



Re-Imagining Leadership

After saying the blessing before study, read the following texts and discuss the questions that follow each text in small groups.

Next day, Moses sat as a magistrate among the people, while the people stood about Moses from morning until evening. But when Moses' father-in-law saw how much he had to do for the people, he said, "What is this thing that you are doing to the people? Why do you act alone while all the people stand about you from morning until evening?"

Moses replied to his father-in-law, "It is because the people come to me to inquire of God." ...But Moses' father-in-law said to him, "The thing you are doing is not right; you will surely wear yourself out, and these people as well. For the task is too heavy for you; you cannot do it alone. Now listen to me. I will give you counsel, and God be with you."

You represent the people before God....seek out from among all the people capable men who fear God, trustworthy men who spurn ill-gotten gain. Set these over them as chiefs of thousands, hundreds, fifties, and tens, and let them judge the people at all times. Have them bring every major dispute to you, but let them decide every minor dispute themselves. Make it easier for yourself, and let them share the burden with you. (Exodus 18:13-22)

Questions for Discussion:

1. Moses is performing the role of magistrate. How would you describe his management style? Why do you think Moses held on to this management style despite the difficulties he encountered?
2. Moses' father-in-law (*Yitro*) offers an alternative management style, how would you describe this alternative?
3. Do you see any similarities between Moses' management style and your own? What are the institutional supports for the "solitary leader" management style in your school? What supports are in place for you to share responsibility for the work of education in your school?



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4. What do you gain/lose by adapting *Yitro*'s suggested management structure to the design, implementation and evaluation of what emerges from RE-IMAGINE? What would your community gain/lose by adapting *Yitro*'s suggested management structure for the work that flows from RE-IMAGINE?
5. When the Israelites made the change to work in new ways, one could imagine that not everything went smoothly. The same may be expected when you and your team begin to work in new ways. Brainstorm ways you can help create an atmosphere of experimentation where successes will be replicated and misses will be viewed as opportunities for learning.
6. You first engaged with this text during Orientation last summer. When you think back over the year, in what way(s) has your experience with collaborative leadership changed?



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