



NAPCO

Leadership on the Line

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Leadership on the Line

- » Leadership is an activity
- » Creating an environment in which difficult changes can be made by people in the organization

Technical Problems and Adaptive Challenges

- » Technical problems may be difficult, but have known solutions
- » Adaptive challenges affect values and require experiments and changes in behavior

Change

- » People do not resist change
- » People resist loss
 - Competence
 - Loyalty to ways of doing things
 - Relationships
 - Status
 - Identity

Adaptive Challenges

- » Build trust
- » Effective communication
- » Maintain good workplace relationships
- » Presiding judge and court executive partnership

Questions

1. Describe a project you led or know about that met with resistance.
2. How do leaders determine what they are up against?
3. What experiences have you had stimulating organizational change?
4. What strategies can leaders use to make change happen and not get shut down or pushed to the side?