



Distributing ACT Leadership

All Children Thrive Winter Learning Session 2023





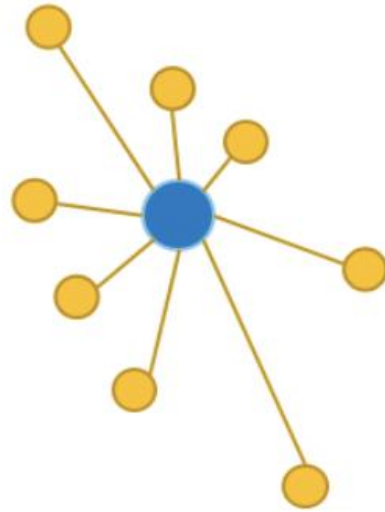
Objectives for this Breakout Session

- Learn about and affirm individual and collective leadership in the ACT Network.
- Amplify voices across the ACT network for what is needed to move our work forward in the upcoming year.

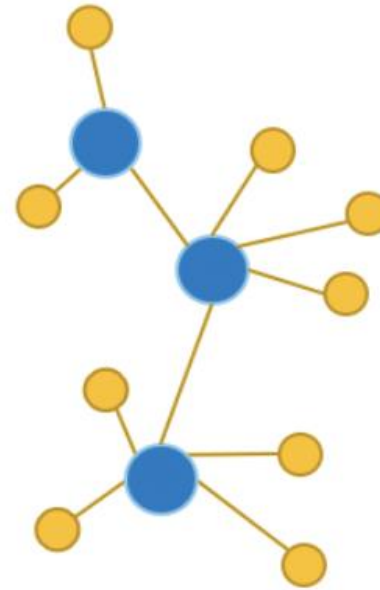
“Great leaders do not create followers; they create more leaders.”

- Tom Peters, business management expert, In Search of Excellence

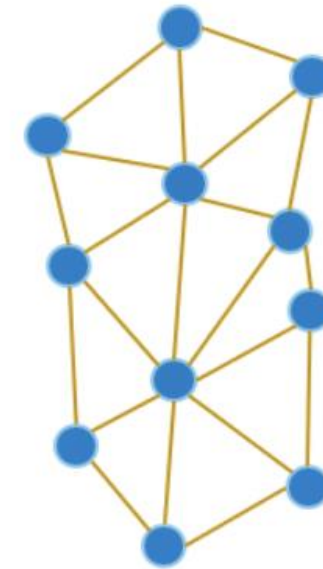
Distributed Leadership & Shared Power



Centralized



Decentralized



Distributed

Distributed leadership is “democratized decision-making at a cross-functional level.” *It focuses on collaboration and resource sharing. It is interactive and peer-to-peer.*



To Distribute Power and Leadership, an Organization Needs:

