

# The Power of Collective Efficacy



## Taking a Closer Look

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# PURPOSE



To lay the foundation and explore the what, why and how of collective efficacy.

# Welcome



Handout for learning, reflecting  
and note-taking

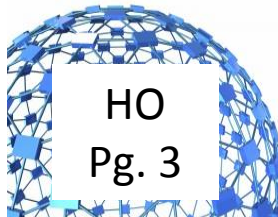


# Breakout Room **GROUNDING**

Plan a 1- minute Speech

- Your name, role and district
- Hopes for this session
- Your experiences with Collective Efficacy

- You may jot down your thinking on Page 3
- Be prepared to share in breakout room
- Once in breakout room, someone volunteer to start
- Then Round-robin share, you will be going back with this same group shortly to go deeper 😊



# Outcomes

You will walk away with

- Refined understanding of collective efficacy
- Increased clarity about its impact on organizations
- A new lens for fostering collective efficacy in systems
- Enhanced repertoire of strategies, tools and structures to increase collective efficacy in groups



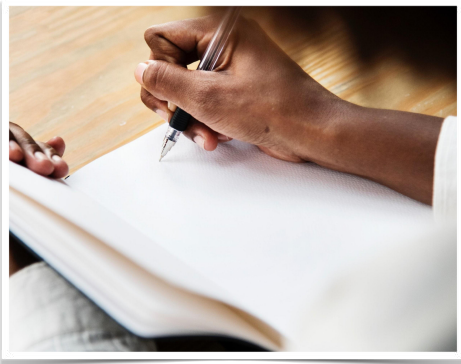
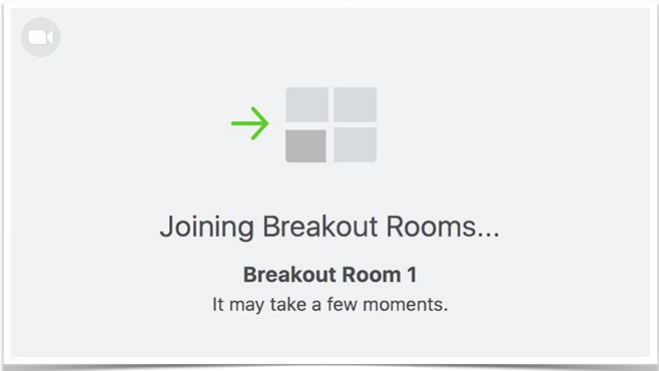
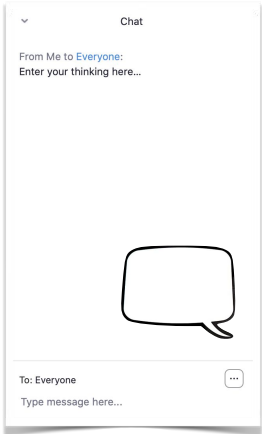
# AGENDA

- **Welcome, Purpose & Inclusion**
- **Collective Efficacy**
  - The What and Why
- **A lens for fostering Collective Efficacy in Systems**
  - Learning the model
- **Collective Efficacy**
  - The How
- **Organize and Integrate**





# Working together...



# Collective Efficacy

**The 'WHAT'  
and  
The 'WHY'**

## Key Concepts/ Key Ideas

- Read “Collective Efficacy – The What and The Why”, HO page 4
- Highlight key ideas and key concepts as you read
- Be prepared to share your highlighted items (key take-aways)

## Breakout Room Dialogue

- **Share key highlighted items; then**
- **Summarize the group’s thinking**
  - **Themes, patterns, connections, examples and/or wonderings that emerged**



# Whole Group Debrief



What themes, patterns, connections, examples and/or wonderings emerged in your groups?





