

Co-creative Leadership: Be A Wise Catalyst

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Wisdom Research

At the Master's level, I explored **how wise individuals learn**.
I examined the life lesson learning processes of wise nominees.
Found: spirituality and life management practices
are important elements in wise nominees' lives.

At the Doctoral level, I explored **what wise individuals do**.
I examined the wise acts and practices of wise nominees.
Found: wise nominees engage in practices to
maintain sound minds, bodies, and souls. These
practices remove them from the busy-ness of life.

13 Wise Practices

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- Know yourself
- Reflect
 - become consciously aware
- Maintain curiosity
 - be a life long learner
- Be physically active
- Maintain a positive attitude
 - be grateful & find humour
- Remain calm & synthesize
- Develop the art of listening

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13 Wise Practices

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- Act with courage
 - be confident, take risks
- Live Authentically
- Do the right thing
- Trust your instincts
 - balance intention with intuition
- Trust the universe
 - be spiritual
- Love & Respect the connectedness of all
 - commune with people & nature

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Wise Acts

Participants determined the acts they chose for this research to be wise because of the feedback they received from others, the lessons they learned, and the positive impact of their actions.

- We are all born with the capacity to act wisely
- No one right path to nurture one's capacity for wise action
- Wisdom happens in the "ordinary stuff of life"
- Interaction and reaction are integral to wisdom's co-creation

Wisdom is Co-created



Wisdom has the potential to emerge out of special human interactions in particular contexts and in particular situations.

“Wisdom is in the act itself”

(Oscer, Schenker, Sypchiger, 1999)



My Wisdom Paradigm Shift

My research findings were different than I expected and different from the existing literature that views wisdom as intrapersonal/an internal manifestation.

Based on my data, my perspective of wisdom shifted. I now view wisdom as interpersonal/a social phenomenon/an external manifestation.

My research determined that wisdom is co-created; dependent on a catalyst and at least one receptive witness.

Implications For Leadership

Traditional Leadership

“All followers need to feel they belong to a team, a tribe, a band. Leaders are leaders because they pass on the generations of experience they have amassed. They give purpose to the team, give it structure, hold it to standards, nurse and nurture the team, slap it upside the head, as needed, and above all give the followers someone to look up to.” Colin Powell (2012)



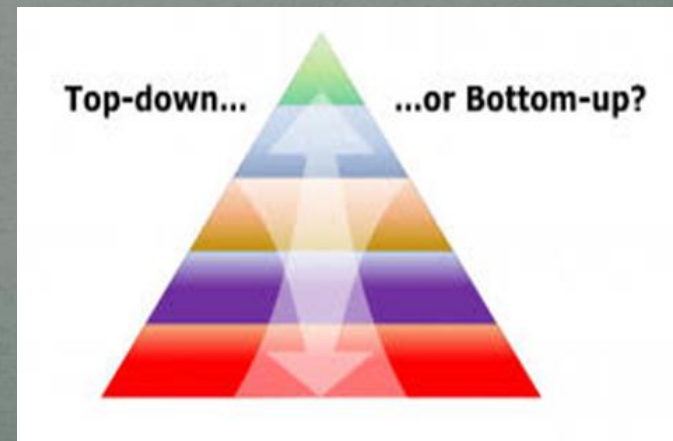
Leader/Follower
Model

Co-creative Leadership



Leader of Equals

Fluid Leadership Approach
Considerate of Context &
Situation - Not tied to a particular
leadership framework



Co-creative Leadership

- Begin with a personal commitment to wise behaviour and an understanding that you are only one component of the leadership equation. Serve as a model
- Get the right people on the bus (and the wrong people off the bus), then figure out where to drive the bus – *Jim Collins, Good to Great*
- Adopt an energizing leadership style:
 - believe, trust, and listen to your team
 - create opportunities for authorship & power
 - practice gratitude and appreciation
 - use story to personalize, encourage & acknowledge