Shared Purpose

Our True North



All 66,000 children in Cincinnati will be the healthiest in the nation

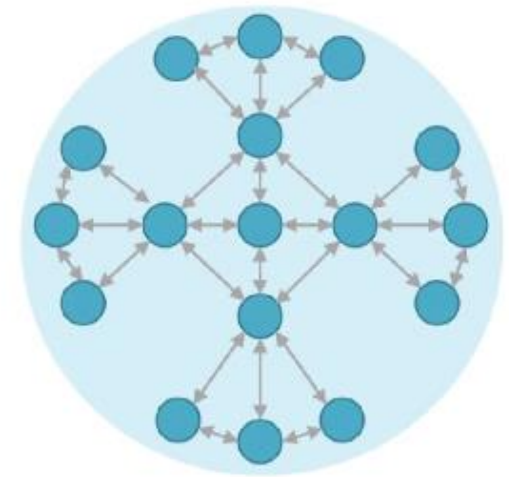
Explicit Norms



ACT Network Guiding Principles

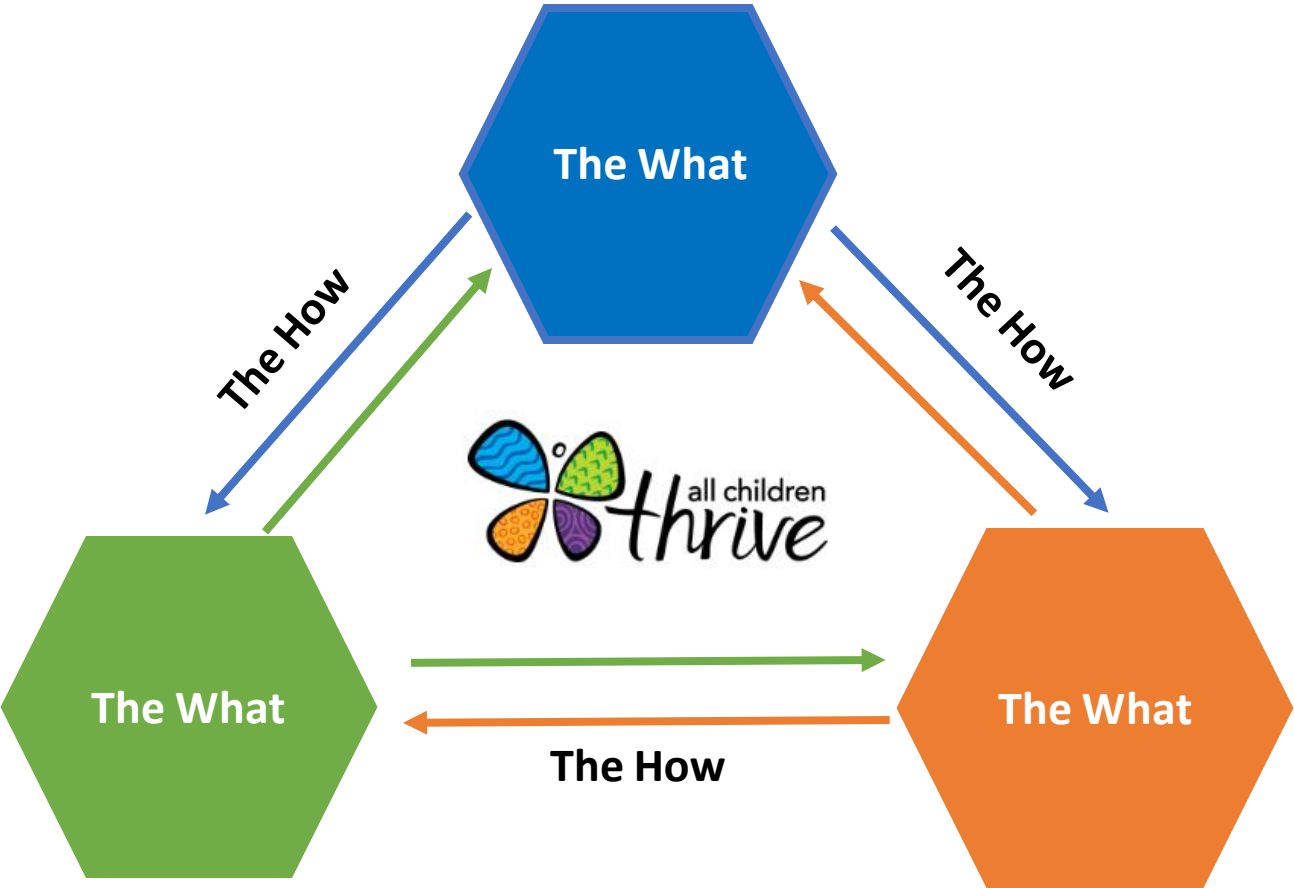
Interdependent Roles

Figure 4. Distributed Leadership Structure