**Reframe  
your  
Perspective!**



# A lens for Fostering Collective Efficacy

## Dilts' Nested Levels of Intervention – Understanding the Model

### Model, Handout Page 5

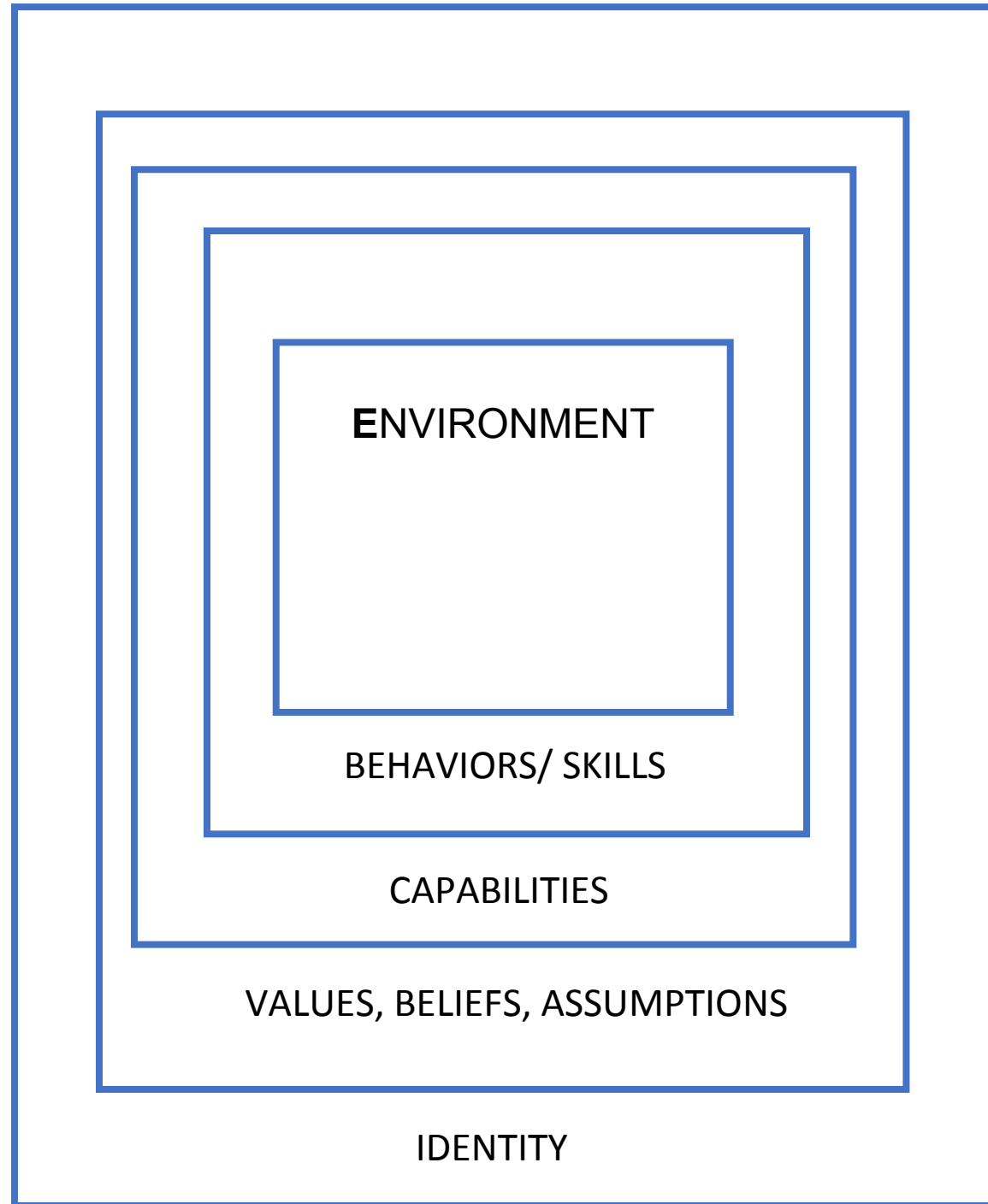
- Note – Taker provided for notes
- After the full explanation you will have an opportunity to check your understanding

# Dilts Model of Learning and Intervention HT p. 5 & 6

10-2

There is space in each box  
to take notes, AND there is  
space for additional notes  
on page 6

Jot down some notes.



# Breakout Room Dialogue – Understanding the Model



- Identify what's making sense to you
- Highlight key take-aways
- Generate wonderings/questions



# Whole Group Debrief



What questions do you have about the model?



**Please Return in 7 minutes**

Break



Welcome  
Back!







# Fostering Collective Efficacy The 'How'

**Connections  
HO Page 7**

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**This lens creates  
potential areas of  
focus**

# Going Deeper with Collective Efficacy

## Unpacking the Lens, HO page 7

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**Key Questions for Dialogue**  
**Defining the What**

**Action**  
**Defining what's**  
**happening**



# Fostering Collective Efficacy, Page 7

## Focused Reading

Read Page 7, marking it in this way:



= I know this! This makes sense!



= This is important to me! (Aha, Insight, Connection)



= Would like more information about this!



## Breakout Room Dialogue

- Share your stars and question marks
- What is making sense to you?
- In what ways might this lens support you in fostering collective efficacy in your system?



