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Clones, drones and dragons: Ongoing uncertainties around leader development

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- What I mean
- Possible good things
- Possible weaknesses
- A few questions (uncertainties)

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Clones




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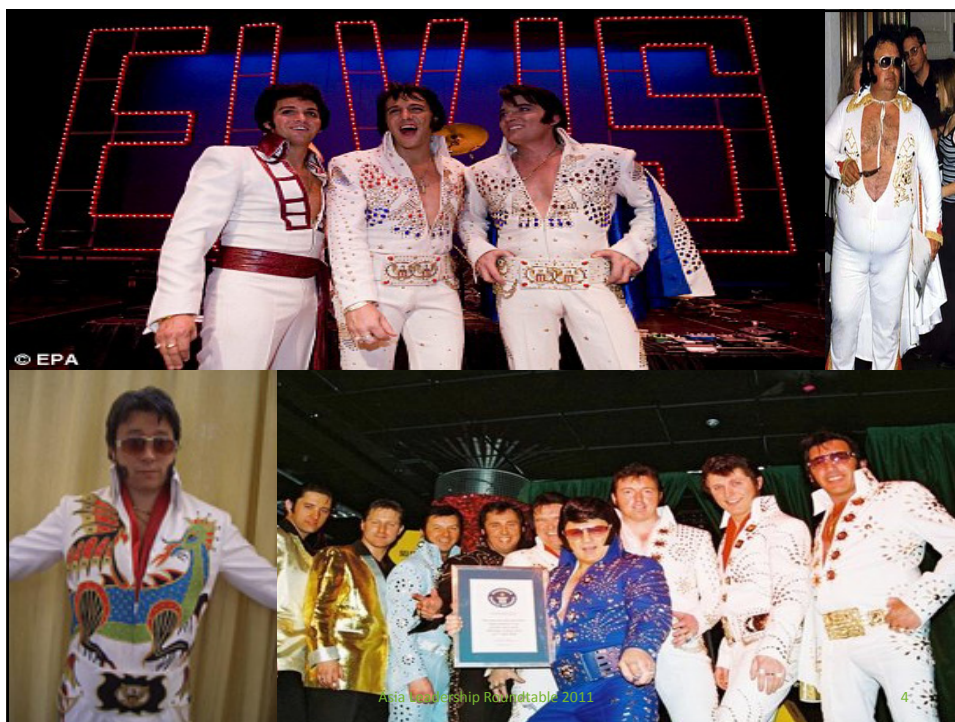
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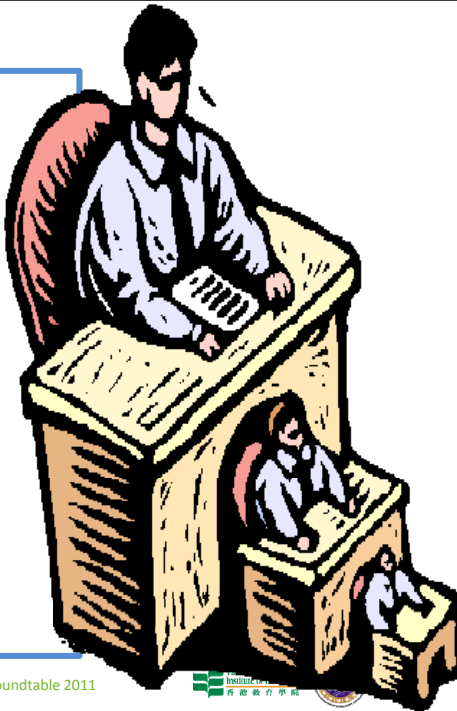
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- Do we know what we should be cloning?
- Do we know enough about the cloning process?
- Who (should) decide what to clone?
- Is cloning better than nurturing naturally?



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Drones



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Drone Pilots



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- What level of control should the center have over LDPs?
- Do we have enough intelligence about the what, why and how?
- Is the intelligence contextually appropriate?
- Do we have the instrumental capacity to deliver accurately?
- Are the values driving research transferable across targets?



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Dragons 龙



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- What is the place of practitioners in their own development and in formal programs?
- Why?
- How can we help invigorate a tripartite relationship that draws synergistically on the strengths of dragons *and* systemic priorities

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- ❑ Do we have the ‘science’ to know what we should clone; is our research ‘right’. Do we know enough about the *process* needed to clone successful leadership?
- ❑ What level of control should central authorizes have over the shape, substance and delivery of leader development program? What level of authority has the insight and understanding to take a controlling role?
- ❑ Is the level and shape of the intelligence collected contextually appropriate across sites. Do we have the instrumental capacity to deliver it?
- ❑ What is the place of practitioners in their development and in formal programs? If put on a dimension from ‘total’ to ‘none’ – where might they be positioned? Why?

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