Malak Oussidhoum
Leadership Advising

MIL Cities: voices, power, and change makers

8th Media and Information Literacy and Intercultural Dialogue (MILID) Conference

First MIL City Celebrates
GLOBAL MEDIA AND INFORMATION LITERACY WEEK
24 - 31 October 2018

#GlobalMILWeek

Building the foundation of Inclusion through Self-leadership Literacy

24, October, 2018

Malak Oussidhoum
m.oussidhoum@gmail.com
Malak Oussidhoum Leadership Advising

Identity

Identity can be defined as having an awareness, a fulfillment and a Leadership of the Self

➤ Affirmation built upon the observation of the impact of applying the SL approach in three different contexts, with three different purposes, yet with a common target and drawing line: achieving a collective transformation through individual transformation

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SL methodologies applied

- **1st case**: From Organizational Change to Inclusion going through peer-to-peer dialogue

- **2nd case**: From Citizen empowerment to Inclusion, that is living citizenship

- **3rd case**: From Exclusion to Inclusion – communicating intentions

The Self-leadership approach

- "Having a developed sense of who we are, and where we are going, combined with a developed ownership on influencing our communication, emotions and behaviors" (Bryant, Kazan, 2012)

- A better understanding of our mechanism of influence and impact

SL methodologies applied :
From organizational change to Inclusion

We have to lead
Ourselves first, before
leading Others

Self-Leadership

Unified Leadership

Personal Leadership

Managerial Posture

Collective dynamic

Individual dynamic

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SL methodologies applied :
From organizational change to Inclusion – 1st Impact

1. Increased personal accountability: managers felt incorporated in a dynamic that included their **own** initiatives, **own** point of views, **own** decisions.
   - mindset shifts: decision making, thinking critically instead of executing

2. Responsibility: exemplarity and being actors of change
   - mindset shift: initiator of change and adapting change

3. Self-innovation: consciousness and fulfillment of achievement to self-confidence, to exploring new habits, be force of proposition
   - Mindset shift: asserting new ways of thinking and creativity
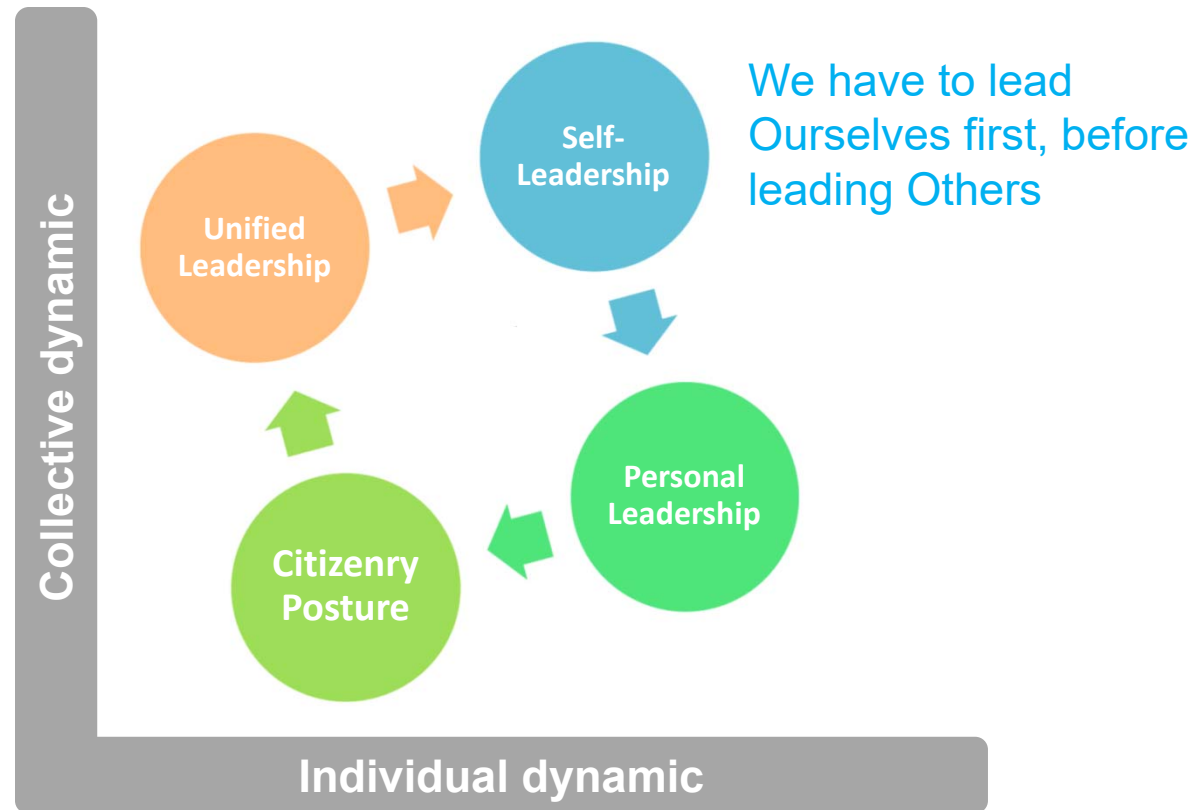
SL methodologies applied :
From organizational change to Inclusion – 2nd Impact

