


## Session 1: Kickoff and Leadership

June 18, 2025

### Materials and Resources

#### Pre-session reading/reflections (10-20 minutes)

1. **Read and Review Community Agreements (3-6 minutes)**





 **Strategic Leadership Community Agreements .docx** *Reflect on which 2-3 (besides Confidentiality) are you want to focus on or lean into during the session together because it may be challenging for you, important for you, or something that would benefit the group and yourself the most.*

2. **Read Article on VUCA (3-7 minutes)**

[Navigating Uncharted Waters: Leadership in a VUCA World – Monisha Kapila](#)

3. **Pick 3 critical values that guide your leadership. (3-10 minutes)** *Here's a list but you can come up 3 on your own.* [Dare to Lead | List of Values - Brené Brown](#)

#### Session Materials

-  **Strategic Leadership Community Agreements .docx**
- **Slides**  **OneJustice Leadership Program - Session 1.pdf**
- **Re-introduction part 2 activity:**
  - **Choose or Name 3 values you find you lean on the most as a leader?** [Dare to Lead | List of Values - Brené Brown](#)
  - **Share and discuss:** What ways do they show up specific behaviors and practices (as you lead in your organization)? Is there one in particular that is critical or challenging to live up to in today's environment?
- **VUCA small group activity: Virtual flip chart and prompts for discussion**
  -  **VUCA Activity Virtual Flip Chart**
- **Mini Case Study - Small Group Activity**
  -  **Scenario One Justice mini case study June 2025.docx**


#### Other Articles and Resources (Post Session Follow Up)

##### Blogs and Articles

- [Exploring Influence without Authority](#) by Kad Smith
- [Step Outside Your Bubble: The Power in Viewing Organizational Change from Another's Perspective](#) by Lupe Poblano
- [Capacity Building for Resilience, Part 2: Adapting to a VUCA Environment](#) by Tamela Spicer
- <https://nonprofitquarterly.org/leadership-ethos-believe-can-inform-leadership-practices/>

- [The Leadership Ethos: How What We Believe Can Inform Our Leadership Practices - Non Profit News | Nonprofit Quarterly](#) by Jeanne Bell
- [The RAPID Decision-Making Tool for Nonprofits | Bridgespan](#)
- [Why We Must Center Belonging and Justice in Our Leadership - Non Profit News | Nonprofit Quarterly](#)
- [Heifetz's Adaptive Leadership for Change](#)
- [Adaptive Leadership: Navigating a VUCA World](#) (uses Adaptive Leadership concepts)
- [Four Mistakes Nonprofits Make When Using Competencies in Talent Management | Bridgespan](#)

#### Concepts in Change and Transition

- [Liberatory Design](#): Thinking about how to design, lead, and manage change efforts that centers equity.
- [WHEEL OF CHANGE EXECUTIVE OVERVIEW | ATC Tools](#) Social Transformation Project
- [Bridges Transition Model](#) by William Bridges
-  [skill systems culture.pdf](#) by CompassPoint Nonprofit Services

#### Books and workbooks

- [Turning Towards Each Other: A Conflict Workbook - Movement Strategy Center](#)
- [Switch: How to Change Things When Change Is Hard](#) by Chip and Dan Heath
- [Managing Transitions: Making the Most Out of Change](#)  
by William Bridges
- [The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World](#)  
by Ronald A. Heifetz, Marty Linsky
- [The Power Manual. How to Master Complex Power Dynamics](#) by Cyndi Suarez

#### Executive Performance Evaluation

- [Evaluating the Executive Director - Blue Avocado](#) (Part 1)
- [Executive Director Evaluation Survey Form - Blue Avocado](#) (Part 2)
- [The Good, the Bad, and the Ugly of 360° Evaluations - Non Profit News | Nonprofit Quarterly](#)
- [A 360-Degree Look at the Organization: Seeing Ourselves as Others See Us](#)
- [Four Mistakes Nonprofits Make When Using Competencies in Talent Management | Bridgespan](#)