

The Changemaker Effect: Rethinking Leadership in the Everyone-Leads Era

Henry De Sio

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HENRY DE SIO

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The Old Paradigm vs. the New Paradigm

Team based on repetitive skills
executed harmoniously in a vertical
system

Team-of-teams fluidly working across
old boundaries to address complex
challenges in a hybrid landscape



The Old Paradigm vs. the New Paradigm

Defined by efficiency in
repetition

Defined by innovation
and change



The Old Paradigm vs. the New Paradigm

One leader at a time

Everyone recognized
as a leader and
powerful contributor



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West Oakland Youth Standing Empowered