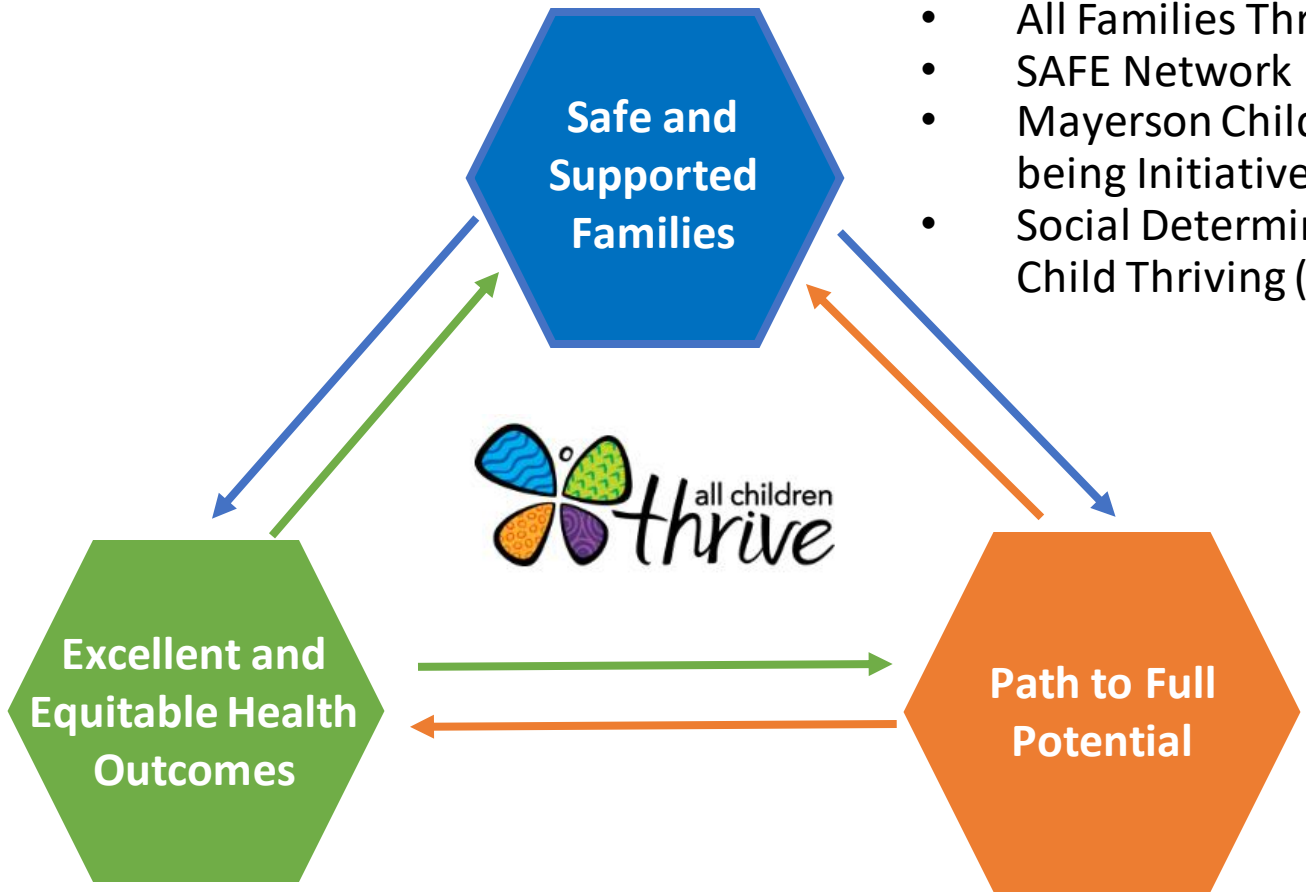
Distributed Leadership – but what does that look like?

Distributive Leadership – ACT Governance Structure



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It focuses on collaboration and resource sharing. It is interactive and peer-to-peer.