1. Collaborators learnt to look at each others in terms of **added-value** as a person, beyond functions, titles, or any interpersonal or cultural consideration

2. Awareness that each and every one had a leadership on the same equal foot changed perceptions on each other

3. Quality of communication changed as a result of a change in **Identity perception**

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SL methodologies applied :
From Citizen empowerment to Inclusion

We have to lead
Ourselves first, before
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Self-Leadership

Unified Leadership

Personal Leadership

Citizenry Posture

Collective dynamic

Individual dynamic

SL methodologies applied :
## From Citizen empowerment to Inclusion

- Citizenry empowerment: self-awareness, community awareness, citizenry awareness, living the citizenship

  o Self-organized group initiatives (civic engagement for betterment of their civic life)

  o Reflex and thinking that as citizens belonging to an **organized** and **recognized** community they could be supported by local actors, government, and national institutions as bringing value to their community, followed by the positive feedback they received

  o Increased and focused interest into looking for web-based information and digital supports to empower their initiatives.

- Transformational turning point: self-acknowledgement of an added-value oriented citizenry, reinforcing **Identity** as citizens and bringing purpose to their civic engagement.

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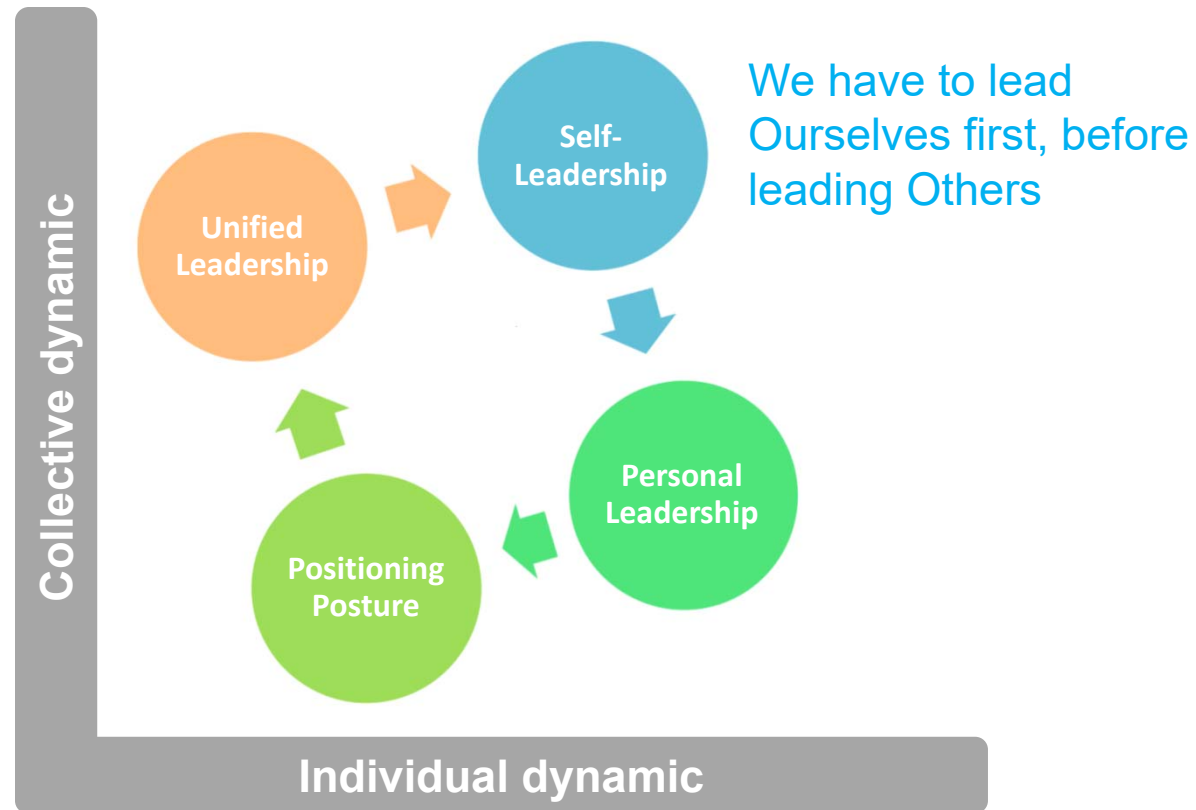
Impact of SL approach

- Clarity about self-identity and self-positioning

- The essence of what they offer, value and deliver as a person : self-valorization, a very strong **power** that needs to be guided and signified as a contribution to a collective dimension.

