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# Leadership Lunch/Learn

October 29, 2025

**When  
everyone  
leads** the  
toughest  
challenges  
get seen  
and solved.

ED O'MALLEY & JULIA FABRIS McBRIDE



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# Redefining Leadership - Their Manifesto

- Tough challenges are all around us
- Most think leadership is a position. (It isn't)
- Leadership isn't...
- Imagine if people thought about practicing leadership or exercising leadership, rather than “being a leader.”
- Plenty of people in important positions never exercise leadership.

# Redefining Leadership - Their Manifesto

- So, most of us don't lead.
- Leadership is an activity, not a position or authority.
- If anyone can lead, then everyone can lead.
- Leadership is risky.
- And it's not leadership if it's not about our most important challenges.

# Part 1

## Identify the Gap



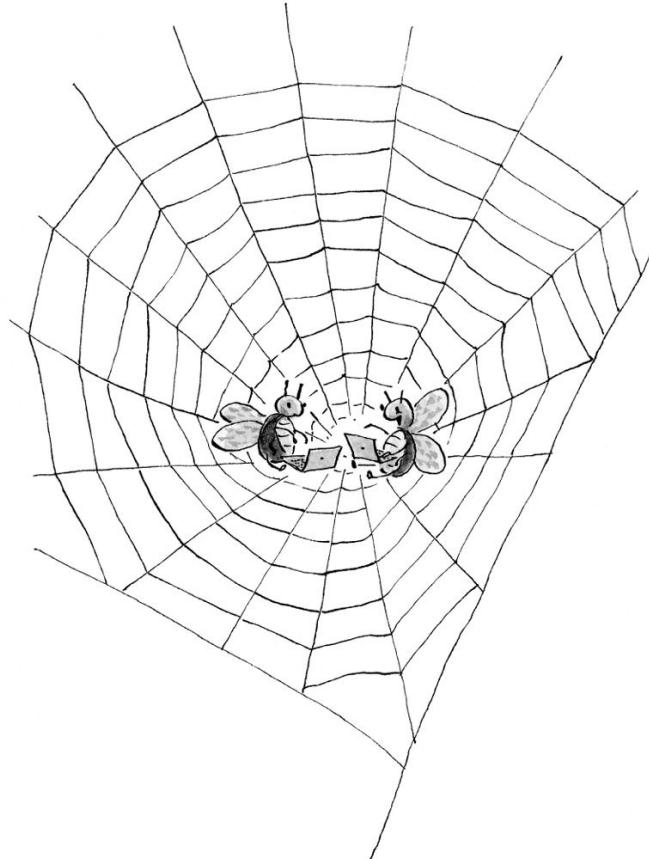
*"I hate to be the one to bring up the planet-killing, cosmic void in the room, but..."*



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*"We're here because we want to be, not because we are 'stuck'."*



