

# Social Change Model of Leadership Development

## Basic Premises

- Views leadership as collaborative and inclusive
- Leadership is a process, rather than a position
- Promotes the values of equity, social justice, self-knowledge, service and change

## Change

Change is the value “hub” which gives meaning and purpose to the 7 C’s. It is the ultimate goal of the creative process of leadership – to make a better world and a better society.

## 7-C’s

1. *Consciousness of self* - being aware of the beliefs, values, attitudes, and emotions that motivate one to take action.
2. *Congruence* - thinking, feeling, and behaving with consistency, genuineness, authenticity, and honesty towards others.
3. *Commitment* - the psychic energy that motivates the individual to serve and that drives the collective effort.
4. *Collaboration* - to work with others in a common effort.
5. *Common Purpose* - to work with shared aims and values.
6. *Controversy with Civility* - recognizes two fundamental realities of any creative group effort: that differences in viewpoint are inevitable, and that such difference must be aired openly but with civility.
7. *Citizenship* – the process whereby the individual and the collaborative group become responsibly connected to the community and the society through the leadership development activity.

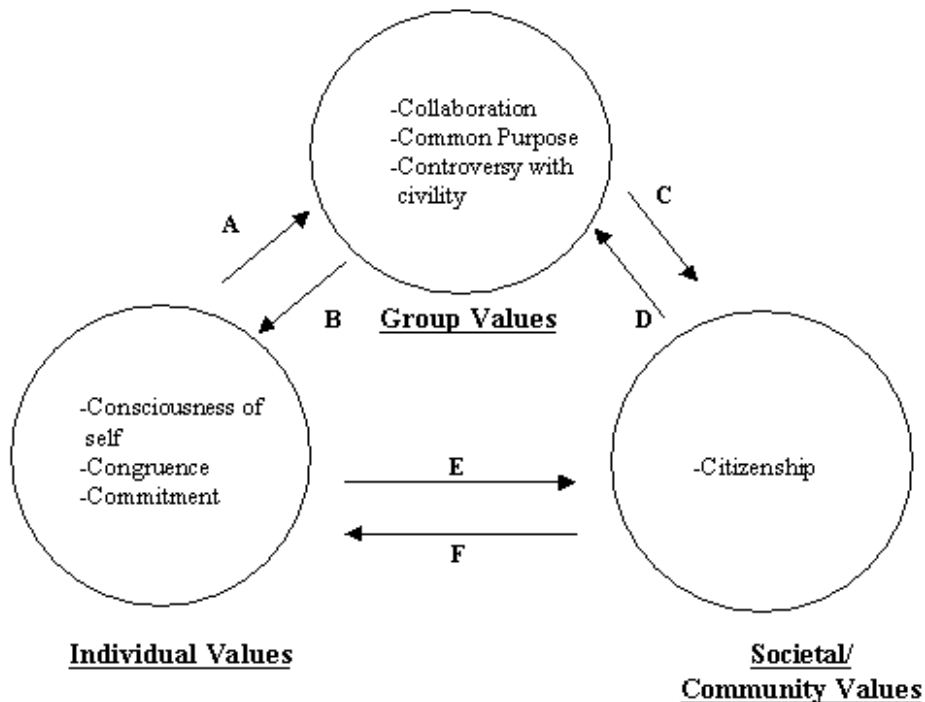


Figure 1. The 7 C's organized by level of focus

## Source:

Higher Education Research Institute. (1996). A Social Change Model of Leadership Development: Guidebook Version III. Los Angeles: The Regents of the University of California.