Distributive Leadership – ACT Governance Structure



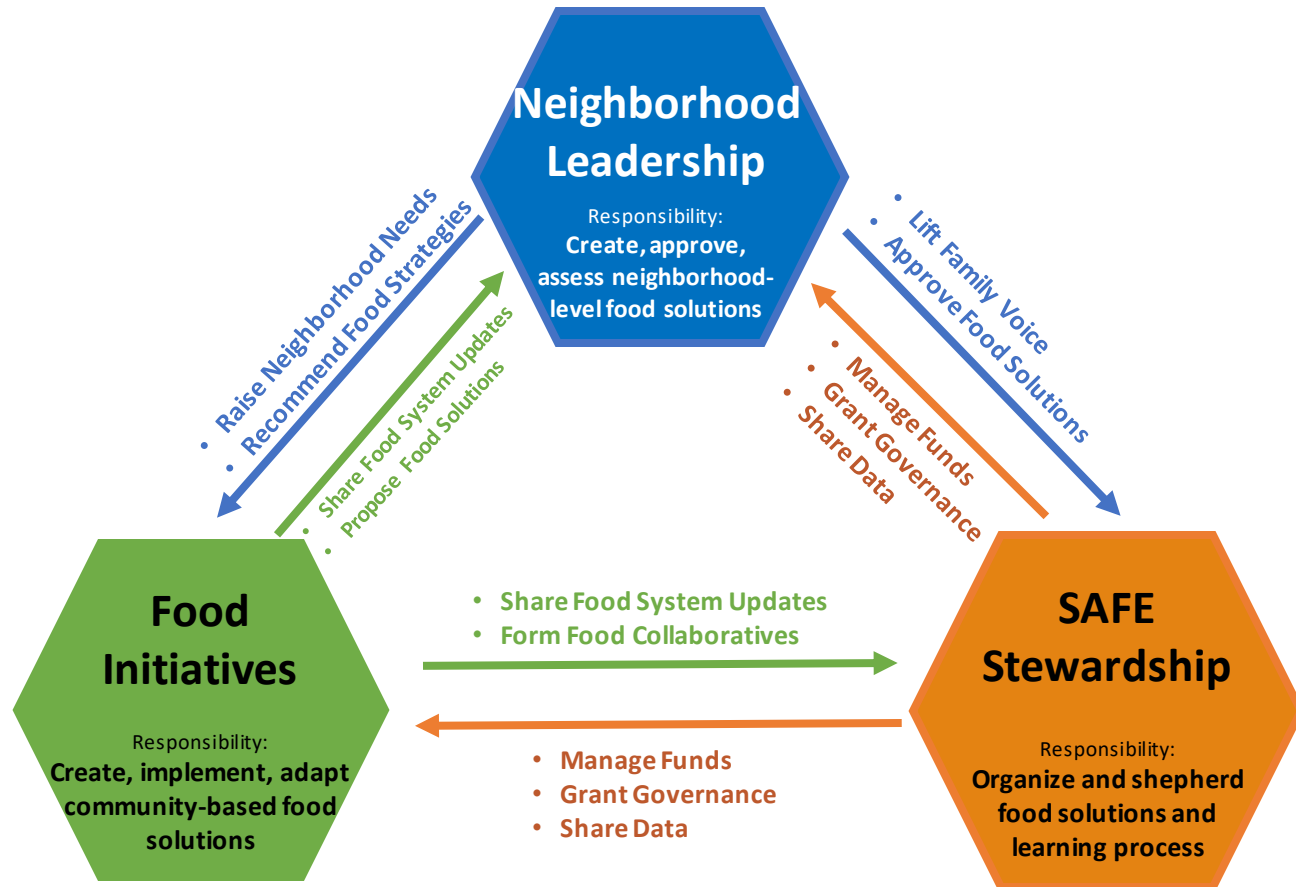
- All Families Thrive (AFT)
- SAFE Network
- Mayerson Child Well-being Initiative
- Social Determinants of Child Thriving (SDoCT)

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- Health Equity Network

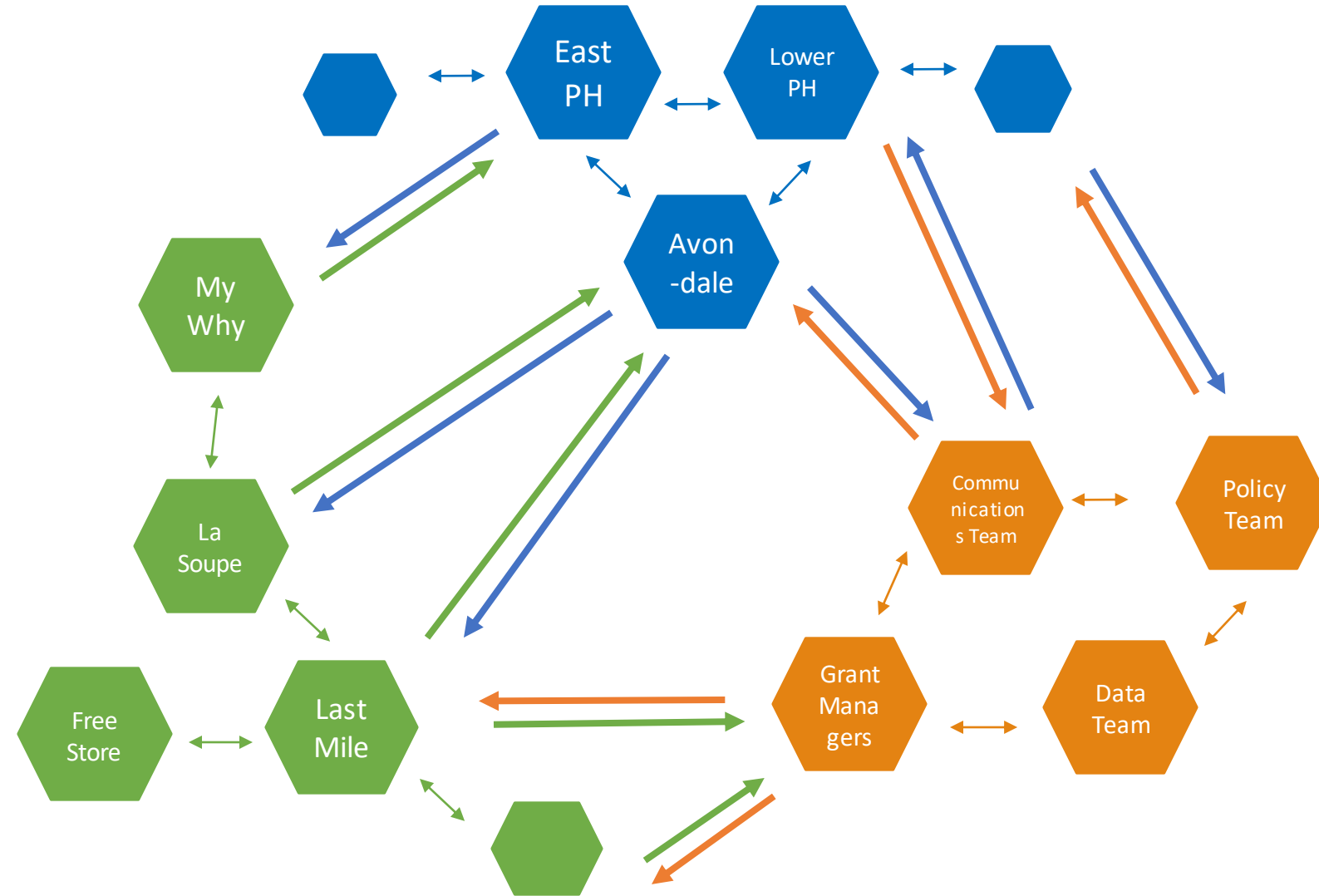
- Cincinnati Public Schools Partnership
- PN5
- Early Childhood Education
- Special Education

