The aim of the project

This aim of this project is to identify a common understanding of how distributed leadership is conceptualised and practised in order to develop:

- A Distributed Leadership Matrix of contextual conditions and leadership skills
- A Self-Evaluative Tool for universities use in determining how the Distributed Leadership Matrix may best work for them
- Networks for sharing concepts and practices across universities
- A framework to identify synergies across other ALTC projects
- A literature review of distributed leadership

Distributed Leadership

A distribution of power through the collegial sharing of knowledge, practice and reflection within the social context of the university. (Wollongong Leadership Project)

Characteristics include:

- Institution cultural and social elements
- Systems of patterns of knowledge ideas and values
- Patterns of relationships and interactions
- Evaluation of social context
- Envisage alternatives creatively
- Collaborate with others to bring change

Dimensions include:

- Context – internal and external
- Culture – of academic autonomy
- Change and development – from many sources, top-down and bottom-up
- Activity – that is collaborative, multiple and complementary by teams of people sharing responsibility for a successful outcome
- Conflict resolution – processes that are effective to assist the multiple people contributing across a broad arena of activity

Project approach

Project stages:

- Development and evaluation of a scoping document
- Development of a Distributed Leadership Matrix with institutional communities of practice
- Development and evaluation of a Distributed Leadership Matrix Self-Evaluative Tool with cross-institutional learning and teaching leaders