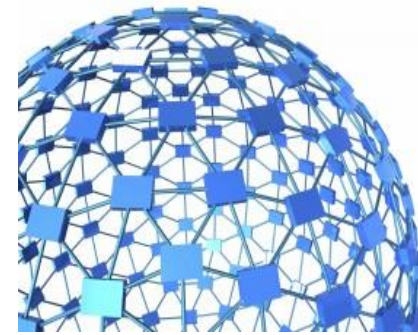


# Whole Group Debrief



What are some insights and/or wonderings emerged in your breakout rooms?

# Organize and Integrate



Individual: 3 – 2 – 1

3 – Ahas, insights, new learnings

2 – Take-aways you will apply right away

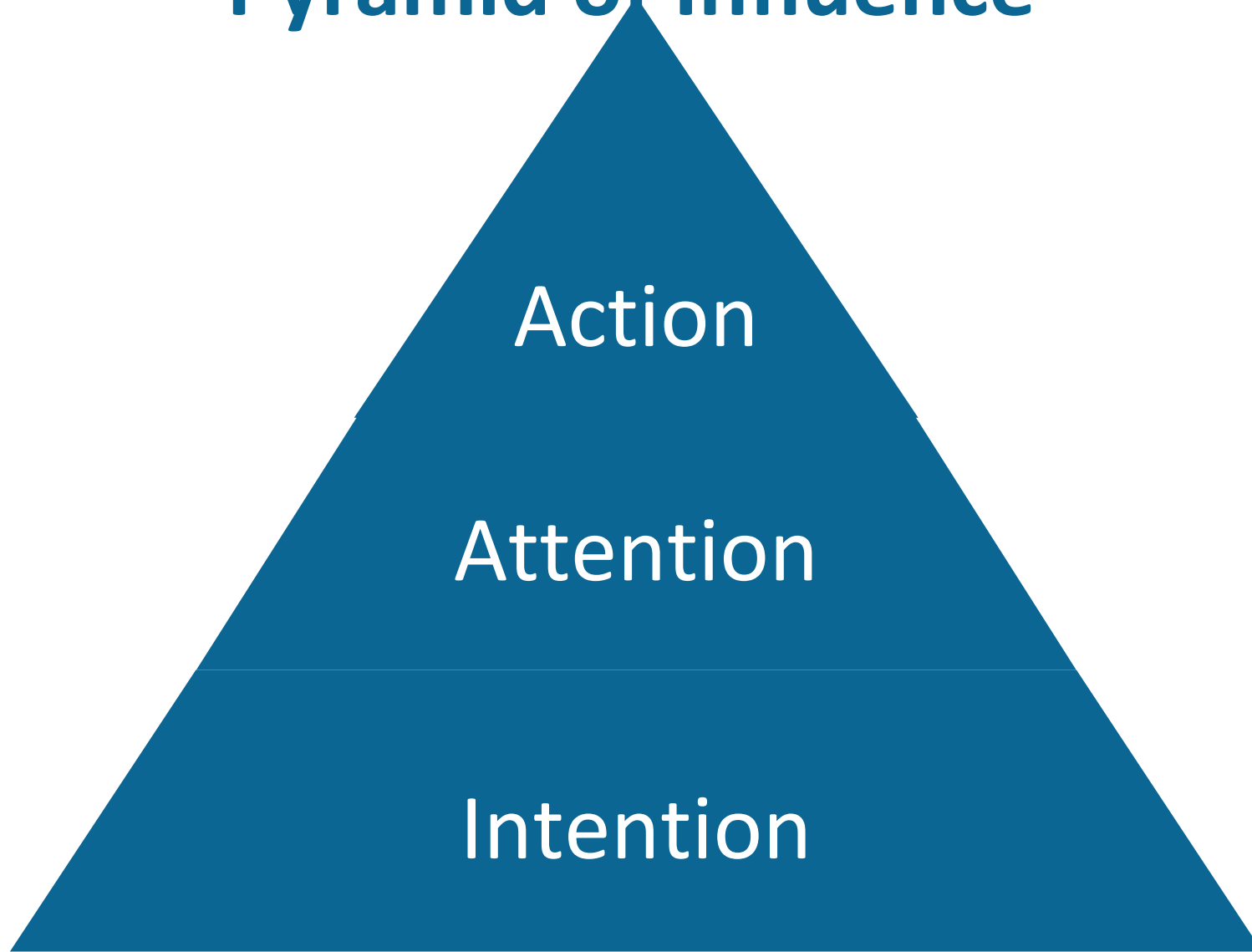
1 – word summary for this session

3

2



# Pyramid of Influence



Action

Attention

Intention

# Thank You for the Opportunity

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