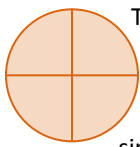


# Improved skills. Stronger community.

Resilient, thriving communities foster leaders who can bridge groups and cultures. By strengthening networks among communities, we improve our local economic growth and opportunities.

Many of these networks are built using adaptive leadership skills. The Advanced Leadership Network, created with support and investment from the Ford Foundation, includes six trained Community Facilitators who are available to work with local nonprofit or community-based organizations in the Nekoosa, Pittsville, Port Edwards, Rome, Rudolph, Vesper and Wisconsin Rapids areas. Community Facilitators use the following skills and models to provide knowledge and guidance that will help strengthen organizations.

## Four Quadrant Analysis<sup>®</sup>



This tool helps identify options or ideas to address a complex and challenging problem. It creates an excellent joint problem-solving process that can help a single team or both parties invent more creative, “out of the box,” options.

## To Hold in Trust<sup>®</sup>



Moving from building rapport to developing trust involves a deep awareness of the process of Holding in Trust<sup>®</sup>. This concept investigates what it means to be responsible for something (or someone) that one doesn't own or control.

## Ladder of Inference<sup>®</sup>



This tool is designed to help one party stand in the shoes of another party to understand that perspective, whether agreed with or not.

## Three-stage Model for Change



This tool provides an overview of the three phases of change, outlining common emotions and responses. It helps participants understand and facilitate organizational change.

## Seven Element Model of Conflict Resolution and Negotiation<sup>®</sup>



This model provides the foundation for proactive negotiation. The multi-purpose negotiation process helps define what a successful negotiation is, to achieve and execute the strategy for success. Participants also learn to analyze and understand why the negotiation succeeded or failed.

## Integrated Model of Leadership<sup>®</sup>



This model unites *technical skills* (those used to solve clear cut problems with predictable solutions) and *adaptive skills* (those used to address complex issues requiring collaboration with groups and individuals). This tool balances these two skill types to instill the kind of broad (inner) awareness used to achieve excellent (outer) performance.

## History Timeline<sup>®</sup>



This tool creates a common understanding of the past, builds trust, and opens communication.

These tools have been utilized in our community to help understand and appreciate historical perspective, build greater municipal collaboration, and bridge cultural gaps.

incourage