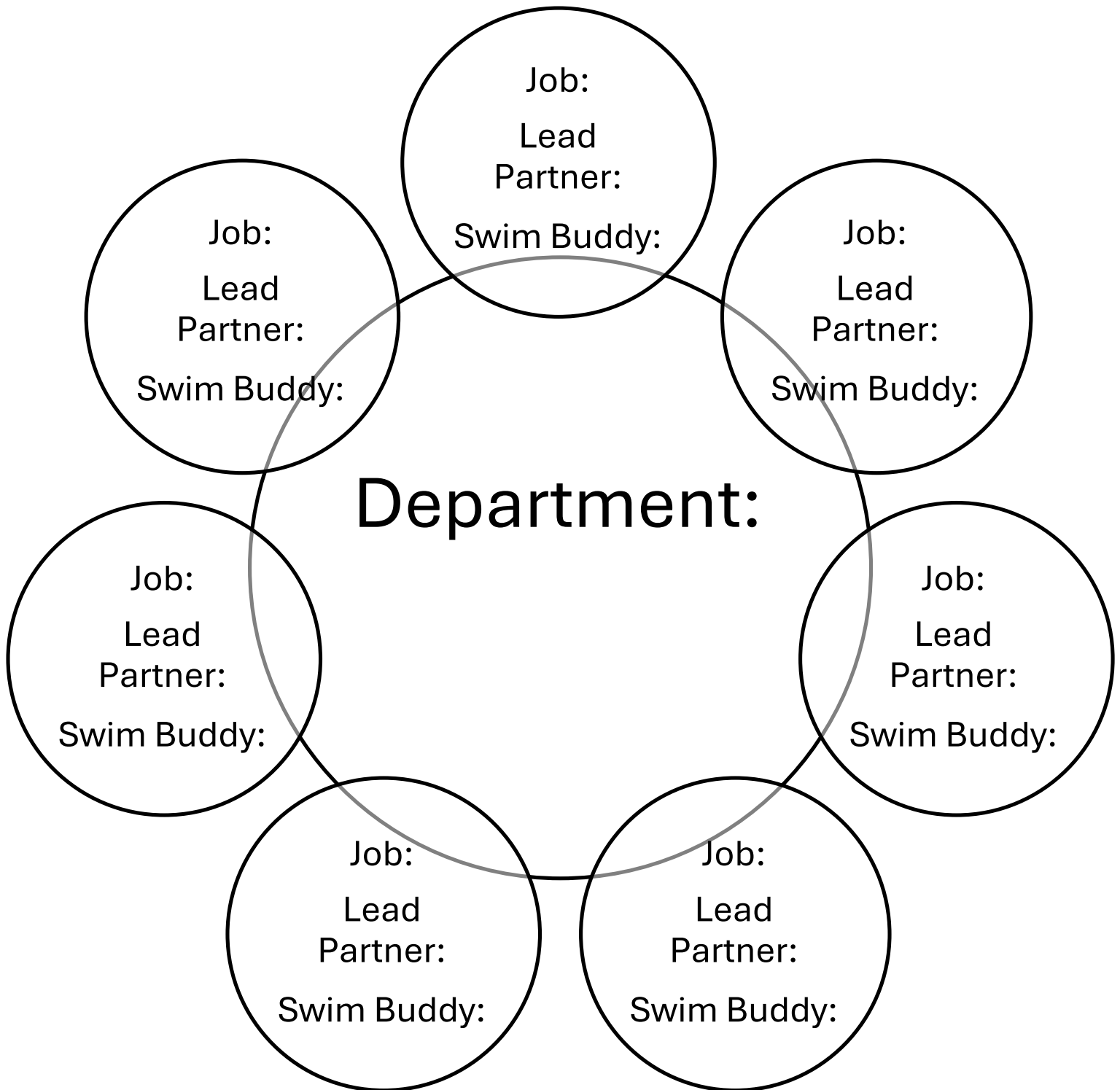
Invite each member of the team to serve as the “Lead Partner” of a job the team has to get done. Then, consider the rest of the team, if there is anyone who has an affinity for the work the Lead Partner is leading, assign them to the job of “Swim Buddy”. (Note, the “Lead Partner” and “Swim Buddy” positions cannot be held by the formally designated “Boss” of the department.)

When the “Boss” asks team members to assume leadership of the different jobs the team has to complete by sponsoring them to serve as Lead Partners and Swim Buddies, there's a lot less “bossiness” going on. Instead, the “Boss” is now a teacher, coach, advocate, “gopher”, and cheerleader.

- Gather the team, list the jobs the team has to get done on a regular basis. *(Make sure the team members get to make the list and the “Boss” guides, informs and supports the list development so that all the work gets listed.)*
- Invite the team to identify who can be the Lead Partner of a job *(it cannot be the “Boss”)*. The Lead Partner is now responsible for all the “bossiness” that typically has to happen to get the job done, and the department's actual “Boss” moves to a support role *(and takes responsibility if things go awry - this should always happen)*.
- Every Lead Partner must have a “Swim Buddy”. The Swim Buddy is a person on the team who has an interest in the work - an affinity to learn, or just enjoys it. They become the partner to the Lead Partner making sure nothing is left undone. A Swim Buddy for one job can serve as the Lead Partner for another job.

Use the attached graphic to help you and your team develop what we call the “H-Wheel”. The H stands for Hierarchy which refers to a flattened organizational structure; and we find the planning most often looks like a wheel. If you implement the H-Wheel for your team, in no time at all, you'll find being the “Boss” to a bunch of Lead Partners and Swim Buddies is more fun than you ever imagined, and that the team is continually improving and mutually supportive while getting all the jobs done.

Teamwork Makes the Dream Work!





AR Leadership Partners

JOIN US ON OUR JOURNEY OF LEARNING AND SERVICE IN 2024

AR Leadership Partners is committed to service. We work with Business, Government, Nonprofits, and Education to make the world a better place. Our work often involves strategic advisory to executives and their teams as well as technical assistance on systems that need improvement, innovation, or creation. Our work always involves learning and development. If you go to our website you'll find lots of resources and a chance to partner with like-minded folks who are interested in making a difference. We hope to see you there soon:

www.arleadership.org

Warmly,

A handwritten signature in black ink that reads "Alan Rogers". The script is fluid and cursive.

**Alan Rogers, Ed. D., CEO
AR Leadership Partners**



A handwritten signature in black ink that reads "Rebekah Rogers". The script is fluid and cursive.

**Rebekah Rogers, CoFounder; President
AR Leadership Partners**

