

LEAD Loddon Murray

Strategy for **SELF** **DETERMINATION**

INSPIRED, CAPABLE LEADERSHIP
FOR SELF-DETERMINED RURAL
AND REGIONAL COMMUNITIES.



“If not me,
then who?
If not now,
then when?”

We awaken in others the desire to be of service, leading communities in ways that unite, build up, include and fortify. Our graduates grow into drivers who engage and unite community members in a shared vision and who strengthen their capacity to achieve it together.

OUR PURPOSE

LEAD Loddon Murray builds the capacity of local communities to drive change.

Large-scale social change requires broad cross-sector collaboration that is place based and builds the capability of the people it seeks to serve.

LEAD Loddon Murray is maturing into a purpose driven, closely networked community of practice, supporting and amplifying the work of community leaders to drive change. Our efforts span organisational and sectoral boundaries, taking in participants and partnering with clients across business and industry, government and the for-purpose sector.

By 2030, LEAD Loddon Murray aims to function as an established central hub, connecting grassroots community change initiatives with big picture thinking and collaborative projects to tackle challenges and leverage opportunities. Our significant contribution to rural and regional community development will be informed by a network of teams, comprised of graduates and leaders, supporting communities practice of self-determination, inclusion and resilience.

OUR VALUES

Authentic – we are true to our vision and purpose, genuine and realistic.

Inclusive -embrace diversity as an ethical imperative of human rights.

Respectful- we are thoughtful of what we say and thoughtful of what we hear.

Our vision is to grow inspiring, capable servant leaders to deliver a wave of change for our region, influencing systemic change that values self-determined communities.

SELF DETERMINED COMMUNITIES

At LEAD Loddon Murray we describe ‘self determined’ communities as those capable of writing their own destiny. Those which leverage the resources of their community and governments to create a brighter future for their stakeholders.

As Yvonne Wrigglesworth (LMCLP 2013) so aptly puts it, they are those who “wait for no cavalry.”

Self-determined communities value the wisdom, knowledge and networks of locals. They appreciate the heart and soul local communities are capable of investing in their care for each other.

They unite, build up, include and fortify one another.



SERVANT LEADERSHIP

A servant-leader focuses primarily on the growth and well-being of people and the communities to which they belong. While traditional leadership generally involves the accumulation and exercise of power by one at the “top of the pyramid,” servant leadership is different. The servant-leader shares power, puts the needs of others first and helps people develop and perform as highly as possible.

While servant leadership is a timeless concept, the phrase “servant leadership” was coined by Robert K. Greenleaf in *The Servant as Leader*, an essay that he first published in 1970. In that essay, Greenleaf said:

“The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. That person is sharply different from one who is leader first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions...The leader-first and the servant-first are two extreme types. Between them there are shadings and blends that are part of the infinite variety of human nature.

“The difference manifests itself in the care taken by the servant-first to make sure that other people’s highest priority needs are being served. The best test, and difficult to administer, is: Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants? And, what is the effect on the least privileged in society? Will they benefit or at least not be further deprived?”



OUR GUIDING PRINCIPLES

A common social agenda with partners, participants and stakeholders:

1. Investing in inspiring, capable leaders facilitates positive social change.

Rural and regional communities that determine their own agenda for change are better at providing the vision, direction and action required to achieve it. We believe social change is most effective when owned by a village and driven by a team of skilled community leaders, who are optimistic, inclusive facilitators and advocates.

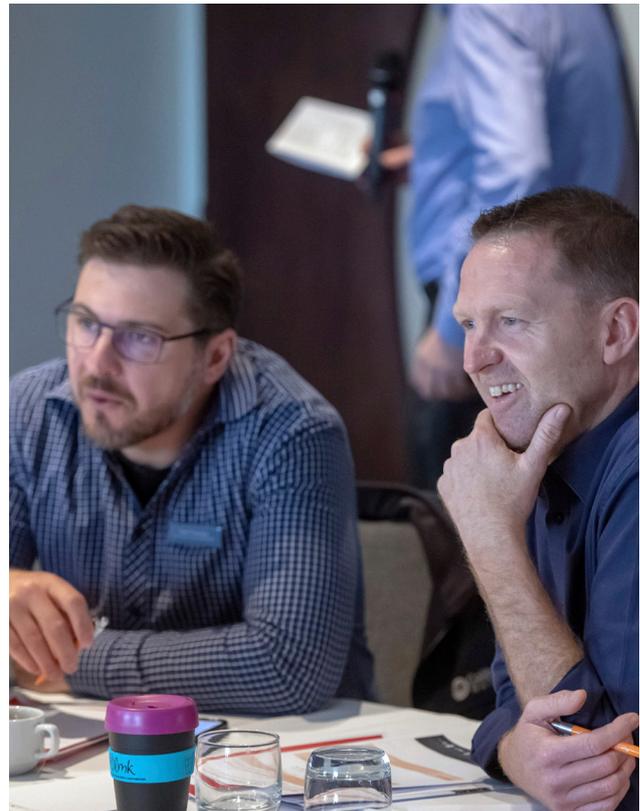
2. A shared evaluation and measurement framework.

