



The Art Public Sector Leadership

2. Change versus Transformation
3. Caterpillar and Butterfly

Purpose:

This exercise is intended to guide you through a reflection on several important aspects of leadership in a transforming world. The topics being discussed in this exercise will be revisited and revised (potentially) in a later module. Please:

- Discuss them with your group members at our live session
- Be prepared to discuss with the larger group at the upcoming in-person session

Here are the questions:

1. Do you believe that leadership teams engage in sufficient root cause analysis when facing and/or solving problems with transformative potential? Why?
2. Do you believe that current competence models promote or inhibit the competencies they are purporting to achieve?
3. Explore your thoughts and impressions on the notion change versus the notion of true transformation. What implications do these disparate definitions hold about change/transformation projects you have undertaken in your workplace in the past?
4. Why do you believe that harm reduction leadership is so prevalent in industry today?

