Leadership in Action Program (LAP): Leading Together for Better Outcomes

Building Changes is implementing the Leadership in Action Program (LAP), a results-based leadership model in Pierce County, Washington. This unique leadership model, which was developed by the Annie E. Casey Foundation and designed using the “Theory of Aligned Contributions” created by Jolie Bain Pillsbury, builds the capacity of a group of community leaders to accelerate measurable improvements in the well-being of families, children, and communities.

**Leading Together, Taking Action Together**

LAP is a unique, results-based leadership program designed to concurrently:

- Help leaders in a community make **measurable improvements** to a locally identified result;
- Develop leadership skills and competencies to bring about that result;
- **Accelerate work** that is already ongoing in that community;
- **Align actions and strategies** to achieve an identified result.

One of the hallmarks of LAP is “leaders taking action together.”

LAP is based on the premise that when leaders develop common competencies, knowledge, attitudes, and behavior, their ability to lead together is strengthened. And when they lead together, they build better relationships, make collective decisions, and take action necessary to improve their communities. Through a facilitated process LAP participants learn to integrate a core set of competencies into their ongoing work and align their strategies and actions.

**Leaders in the Middle**

LAP is for leaders in the middle.

- Mid- to high-level leaders with some authority to make decisions on behalf of their organization;
- Leaders come from a diverse cross-section of government agencies, nonprofits, housing authorities, faith communities, corporate entities, and community organizations;
- Leaders who are highly engaged, passionate about making a difference over the long term, and committed to aligning their strategies and actions with one another.

**Critical Players**

**Accountability Partners/Executive Sponsors:**
A collaborative body with the ability to influence policy, leverage resources, and hold LAP participants accountable for making measurable improvements.

**Program participants:**
Mid- to high-level leaders who have a role to play in affecting result.

**LAP implementation team:**
Two Coach/Facilitators, Project Manager, Documenter, and Project Assistant.

**Core Competencies**

This core set of competencies helps participants bring about their identified results.

**Results Accountability**
Makes aligned contributions to accelerate measurable improvement in the result.

**Race, Class, and Culture**
Takes action to address race, class, and culture disparities.

**Leading from the Middle**
Makes decisions and takes actions on behalf of the result.

**Collaborative Leadership**
Makes proposals to develop accountability for collective decisions.