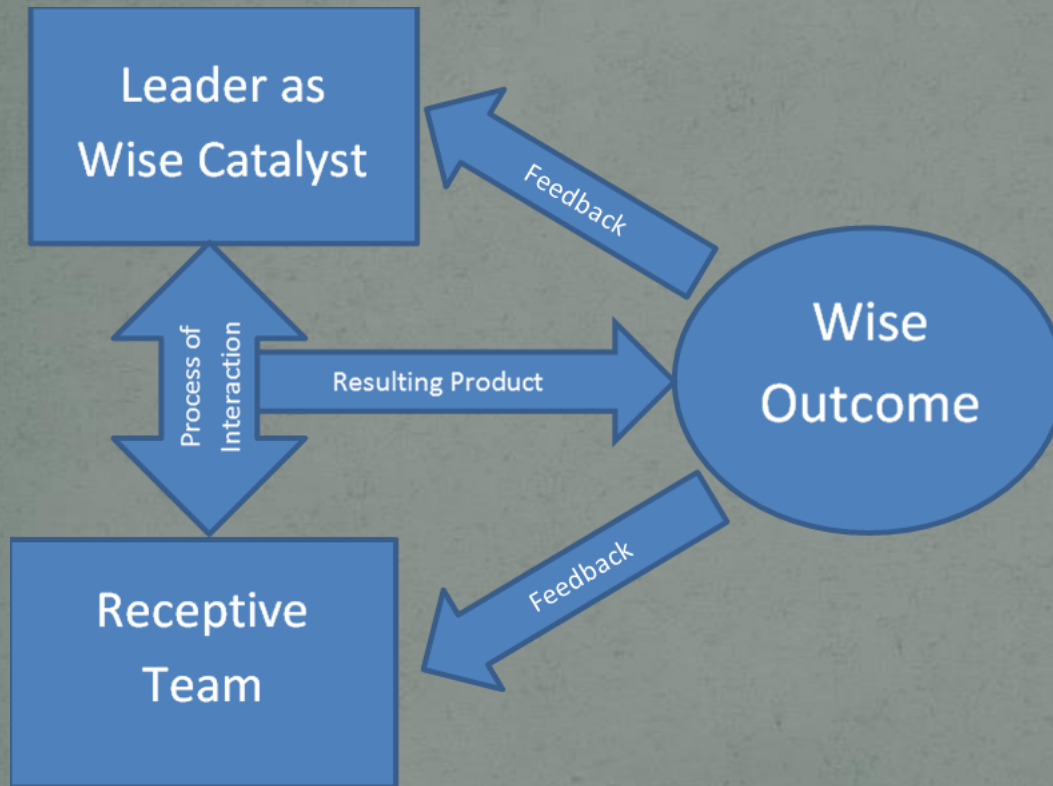
Co-creative Leadership

- Create common goals through collective dialogue:
 - listen; ask the right questions
 - gather appropriate information (remove blinders, notice omissions, look for trends, predict surprises, ask why not)
- Due Diligence:
 - Collectively verify feasibility of goals with all stakeholders
 - Map out implementation strategies with the team, making allocations for all possible bottlenecks

Co-creative Leadership

- Broadly communicate common goals & implementation strategies
- Maintain high expectations. They will lead to high performance!

Co-creative Leadership



Wise organizational outcomes have the potential to emerge out of special interactions between leaders functioning as wise catalysts with receptive team members

Implications for School Leadership

- Requires a mind shift, away from a “me” to a “we” style of leading, managing, and accountability

“One of the impediments to effective school leadership is trying to carry the burden alone.”

- Hallinger (2003)

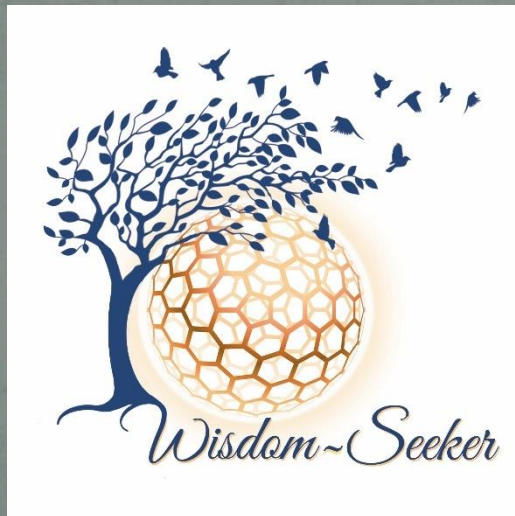
- Remain focused on the ultimate wise outcome – improved student learning
- Remain open to all stakeholders needs
- Recognize & utilize the talents of all stakeholders & team players

Implications for School Leadership

*leadership like wisdom is contextual
& situational*

Use the best leadership knowledge & strategies - leadership frameworks come & go - no one framework will likely address all contexts & situations - remain a fluid leader - employ a co-creative leadership mindset to lead successfully

*Thank you for
participating!*



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