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