Distributive Leadership – SAFE Governance Structure



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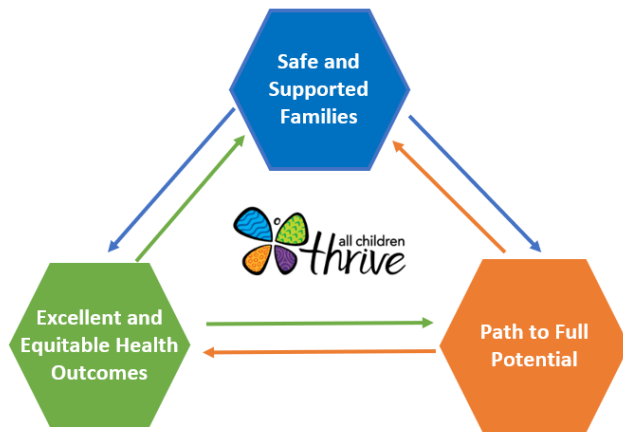
Individual Reflection Questions



Autonomy – I am leading work in the ACT Network by _____.
I would like to lead work by _____

Accountability – As a leader the ACT Network, I commit to

Capacity – In order to lead and grow in my area of leadership and commitment, I would like/need _____



Which ACT theme do you identify with the most? (select one)

- Excellent and Equitable Health Outcomes** - HEN, etc.
- Safe and Supported Families** – AFT, SAFE, etc.
- Path to Full Potential** – PN5



Distributive Leadership at an Individual Level



Distributive Leadership is the right balance of:

Autonomy – make key decisions in their areas of responsibility, giving ownership of work, needs to earn trust

Accountability – hold individuals responsible for delivering impact on what they have the autonomy to lead, standards across individuals/organizations, shared accountability

Capacity – provide tools to be successful (time, resources, coaching, etc.), leadership development, financial support



Group Activity

Get into groups of at least 4 people

Share individual reflection responses and introduce yourself (work and outcomes) to the group

Discuss

- What roles and resources exist among your group?
- What roles/resources are still needed to reach Our True North?
- What can we do to build capability/capacity for these needed roles/resources?
- How do we ensure connections with one another to have distributed leadership?

Our True North



**All 66,000 children in Cincinnati
will be the healthiest in the nation**



Report-out

Each group shares ideas that they listed on their poster that were not mentioned by the previous group(s)

Based on what was shared from all the groups, what other roles may be needed? What other things could we as the ACT network be working on?



Thank you for your
leadership in this work!

