

The KLC Competencies for Civic Leadership



MOZHDA RADMANISH

2016



The Adaptive Challenge



- Civic leadership is uniquely difficult because no one is truly in charge. Even a governor has less formal authority than a typical CEO and must collaborate with the legislature to accomplish anything significant.
- This is adaptive, not technical: progress requires changing deeply held values, loyalties, and beliefs not just applying expertise. The people with the problem must do the work themselves.



Turning Point



- KLC engaged over 100 Kansans to understand civic challenges firsthand. Their stories revealed that failed leadership efforts almost always traced back to one or more missing competencies.
- Healthier Kansas communities depend on more citizens developing these competencies not just those with authority titles, but anyone willing to exercise leadership as an activity.



Purpose



- To develop civic leadership capacity so that more Kansans can make meaningful progress on the adaptive challenges facing their communities.
 - Competent civic leaders diagnosing situations, managing self, intervening skillfully, and energizing others, create healthier communities for all Kansans.



Energizing Others



- No one person or faction can tackle a civic challenge alone. Progress requires starting where others are understanding what they care about, not just selling your own solution. High-performing communities are high-hope communities.
- Acknowledging real or perceived loss openly — rather than suppressing it — is itself energizing. Pacing the work appropriately keeps people engaged: too fast causes burnout, too slow kills momentum.



Identifying Stakeholders



- **Community Members & Citizens**
 - They are the people who must ultimately do the adaptive work. Progress on civic challenges cannot happen without their values and beliefs shifting.
- **Elected Officials & Authority Figures**
 - Legislators, mayors, and commissioners hold formal authority and face public pressure to act. Whether they exercise true leadership beyond their title is a separate question.
- **Civic Organizations, Nonprofits & Businesses**
 - Shape outcomes; diverse engagement stronger solutions.



Identifying Stakeholders



- Additional stakeholder groups with a stake in civic progress:
- KLC Faculty, Staff & Program Participants
 - They design programs and carry competencies back into communities statewide, creating a multiplier effect for positive civic change.
- Marginalized & Underrepresented Voices
 - Energizing others means purposefully seeking unusual voices beyond the usual “city fathers.” Diverse minds devise stronger, more sustainable solutions.



Smart Experiment



- Civic Leadership Competency Workshop Series
 - Goal: Build practical competency in all four KLC areas — Diagnose Situation, Manage Self, Intervene Skillfully, and Energize Others — among community participants.
 - Procedure: Convene a cross-faction group of community members for four facilitated sessions, each focused on one competency, using real local civic challenges as case material.
 - Measure: Track whether participants attempt at least one skillful community intervention within 90 days and gather feedback on adaptive progress.





Mozhda Radmanish

Please feel free to contact me for more information or if you have any suggestions:

Mozhda.Radmanish@gmail.com

Women's Leadership Program



**Thank you for your time!
Questions?**

