global leadership academy

we do change
Leadership for Systemic Change

Innovative approaches for effective leadership development in international cooperation

Leadership and Innovation Labs

8th September 2016
Capacity for Change, GIZ Representation Brussels

Dr. Wiebke Koenig
We are facing global challenges of a new complexity

• We know that humankind and our ecosystems are at risk

• We realise the global interdependencies in a way that we have never before

• ‘We cannot solve our problems with the same thinking we used when we created them’ (Albert Einstein)

To innovate, we have to move beyond existing paradigms
Our Approach
The Global Leadership Academy

• offers spaces for change and decision makers around the world to enter into deep dialogue and open up for innovation

• is a global programme commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) implemented in the framework of the federal enterprise “Gesellschaft für Internationale Zusammenarbeit (GIZ)”

• exists since 2012, with a budget of 9 Mio. EURO until the end of 2017

• has worked with 180 People creating well over 50 change projects and processes, reaching out to millions of people up today
We design our Leadership and Innovation Labs in.....

• considering the complexity of social systems
• seeking participatory approaches
• showing alternatives to conventional ways of leadership
Steps of transformation

Step 1: Identify bottle necks, points of stuckness
Step 2: Observe, describe, sense and reflect
Step 3: Prototype and iterate
Step 4: Scale
Our lab architecture

PREPARATION & INTERVIEWS
INDIVIDUAL COACHING
TEAM COACHING

Module 1
Module 2
Module 3

PROTOTYPING & TRANSFER INTO WORK CONTEXT
Value added on three levels

Sustaining the New
- Incorporating change ideas into regular processes of change agents’ home systems.
- International cooperation projects incorporate innovative approaches.

Initiation of change in home systems
- Key change agents apply new ideas and impulses from the Lab in their home systems.
- Key change agents initiate change processes in their home systems.

Personal Transformation of Key Change Agents
- Perceptions and patterns of thoughts on a global challenge have shifted.
- Individual capacities on innovation and leadership skills have improved.
- Key change agents of a global challenge are connected in a peer-network.

Depth of Lab intervention depends on context, needs, and available resources

Leadership and Innovation Lab X
Leadership and Innovation Lab Y
Accompaniment and Monitoring
Our Experience
181 lab participants from 52 countries…

48 % female
52 % male
The Passion and Politics Lab
2012 – 2014
Places: Marocco, Italy, Tunisia
Partner: Deep Democracy Institute
25 participants from 8 countries
Global Wellbeing and Gross National Happiness Lab 1.0
2013 – 2015
Places: Brazil, Bhutan, Germany
Partner: Presencing Institute, GNH Center Bhutan
30 participants from 9 countries
The Mandela Dialogues on Memory Work 1
2013 – 2014
Places: South Africa, Cambodia, Germany
Partner: Nelson Mandela Foundation
26 participants from 10 countries
Global Wellbeing and Gross National Happiness Lab 2.0
2015 – 2016
Places: Germany, Bhutan, Costa Rica
Partner: Presencing Institute, GNH Center Bhutan
25 participants from 10 countries
The Power of Diversity Lab

2015

Places: Austria, Turkey, Germany

Partner: Deep Democracy Institute

24 participants from 12 countries
The Sustainable Oceans Lab
2015 – 2016
Places: Germany, Mexico, South Africa
Partner: Blue Solutions Initiative, Reos Partners
31 participants from 15 countries
Urban Innovation and Leadership Lab
2015 – 2016
Places: South Africa, Germany, China
Partner: zero360.theinnovationcompany
24 participants from 12 countries
### New labs in 2016-2017

<table>
<thead>
<tr>
<th>Project</th>
<th>Logo</th>
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<tbody>
<tr>
<td>The Mandela Dialogues of Memory Work 2 (2016)</td>
<td><a href="https://www.mandela.org">Mandela Foundation</a></td>
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<tr>
<td>Wellbeing Economies in Africa (2016 - 2017)</td>
<td><a href="https://www.grid.no">GRID Arendal</a> and <a href="https://www.govinn.org">GovInn</a></td>
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<tr>
<td>Transforming Leadership: Women, Men, Power and Potential (2016 - 2017)</td>
<td><a href="https://www.asiadevelopmentbank.org">ADB</a></td>
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We share with our partners...

- trust, a clear understanding and transparent ambitions
- a joint vision of the lab
- a clarified mode of cooperation and funding strategy
- a defined quality monitoring of the process
»We do change, with all our passion and power.«
Contact

Dr. Wiebke Koenig
Global Leadership Academy
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Dag-Hammarskjöld-Weg 1-5
65760 Eschborn

Tel.: +49-6196/79-1726
E-Mail: wiebke.koenig@giz.de
Internet: http://www.giz.de/leadershipacademy
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