**Leadership Strategies for Acting Politically**

Worksheet for the Accelerating Equity Learning Community[[1]](#footnote-1)

|  |
| --- |
| 1. **Allies**
 |
| Who might be your allies? | Why might they be allies? | What is their main objective? (Support you? The initiative itself? The organization?) | How can this ally best help you successfully implement your initiative? |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

|  |
| --- |
| 1. **Opponents**
 |
| Who might be opponents? | Why might they be opponents? | What do they stand to lose if your initiative succeeds? | How might you neutralize their opposition or bring them to your side? |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

|  |
| --- |
| 1. **Senior Authorities**
 |
| Who are the senior authorities most important to your initiative’s success? | Why are they important? | What signals are they giving about how the organization perceives your intervention? | What might you say or do to secure their support as your initiative is being implemented? |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

|  |
| --- |
| 1. **Casualties**
 |
| Who will be casualties of your initiative? | What will they lose? | What new skills would help them survive change and thrive in the new organization? | How might you help them acquire those skills? | Which casualties may need to leave the reorganization? | How could you help them succeed elsewhere? |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |

|  |
| --- |
| 1. **Dissenters**
 |
| Who are the dissenters in your organization- those who typically voice radical ideas or mention the unmentionable?  | What ideas are they bringing forth that might be valuable for your initiative? | How might you enable their ideas to have hearing? | How can you protect them from being marginalized or silenced? |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

1. Source: Adapted by the National MCH Workforce Development Center from Heifetz et al., The Practice of Adaptive Leadership, 2009. [↑](#footnote-ref-1)