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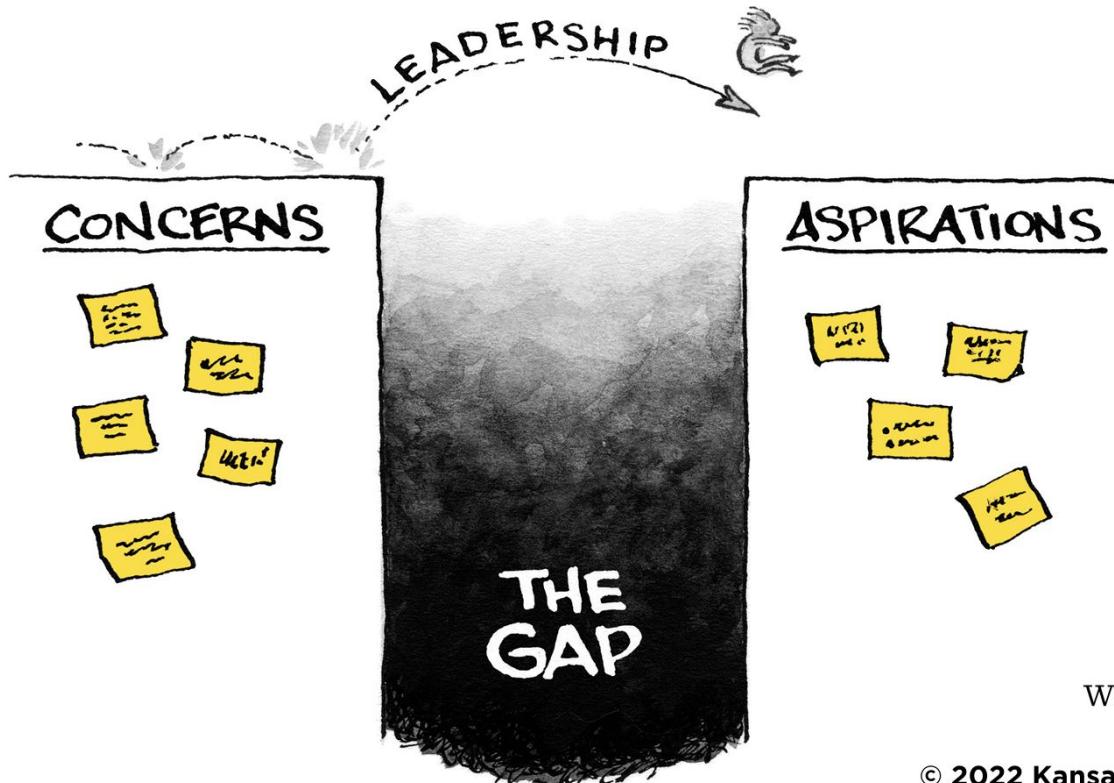


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	TECHNICAL	ADAPTIVE
PROBLEM	clear	requires learning
SOLUTION	clear	requires learning
WHOSE WORK IS IT?	experts, authority	stakeholders
TYPE OF WORK	efficient	act experimentally
TIMELINE	ASAP	longer term
EXPECTATIONS	fix problem	make progress
ATTITUDE	confidence, skill	curiosity



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# Part 2

# Barriers to Progress



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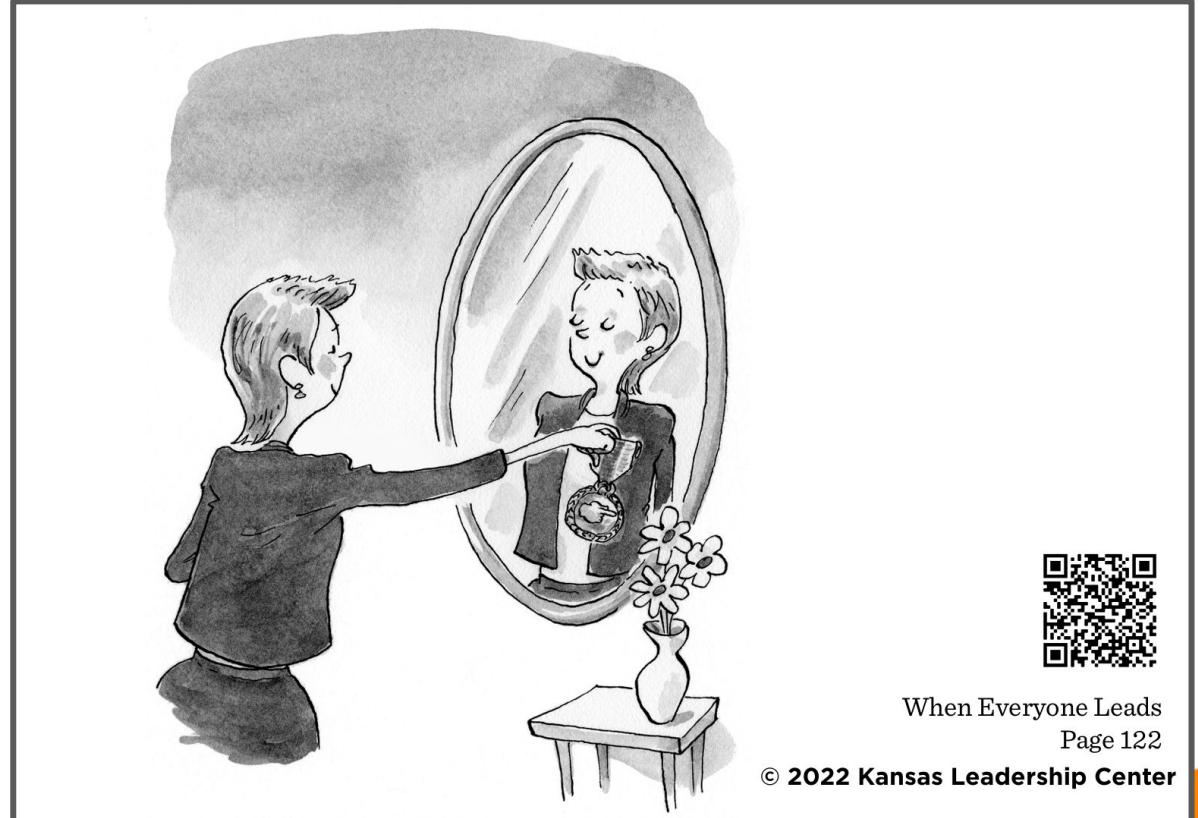
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# Part 3

