

Tool for transforming leadership

The TIES framework promotes transforming leadership. Each person can demonstrate some aspect of this kind of leadership. Here are some ideas:

Be the leader your community hopes you to be

- Act with dignity so that if your elders were in the room they'd feel proud of you.
- Show strength of character; do not succumb to unreasonable pressure or give up when the going gets tough, but instead work with others to find a way to work through or around the challenges you meet.
- Think before you speak and act; let anger be an ally by showing you what's important rather than your instructor leading you to say or do things you may later regret.
- Only ask of others what you are already doing or are prepared to do.
- Take considered risks to forge new pathways that bring out the whole and best of who we each are.
- Search for solutions acceptable to all parties.

Stay connected

- Speak well of your colleagues.
- Assume that people are acting with good will and doing their best.
- Answer phone calls, emails or other correspondence in a timely manner.
- Be prepared to tackle hard issues so that people can rely on your honesty and integrity.
- Share the workload and do what you say you will do within the agreed time.
- Let people know as soon as possible if you can't follow through on your commitments so that someone else can take on your workload.
- Acknowledge a job well done or considerable effort made.

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Advocate for community

- Be the voice for a compelling and inclusive community vision in which many people (community members and interested others) can find themselves.
- Speak for community interests, distinguishing those things which are of particular concern to particular groups and those things which are common concerns.
- Exercise courage and daring by being prepared to stand your ground and point out the obvious when listeners fail to understand the diverse realities of community members or come with unrealistic expectations.
- Look out for opportunities for the community to speak for ourselves, rather than someone else speaking for or about us.
- Raise the bar on government-led actions, naming a community expectation to co-design and co-develop any initiatives affecting our future.
- Look for opportunities that will enable community to build capacity or community members to up skill or to polish their talents.
- Ask bold questions in the name of our youth and future generations who may inherit the outcomes of today's decisions.