LEADING TRANSFORMATION #77:

TRANSFORMATION PROCESS

Transformation occurs when mindsets shift toward increasing Truthfulness and Right Actions that enhance Integrated Lives, Cohesive Communities and Values-based Development.

Transformation has internal and external dimensions. The internal dimension involves the shifting of worldviews, mindsets, perspectives and values, resulting in new leadership understandings and actions. The external dimension includes new decisions, policies, systems, structures and organizations.

Values-based development impacts the social, spiritual and material spheres of institutions and nations.

The Transformation Process involves Inputs, Activities, Outputs, Outcomes, and Impact.

A. INPUTS

Inputs are the Resources that need to be in place for the Transformation Process to be executable.

These include Sponsors, Facilitators and Coaches, Organizers and Transforming Leadership Materials.

B. ACTIVITIES

Activities have to do with programs and projects that are initiated as drivers of change in the Transformation Process.

The two main categories of activities are Transforming Leadership Initiatives and Transformation Projects. Transforming Leadership Initiatives focus on raising more leaders of integrity who have the competencies to spearhead transformation in strategic spheres of society. Transformation Projects have high leverage for actualizing and driving the process of change.

C. OUTPUTS

The Output will be increasing numbers of effective Transformation Groups, Transforming Leaders, and Transformation Projects.

Transformation Groups are learning communities within which members experience personal life and leadership transformation and grow into effective Transforming Leaders.

Some of the Transforming Leaders move to the higher level of Facilitators and Coaches who coach other leaders and facilitate Transforming Leadership initiatives.

D. OUTCOMES

The major Outcomes in the Transformation Process includes growing networks of Transforming Leaders (institutional, city, nation, continental and global), Model Transformation Projects, and Moral Vision as foundation for development.

E. IMPACT

Transformation is ultimately about quality and effective individual lives, cohesive and productive societies. The three categories of Impact are Integrated Lives, Cohesive and Effective Communities, and Values-based Development.

Integrated Lives are characterized by

1. Integrity

2. Growth, and effectiveness in all aspects of individual life—intellectual, emotional, social, spiritual and physical.

3. Dynamic equilibrium among all aspects of the individual’s life.

Cohesive and Effective Communities are characterized by

1. Unity and peace

2. Interdependence

3. Productivity

4. Prosperity

Values-based Development is characterized by

1. Moral Vision as foundation

2. Impacts all spheres—social, spiritual, material.

REFLECTION QUESTIONS

1. What Inputs do you need in order to initiate a Transformation Process in a selected community or institution?

2. What kinds of Transforming Leadership Initiatives do you need to launch for an effective Transformation Process?

3. How do you plan to measure the Impact in Integrated Lives, Cohesive and Effective Communities, and Values-based Development?