## It Starts with You



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*"You know, I should have taken the bypass."*



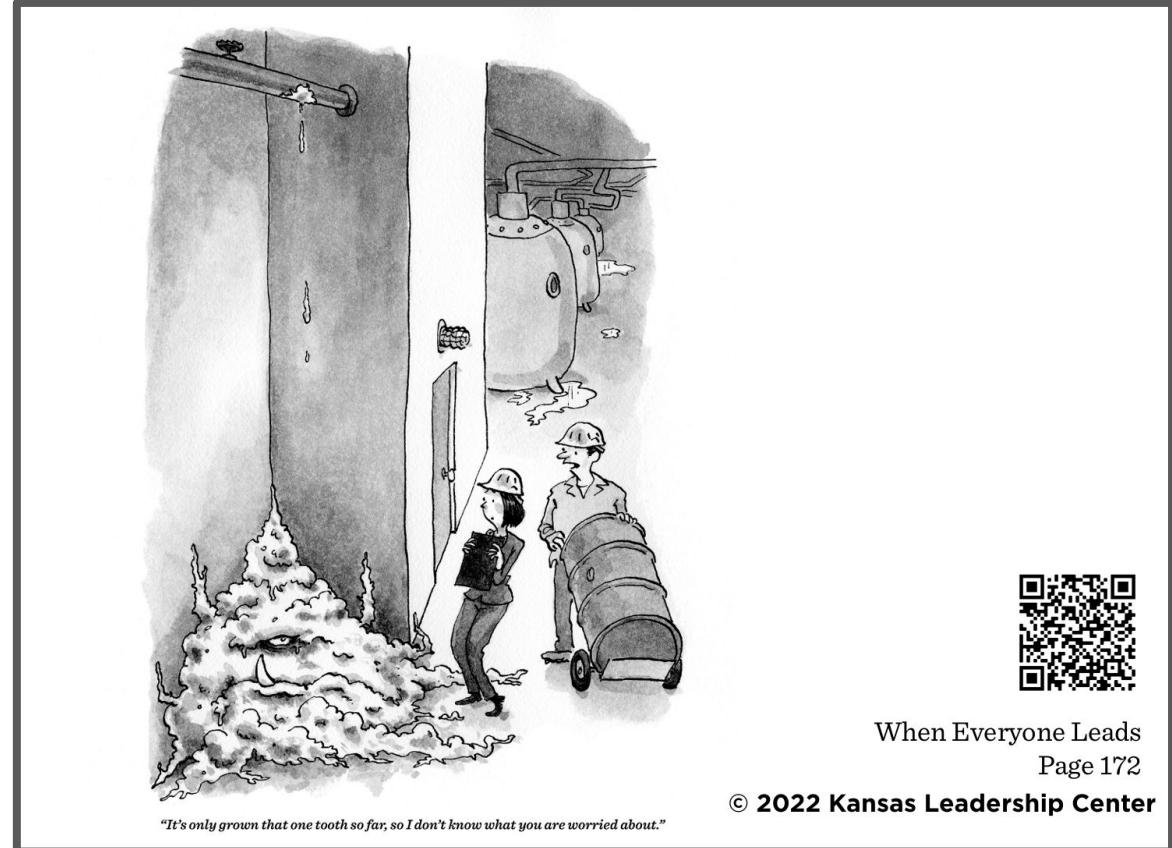
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# Part 4

