

Navigating the Leadership Continuum

GROUP ROLES & RESPONSIBILITIES	Hierarchical Leaders	Expert Consultants	Trainers/ Teachers	Conveners/ Organizers	Facilitators
	Content + Authority	Content + Solutions	Content + Pedagogical Style	Content + Relationships	Content Neutral + Process Expertise
Assumes	Leader is final authority	Group needs expertise	Group is seeking knowledge	Power of Relationships	Group has both expertise and knowledge
Knows / Relies On	What to do	Content expertise/Sectoral Strategies	Content	How to get the right people in the room	Process expertise - tools and methods
Seeks	Decisions & plans	Leadership approved change	Participant understanding	Group Action	Decisions owned by everyone
Success Measured By	Top down change	Compliance to recommendations	Learner clarity	Wins	Group Commitment & Action for change



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