



**B. Robert Williamson Jr. Foundation
Adaptive Leadership Fellowship
Colloquium**

April 28, 2016

NYU Silver School of Social Work



Adaptive Leadership & Social Work



- Much of social work service delivery takes place in agencies and agencies face challenges as they try to address some of the most pressing social issues such as the impact of poverty, healthcare, education and justice disparities.
- In addition, agencies are challenged to meet demand for services with diminishing funding, increased accountability and shifting policy climates.
- The adaptive framework helps us understand organizational systems and how to be a catalyst for change within them so that they can be most effective in addressing these pressing issues.

Adaptive Leadership & Social Work

- Social workers are not adequately represented at the tables in which policies and funding are determined despite our unique professional lens
- We need social workers to influence those conversations and to mobilize key stakeholders
- This fellowship is designed to strengthen the leadership capacities of social workers to be even more effective in bringing about change

The NYU Silver Adaptive Leadership Initiative

- With generous support of the B. Robert Williamson Jr. Foundation and Mr. Howard Aibel, we introduced adaptive leadership concepts into the two Macro-focused Practice III Classes
- Students in these classes were invited to apply for the Fellowship with 13 being selected and receiving a \$1000 scholarship
- The Fellows attended a series of seminars during the Spring semester where they learned about the framework in more depth and applied it to their field placements, receiving peer to peer consultation along the way

Adaptive Leadership & Social Work



- It's a time of rapid change
- Adaptation is needed to survive and thrive
- Old practices may no longer work
- Leadership is about helping people face reality
- Accompanying groups through the losses of necessary change, at a rate they can stand!

*“Leadership is disappointing
your own people at a rate
they can absorb.”*

Ronald Heifetz & Marty Linsky