

LEAD Approach

- Helps locals build a culture to enable new strategies and build strength
- Is an **additive** and **multiplicative** strategy of change for the state
- Is not a recipe or a new set of activities
- Is a holistic approach to change in the union



Principles underlying LEAD practices and tools

- **Action learning--**

- Creating **capacity** for real **change**
—in the world, and inside the local
- Learning by **doing**
- Learning requires action AND reflection

- **Developing** the local **team --**

- Learning happens in, through, and about relationships
- Development starts from where the team is, not where you wish they were.
- Focusing on **engaging** to enable mobilization
- Emphasizing **learning** to catalyze excellent performance
- **Asking** instead of telling
- Joining the locals in **learning with** them

