Leaders operate in traditional hierarchical institutions that reproduce oppression and marginalization.

Leaders see and learn a new way of leading
They must experience another way of leading that allows them to See, Engage, and Act differently to address complex equity challenges.

Leaders inspire awareness and momentum
Momentum for change grows as more leaders become aware of the shift in leadership required by their equity, complexity and design challenges.

Leaders practice leading differently
Leaders practice Seeing, Engaging and Acting in ways that build empathy, healing relationships, partnership, justice and belonging.

Leaders redesign their institutions
As beneficial results and relationships emerge, leaders begin reorganizing their institutions to support humanizing, adaptive policies and practices.

Networks of leaders redesign communities
Leaders across institutions connect and collaborate to create thriving places of belonging and value for every child and family.