# Use the Heat



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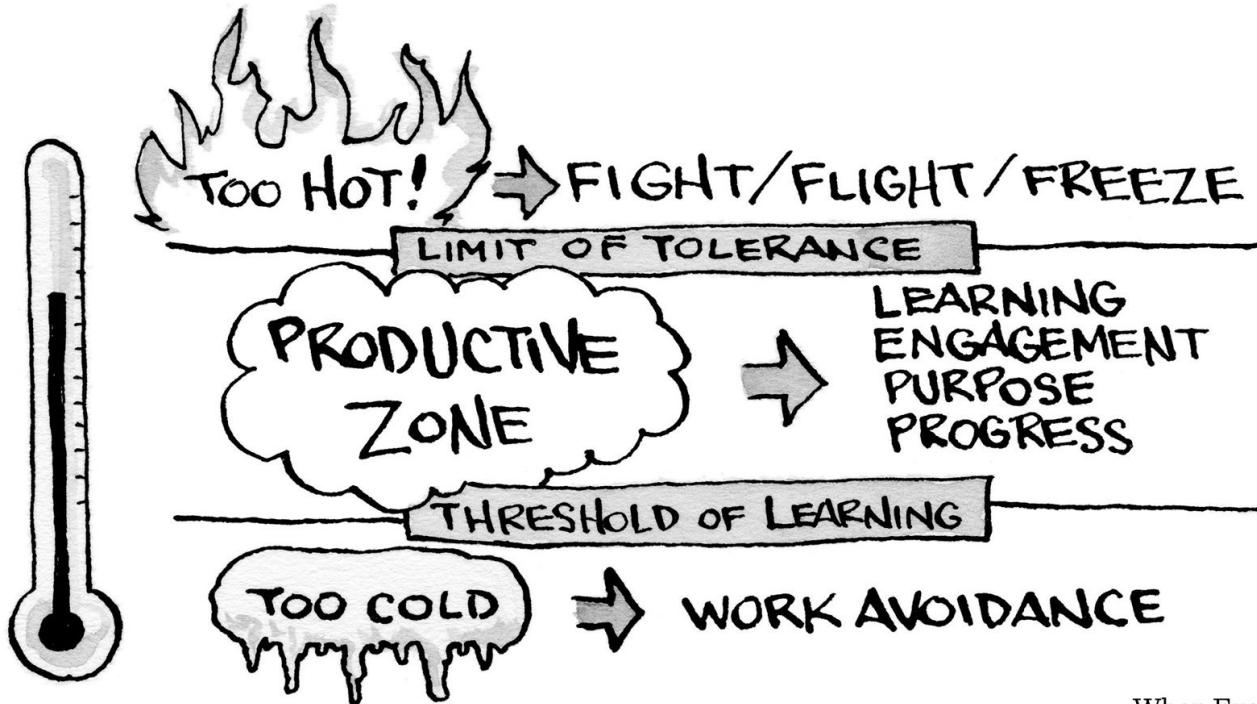
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# Part 5

# Everyone can Lead



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*"Take as much time as you need."*

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# The power of collective action!





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