- Developing key competences and their social impact:

Social Impact of SLL

Self	Social
Self-Awareness	**Social-Awareness**
Self-Confidence	**Empathy**
Emotional self-awareness	Organisational Awareness
Accurate Self-assessment	Understanding the environment
Self-Management	**Social Skills**
Self-control	**Influence**
Trustworthiness	Inspirational Leadership
Conscientiousness	Developing others
Adaptability	Influence
Drive and motivation	Building bonds
Initiative	Teamwork and collaboration

Self-leadership Literacy

SLL: Self-Leadership Literacy

A combined set of self-awareness, self-efficacy and self-management competencies to lead the Self

➢ A dynamic concept that keeps evolving with the social context

➢ A concept that intrinsically and continually helps in building a new layer of **Identity**

Identity @ heart of the notion of SLL

- It is an identity layer that emerges from the unique combination that comes out of our affiliations, talent, intellectual property, vision of the world and valorized contribution,

- A self-valorized identity layer is at the core of the concept of self-leadership literacy as a foundation for inclusion, as it empowers a look from individuality to collective and vice versa.

(Parenthesis)

Identity @ heart of the notion of SLL

• When the mind is trained to be curious about the Self, the individual becomes curious about the Other,

• When the mind is trained to understand and empower the Self, it wants and tries to replicate with the Other,

• When the mind is trained to take responsibility for the Self, instead of being a victim of circumstances, it wants and tries to involve the Other into the same dynamic,

Identity @ heart of the notion of SLL

• When the mind is trained to start taking the lead to achieve impact, it wants and tries to involve the Other into the same dynamic,

• When individuals learn to value themselves at the **level of Identity**, they also learn to value the Other

• The fulfillment that comes out of the delivery of whom they are can ultimately bring peace to the Self. It is a feeling that allows peace to radiate in the attitudes, behaviors and intentions.

(Closing Parenthesis)

Identity @ heart of the notion of SLL

- It is an identity layer that emerges from the unique combination that comes out of our affiliations, talent, intellectual property, vision of the world and valorized contribution.

"People are constantly adding new layers to Identity and often without giving up their own roots" (Di Mauro and Gehrke, 2018)

- It is an Identity layer that can be as **Agile** as the agility required to live in nowadays world of connectivity

Agile Identities and paradigm shifts

- **Consistency to versatility**: capacity of versatility in a consistent identity

- **Stability to relevance**: is it relevant now, and here, and for these people?

- **Completion to transformation**: beta version that keeps developing and improving to find new ways to communicate and be impactful

- **Principled to disruptive**: interplay between standing for something and yet never standing

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Agile Identities and paradigm shifts

- Changes in patterns and behaviors in front of the digital universe:
  - **Self-innovation**: innovating is no longer a risk but a survival tool
  - **Personal satisfaction**: autonomy, mastery and purpose
  - **Shared meaning and values** in creating a community of followers
  - **Empowering followers** to succeed

- Shaping values and mindsets that impact paradigms of citizenry in terms of : empowerment, how to diffuse and receive information, and in the use of freedom of expression.

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SLL for enhanced MIL

- SLL helps in including the Self into a group dynamic without omitting one's individuality but rather using it as a distinction that unites

- Capacity-building in the terms of acquiring competences is fully harnessed if the person knows how to lead the Self

- The transformation that occurs by helping the individual to be literate about the Self with a valorized content to diffuse and communicate, together with the awareness of what's common and different with regards to one's context

SLL for enhanced MIL

Media and Information literate people:

"make informed and independent decisions, learn about the world around them, build a sense of community, maintain public discourse, engage in lifelong learning, produce information, think critically, use media for self-expression and creativity"

(MILID Yearbook, 2013)

SLL as a competency of UNESCO's MIL

SLL emphasizes the preparedness and readiness in terms of skill set, attitudes and knowledge to enhance and facilitate the **harmonized articulation** of MIL competencies.

Self-leadership Literacy					
Define self-identity as a contribution to a collective dimension	Promote positive self-value into action and communication	Fuel effective critical thinking	Develop resilient leadership in self-expression	Develop enquiry-based learning behavior	Stimulate global and community mindfulness

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SLL as a competency of UNESCO's MIL

- To include the notion and the application of self-leadership literacy in the UNESCO's MIL curriculum for Teachers, as being a precursor of inclusion and intercultural dialogue.

- The aim is:
  - to build more bridges between learning outside of the classroom and learning inside the classroom

  - to contribute to making learning a process of social change, which fosters human rights and constructs a new citizenship identity based on value and purposeful critical civic participation

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