Social Change Model of Leadership

Overview

Established in 1994 by a consortium of Student Affairs professionals, the Social Change Model approaches leadership as a purposeful, collaborative, values-based process that results in positive social change. The Model was built upon the following assumptions:

- Leadership is socially responsible, it impacts change on behalf of others.
- Leadership is collaborative.
- Leadership is a process, not a position.
- Leadership is inclusive and accessible to all people.
- Leadership is values-based.
- Community involvement/service is a powerful vehicle for leadership.

Three Perspectives

The Social Change Model looks at leadership through three perspectives: the individual, the group, and the society.

The 7 C’s: Critical Values of the Social Change Model

Individual Values
- Consciousness of self
  Awareness of the beliefs, values, attitudes, and emotions that motivate one to take action.
- Congruence
  Thinking, feeling, and behaving with consistency, genuineness, authenticity, and honesty.
- Commitment
  Motivational energy to serve and that drives the collective effort. Commitment implies passion, intensity, and duration.

Group Values
- Collaboration
  Working with others in a common effort. It constitutes the cornerstone value of the group leadership effort because it empowers self and others through trust.
- Common Purpose
  Working with shared aims and values. It facilitates the group’s ability to engage in collective analysis of the issues at hand and the task to be undertaken.
- Controversy with Civility
  Recognizes two fundamental realities of any creative group effort: that differences in viewpoint are inevitable, and that such difference must be aired openly but with civility.

Community/Societal Values
- Citizenship
  Process whereby the individual and the collaborative group become responsibly connected to the community and the society through the leadership experience.
Change * (the 8th C)
- Change
  “Hub” which gives meaning and purpose to the 7 C’s. In other words, change is the ultimate goal of the creative process of leadership - to make a better world and a better society for self and others.

The Model

The 7 C’s are approached through one of the three perspectives and all 7 values contribute to the ultimate goal of change.

Sources
