

Transformation and the Structure of Belonging

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One core task of leadership is to build community. Our traditional strategies for dealing with problems of performance, quality, cost and employee satisfaction are strong on individualism and weak on community. Community, often confused with culture is most often treated as an afterthought left to specialists to worry about. The dominant belief is that laser-like goals, better controls, clearer consequences, more inspirational leadership, and better systems will make a difference. They won't. They are the problem, not the solution. These strategies are incapable of transformation; they just make things a little better.

This presentation is about the nature of real transformation and what kind of leadership is required to achieve it. Transformation is a shift in the nature of things. It promises a culture of chosen accountability, authentic commitment, stronger social fabric, all elements of a strong community. Peter will define how communal transformation is about leadership that is independent of style, role modeling and holding people accountable.

Leadership is about changing the conversation. Leadership requires sophistication in the methodology of convening, valuing listening over speaking, relationship over technology, gifts over deficiencies and possibility over problem solving. Leadership is about being host, not hero. Small groups are the unit of transformation, questions are the means, invitation is the strategy. This session will be an example of what Peter talks about, so that the tools of building community are demonstrated, not just discussed.