LEADING TRANSFORMATION #28:  
COMMUNITY BUILDING

COMMUNITY BUILDING completes the first Phase of Leading Transformation, which is the BUILDING OF A GROWING COMMUNITY OF CHANGE LEADERS. An effective Community of Change Leaders

• Share the same CHARACTER virtues and values,  
• Demonstrate commitment to the same CALLING and Vision, and   
• Intentionally work toward complementing one another in acquiring and deploying the COMPETENCIES needed

for leading transformation toward a Common Vision.

A Change Leader must be willing to recruit the right people as well as release those who are not fully competent or aligned to the vision or leadership. In other words, a Change Leader must have the courage to get the right people on the bus and the wrong people off the bus. The bus in this case is the “Core Community” of Change Leaders who are on the journey together to a new destination.

The word "COMMUNITY" is derived from the Latin communitas (cum, “with/together” + munus, “gift”). Community therefore denotes common unity.

A healthy and effective community is a group of people who share common identity and values; and work collaboratively toward a common vision and mission. Regardless of the diversity of their backgrounds, they accept and transcend their differences; enabling them to communicate effectively and work together toward goals identified as being for their common good.

COMMUNITY BUILDING is a process directed toward the creation or enhancement of a team or group of individuals with shared identity, values and interests.

The heart of Transforming Leadership involves the shifting of change leadership from a few individuals to a growing community of change leaders. This growing community of change leaders set direction and develop strategies and other resources crucial for effecting actions that are geared toward the commonly desired future.