



Leadership Paradigm Shift



Concept from Sam Grant, Ujima Consulting, and text by Rachel Hefte, Draw Forth Consulting; used with permission.

Heroic Leadership

Often hierarchical

Decisions made quickly
Considered efficient

One direction

Limits diversity
Exclusive

Fits dominant culture
Don't have to change

Few doing the work

Leaders create followers



Shared Leadership

Requires democratic process

Decisions take time
Needs skills & planning

Multiple goals
Diverse perspectives

Promotes diversity
Inclusive

Requires change in behavior

Many doing the work

Leaders create more leaders

