



Center for  
Creative  
Leadership

[www.ccl.org](http://www.ccl.org)

# Leadership Beyond Boundaries

■ Our biggest challenge in this new century is to take an idea that seems abstract - sustainable development - and turn it into a reality for all the world's people.

- Kofi Annan

■ A small group of thoughtful people can change the world. Indeed, it's the only thing that ever has.

- Margaret Mead

■ One of the most difficult things is not to change society, but to change yourself.

- Nelson Mandela



Imagine our world if we worked to create better leadership. Might we have fewer wars, would there be less hunger and disease, would more people recognize their talents and realize their potential, would we solve problems more creatively and effectively, and would we embrace and leverage the diversity that defines humankind?

## ■ What Leadership is and What it Can Do

If we understand leadership to be not just about the behavior of people with power and authority, but about people from all walks of life working together to enact change, we then recognize that good leadership is fundamental to what we do in groups, teams, organizations, communities, countries, and communities of nations.

The value of leadership development has long been recognized by the world's foremost institutions as essential to their success. It enables these organizations to elevate individual performance, enhance teamwork, and increase organizational effectiveness. On a higher level, leadership development is about enabling collectives to connect, shape shared visions, and align their efforts. This entails bringing people together from across boundaries of identity, interest, and perspective to take on the most difficult challenges of our time – not just at Davos and the UN, but also at the ground level in isolated villages and impoverished neighborhoods.

## ■ Building New Models for Leadership Development

As one of the world's foremost institutions for leadership development, the Center for Creative Leadership, over the course of nearly four decades of focused effort encompassing research, education, and evaluation, has developed a portfolio of effective approaches to leadership development. In the past two years, the Center has begun to nurture an initiative that envisions taking leadership development beyond the domain of senior level executives at large multinational corporations to people everywhere who play a role in enacting leadership.

In collaboration with IDEO and Continuum, two leading design and innovation firms, we conducted deep immersions in Africa, India, and Central and Eastern Europe to understand leadership needs. The voices of these individuals underscore the need for leadership development.

From a professional in Uganda who experienced a CCL workshop:

“This training is very important and you need to understand why we say to you, you need to come back. You hear us saying come back soon and it is for a reason. Where you come from this leadership teaching may result in better management, better business practices. But here, here in Uganda this teaching has the ability to save lives. This region, these governments have been at war for many years. If they heard today what you were teaching us I believe we could end many of these conflicts. We could see an end to these wars.”

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## LEADERSHIP BEYOND BOUNDARIES

From a leadership trainer working with grassroots organizations in India:

“We can no longer afford, if we ever could, to continue thinking of the non-profit sector as a space for good-hearted people without the stomach for the business world. We must begin to professionalize the sector ... The sector is in desperate need of people who know how to found and grow organizations, to connect those organizations with others, and to build lasting institutions for change.”

Using insights from these immersions we are now working to prototype and test new, innovative, and sustainable models for leadership development that are inclusive, accessible, and affordable. This work fuses knowledge from the Center with the capabilities of other educational and training entities around the world.

The effort thus far spans developing women who work in government in emerging democracies; young leaders in Africa and US inner cities; NGO professionals working on public health issues in Africa and human development in India and Laos; virtual training, coaching and mentoring programs for young professionals; and cross-sectoral dialogue about the importance of grassroots leadership in fragile states and in times of crisis. As we embark on this bold effort, we recognize that we can't achieve our ambitious goals alone.

### ■ Enacting Change

We wish to join hands with organizations that share our commitment to contributing to the wellbeing of people on our planet through better leadership. This consortium of allies will bring this vision to life, making leadership development of the quality that the world's leading corporations have counted on available to NGOs, government, small and medium enterprises, as well as current and emerging women and youth leaders across the globe.



The consortium would collaborate to put legs underneath this ambitious effort and contribute ideas, funds, and technical assistance. We invite dialogue with institutions that share these aspirations and wish to explore what we can do together.

### ■ FOR FURTHER INFORMATION, PLEASE CONTACT:

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