Lessons learnt: identifying synergies in distributed leadership

Bringing together four previous projects on distributed leadership

RMIT University

Multi-level leadership and student feedback

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The aim of the project

This aim of this project is to identify a common understanding of how distributed leadership is conceptualised and practised in order to develop:

- A **Distributed Leadership Matrix** of contextual conditions and leadership skills
- A **Self-Evaluative Tool** for universities use in determining how the Distributedive Leadership Matrix may best work for them
- **Networks** for sharing concepts and practices across universities
- A **framework** to identify synergies across other ALTC projects
- A **literature review** of distributed leadership

Distributed Leadership

A distribution of power through the collegial sharing of knowledge, practice and reflection within the social context of the university. (Wollongong Leadership Project)

Characteristics include:

- Institution **cultural and social elements**
- Systems of **patterns of knowledge** ideas and values
- Patterns of **relationships** and interactions
- Evaluation of **social context**
- Envisage **alternatives** creatively
- **Collaborate** with others to bring change

Dimensions include:

- **Context –** internal and external
- **Culture –** of academic autonomy
- **Change and development –** from many sources, top-down and bottom-up
- **Activity –** that is collaborative, multiple and complementary by teams of people sharing responsibility for a successful outcome
- **Conflict resolution –** processes that are effective to assist the multiple people contributing across a broad arena of activity

Project approach

Project stages:

- Development and evaluation of a **scoping document**
- Development of a **Distributed Leadership Matrix** with institutional communities of practice
- Development and evaluation of a Distributed Leadership Matrix **Self-Evaluative Tool** with cross-institutional learning and teaching leaders

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