Our best practice evaluation and measurement framework was co-designed with our partners and stakeholders. Together, we measure our Graduates influence contributing to:

- Tangible increases in community capacity to practice inclusive planning, visioning and to engage diverse pockets of the community in actions that realise their vision.
 - The development of skills and capacity in volunteers and community groups in the process of working toward their goals.
 - The capacity of participating communities to tap into and leverage resources and support from business, industry and government.
 - Communities capability to communicate about themselves in ways that build trust, engagement and pride of place.
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3. A clear plan of action for growing leaders.

Growing inspiring, capable leaders is our unique contribution to community development. LEAD Loddon Murray delivers grassroots programs to connect participants with their local community, nurture their desire to be of service, cultivate relationships with others in community and facilitate skill development across leadership processes and practices.



4. Communication and events that build capacity and foster collaboration.

Our events revitalise graduates and guests. They provide a space for connection with our shared purpose, strengthening our community of practice. Our events offer new knowledge, skills and processes for our audience, inviting guests to self-reflect, connect with outstanding presenters and integrate new knowledge into their leadership practice.

5. LEAD Loddon Murray is resourced to support Alumni lead major change for our region.

LEAD Loddon Murray is a financially robust for purpose organisation with talented staff who are personally invested in our vision and purpose. Our team are supported by a regionally networked, skilled board of management. LEAD Loddon Murray's income is spread across multiple domains of program design and delivery, LEAD Collective consulting and community development. LEAD Loddon Murray is trusted, respected and sought after as the preferred supplier of leadership development in regional Victoria.

THREE HORIZONS TO ACHIEVE OUR VISION

2020-2021 Strengthen our core



- Strong financial management to safeguard our future.
- Diversify our leadership programs- reach a broader audience.
- Measure our impact. Demonstrate the value of our work with evidence.
- Build our Brand. LEAD Loddon Murray is trusted, respected, sought after to develop community leaders for change.

2021-2025 Enable a wave of change, driven by stewards in service of community, supported by LEAD Loddon Murray.

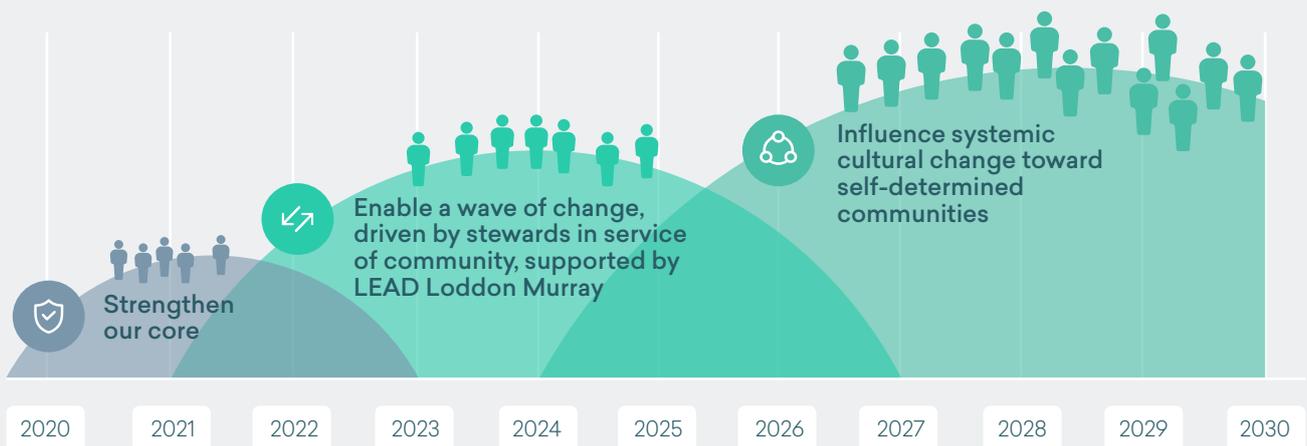


- Leverage our demonstrated track record to take on bigger, complex, wicked problems for rural and regional communities.
- Integrate our sophisticated understanding of the needs of rural and regional communities gained through our impact and evaluation framework to continuously improve our approach.
- Build town teams comprised of graduates and community drivers to guide social, environmental and economic change.
- Leverage our network to support town teams in winning the resources and support required to advance their positive agenda for change.
- Elevate graduates capacity to lead communities through high impact short courses, events and access to coaching.
- Continue to deliver a portfolio of diverse, quality community leadership programs.
- Elevate our stewardship of communities in the region.
- Capture stories of graduates leading change and use those stories to describe our purpose.

2025-2030 Influence systemic cultural change toward self-determined communities by:



- Leveraging the power of stories and case studies.
- Continue our work of growing leaders through our diverse range of programs.
- Engaging our Alumni in the design of the learning agenda for emerging leaders.
- Identifying localised barriers to decentralised decision making and take action to influence change.
- Developing patterns of systemic enablers and barriers to self-determining communities.
- Strengthening our region's capacity and capability to advocate.



LEAD

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