



**Center for
Transformational
Change**

TCL TRANSFORMATIONAL
CHANGE LEADERSHIP

USER GUIDE

WHAT

Transformational Change Leadership (“TCL”) is a framework to help social change leaders around the world catalyze systems change. Through stories of leadership, TCL presents the processes and characteristics that unite people and organizations who create progress at scale, and is designed to help you emulate models from communities who catalyze their own change. It is not a guide to personal leadership development, but rather a roadmap for leadership in collective, community-led, and collaborative action. Within the context of your institutions, organizations, and community groups, It will help you ground your planning as you navigate the complexities of our global crises to shape more just futures.

WHY

The world today is at a precipice, driven by climate change, displacement, authoritarianism, and inequities in race, gender, and access to resources. Changemakers tackling the world’s most difficult problems must confront the intersecting crises we currently face, and start planning to transform our systems toward distributed models of leadership that embody values of justice, equity, and opportunity for all. TCL provides a roadmap to guide this process, helping you to:

- Explore examples of community-led or community-centered transformation;
- Develop language to describe the future of your work;
- Center narrative and lived experience as data and evidence;
- Encourage new forms of thinking around narrative shift;
- Learn why, when, and how to mobilize stakeholders.

WHO

TCL was created with various users in mind, including:

Members of an affected community seeking to use your existing skills and resources to catalyze impact with and for your community members.

NGOs and CBOs seeking to assess organizational processes, project design, and prospective partnerships.

Practitioners and students in international affairs or international development seeking to understand how to support local communities building toward long-term structural change.

Social movements and loosely-based associations seeking to achieve long-term change and maintain and mobilize their powerful networks.

Entrepreneurs and impact investors seeking to scale through progressive enterprise.

Philanthropists seeking to deepen the impact of your investment by investing in the leadership of those with lived experience of the issues that confronts us.

HOW

The resource is available at tcleadership.org.

The site is a story-rich, complex tool designed for you to visit often and process its content over time and at your own pace. We encourage you to use this site in ways best suited to your interests and your processes of discussion and learning. It can be navigated through various paths, as follows:

1. For first time users, we strongly encourage you to visit the [Site Map](#) to learn how to navigate the resource and follow the materials in a suggested sequence.
2. Read the [stories](#) on the site for hope and inspiration, and to explore different pathways to systems change.
3. Use the [Discussion and Activity Guide](#) with your teams or communities to examine your potential for transformation.

Once you've reviewed the site, you can:

- Frame and inspire your own impact using our Characteristics and Stories, and the resources on the Tools page.
- Use it as a self-guided resource in your retreats, conferences, and strategic planning meetings.
- Incorporate our materials into your classroom or workroom discussions on leadership.
- Submit your own stories of transformational change leadership to be considered for inclusion on the site.
- Share the site with your stakeholders, partners, and colleagues.

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CONTACT

If you would like deeper scope for exploration and planning than self-guidance allows, please [contact us](#) about leading a retreat, workshop, or talk for your organization.

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