

PELA Community Change Worksheet

Your community/regional change project is a central part of the Public Executive Leadership Academy experience. Your project should provide opportunities to put into practice back home skills and insights we explore in PELA. From the very first day of PELA, we will focus on your change project.

Before you arrive at PELA in July, please read:

- ✓ “Public Problems, Values, and Choices” by Philip Boyle (PDF file)
- ✓ *Leadership on the Line* by Ron Heifetz and Marty Linsky, Chapter 1 (sent by mail)

Then write out your answers to the questions on these pages and bring them with you to PELA:

- 1. What “adaptive change” did Lois work toward on the Native American reservation described by Heifetz and Linsky?**

The PELA community change project is about catalyzing adaptive change in your community or region. Recent PELA community change projects include:

- *Building a county-wide effort to attract economic development;*
- *Uniting residents, police and other city departments, and community groups in making a neighborhood safer and more prosperous;*
- *Bringing local governments and volunteer fire departments together in a sustainable fire protection system.*

- 2. Describe the change you seek through your community change project. I.e., what opportunity do you see for adaptive change that will create value for your community or region?**

3. Why is this change important for your community or region at this time?
4. Who besides you cares about the condition you would like to change?
5. Why do you find this change important or compelling enough to devote your own time and attention to working toward it?
6. Review Heifetz and Linsky's discussion of technical and adaptive change (pages 13-20).
 - In what ways does the community change you proposed above involve technical change?
 - In what ways does it involve adaptive change?