

# Exploring New Research Opportunities

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## **Introduction**

For the past 3 years the CCLHV has been holding Leadership Discovery Experiences (LDEs) in a handful of organizations. The impact of this unique approach to building leaders and communities has been significant, magnificent and to some degree unbelievable. The stories and comments expressed by the participants in these programs are a testament to the type and scope of impact the LDEs have had on human beings and the organizations and communities to which they belong.

The undeniable pattern of these participant experiences got us wondering... “What the heck is really going on here?” When we asked around we weren’t too surprised that a number of other people close to the LDE and the Centre were asking themselves the same question.

On Thursday April 26, 2007 a handful of leaderful people, passionate human beings and Centre supporters gathered to explore their individual and collective “curiosities”. Each person was asked two simple questions:

- *What are you most curious about?*
- *What would you like to discover or further substantiate about what is going on here?*

Everyone agreed that uncovering the answers to these curiosities would enable the Centre and perhaps thousands of other committed organizational and community leaders to significantly magnify the impact they have in the world.

At the end of our little gathering we realized that other people might be curious too! So we agreed to share our musings with everyone as a means to explore what might be occupying other people’s thoughts and feelings. So, here they are.

## **Invitation to You**

We invite you read them AND to offer your own thoughts to our growing curiosity. In the end, the Centre endeavors to conduct some formal research on what ever seems to be “most interesting” to the “most people”.

If you’re not familiar with the LDEs, what they do and what impact they’re having, check out the LDE sections of our website first, ([www.cclhv.com/lde.cfm](http://www.cclhv.com/lde.cfm)) then, read on and engage with us in this new discovery.

## ***Our Curiosities***

What do we want to discover or further substantiate about what is “going on” as a result of the initial impact of LDEs?

1. What are the measurable and noticeable changes in the year over year metrics the LDEs use as part of the learning methodology?
2. What other metrics should and could we be building into the methodology now so that along the way we'll have more concrete “evidence” impact?
3. How can we better articulate the impact of LDE in a language that is more familiar, understandable and approachable by more audiences?
4. What is the link between becoming / being a more leaderful person and achieving formal organizational advancement?
5. What is the impact of each unique component of the LDE design, methodology and model; how do factors like the individual characteristics of guides, coaches, element sequence; tools, environmental conditions, etc influence the impact on participants and outcomes?
6. What are the variances in impact between different profiles of people and groups of people?
7. What are the variances between the between the impact on formal leadership and non-formal leadership.
8. What are the variances between the impact of formal leaders and non-formal leaders?
9. What is the variance of impact between \$1 invested in formal leaders vs. \$1 invested in informal leaders?
10. What are the practical linkages between distributed leadership, learning organizations, leaderful contribution and coactivity?
11. How do we best illustrate/prove that LDEs are theory in application with real outcomes AND how can existing theory prove that LDEs work and why they work?
12. How can we best compare the costs of implementing a single credible and proven program/approach to the costs an organization incurs to build, source, implement, track their own (leadership) program(s)?
13. What is the impact on behaviour change; are people shifting away from competing and more towards co-active engagement? How do we know?

14. What research already exists in this area that can explain or support our overwhelming pattern of anecdotal feedback?
15. What is the impact of the LDE approach on recruitment, selection, orientation, retention, development, promotion and exits?
16. What efficiencies and effectiveness gains translate into real dollars saved; assets better leveraged; risks mitigated?
17. What is the impact of dollars spent on frontline staff as it relates to success in long-term succession planning?
18. What is the impact of the LDE approach on community building, team building, workgroup building?
19. How does the LDE affect the collaboration; problem solving; problem avoidance and productivity of the people striving to serve the organization's mission?
20. What is the impact and influence required of the formal leader: at all? at various stages of the evolution of the distribution of leadership?
21. Where is the "tipping point" where formal leadership impact/influence is minimized/optimized? What influences this tipping point?
22. What are the factors that affect formal leaders' decision making? What is the balance/combination of facts, perspectives, head, heart, fears, dreams, beliefs, values, methodologies? How does the LDE impact or shift this balance/combination?
23. What are the characteristics and attributes of the formal leaders that influence the conditions that enable or disable the distribution of leadership?
24. What role do values, beliefs, self mastery/development, self confidence, personal mission, passion, play in the enabling or disabling of the distribution of leadership?