



Raising Ambassadors: Leading Change for Greater Advocacy

MCRC@ADVIS Masterclass

February 19, 2026

Raising Ambassadors P.O.P. Agenda

Purpose: To review the Ambassador Model and apply it to DEIJB leadership

Outcomes:

1. Learn the Ambassador Model
2. Test the model for alignment to DEIJB role
3. Distinguish between:
collaboration, partnership, and ambassadorship

Process: Whole and small group discussion, dyads, fishbowl

Who's In the Room?

Brief Introductions:

Name, Role, School, Years in role

One thing you want to get out of this session

Mobile mad-libs- when the timer starts, grab the post its you feel mostly closely align with ambassadorship. When the time is up you'll get further instructions

Turbo Trading

In my school, I am an ambassador for...

People come to me when they need...

If someone described my ambassador 'vibe'
they would say...

Why Ambassadorship Matters

- Leadership is/can be lonely
- DEIJB work is ecological- leaders must know who's doing what, when, where, how and why
- Good work is NETworked
- If it's a school priority, it's a DEIJB priority

Joy in the work

Without Joy

1. Box checking
2. Operating silos
3. No celebration of accomplishments
4. Progress goes unchecked/untracked
5. Limited story-telling
6. Diminished legacy
7. Transactional vs. Relational
8. What do we have to do?
9. Oppression olympics
10. Creativity is stifled

With Joy

1. Beyond/outside the box
2. Networked/Matrixed
3. Culture of collective celebration
4. Agreed-upon milestones/metrics
5. Power of biography
6. Inclusive legacies
7. Building relational cultures
8. What do we want to do?
9. We can hold collective *and* individual pain/trauma/harm
10. Creativity is encouraged



Words Matter

Distinguishing between *collaboration*,
partnership, and *ambassadorship*

Collaboration

- Working together on a shared task while remaining structurally independent.
- Metaphor: A shared table.
- Core Orientation: “We work together.”
- What it builds: Competence and alignment

Partnership

- A formalized, ongoing relationship sharing resources, risk, and accountability.
- Metaphor: Co-architects building the same structure.
- Core Orientation: “We build together.”
- What it builds: Capacity and sustained impact

Ambassadorship

- An identity-based commitment to represent, advocate for, and advance the mission.
- Metaphor: Carrying the torch.
- Core Orientation: “I carry and represent you.”
- What it builds: Culture, trust, and influence

Collaboration vs. Partnership vs. Ambassadorship

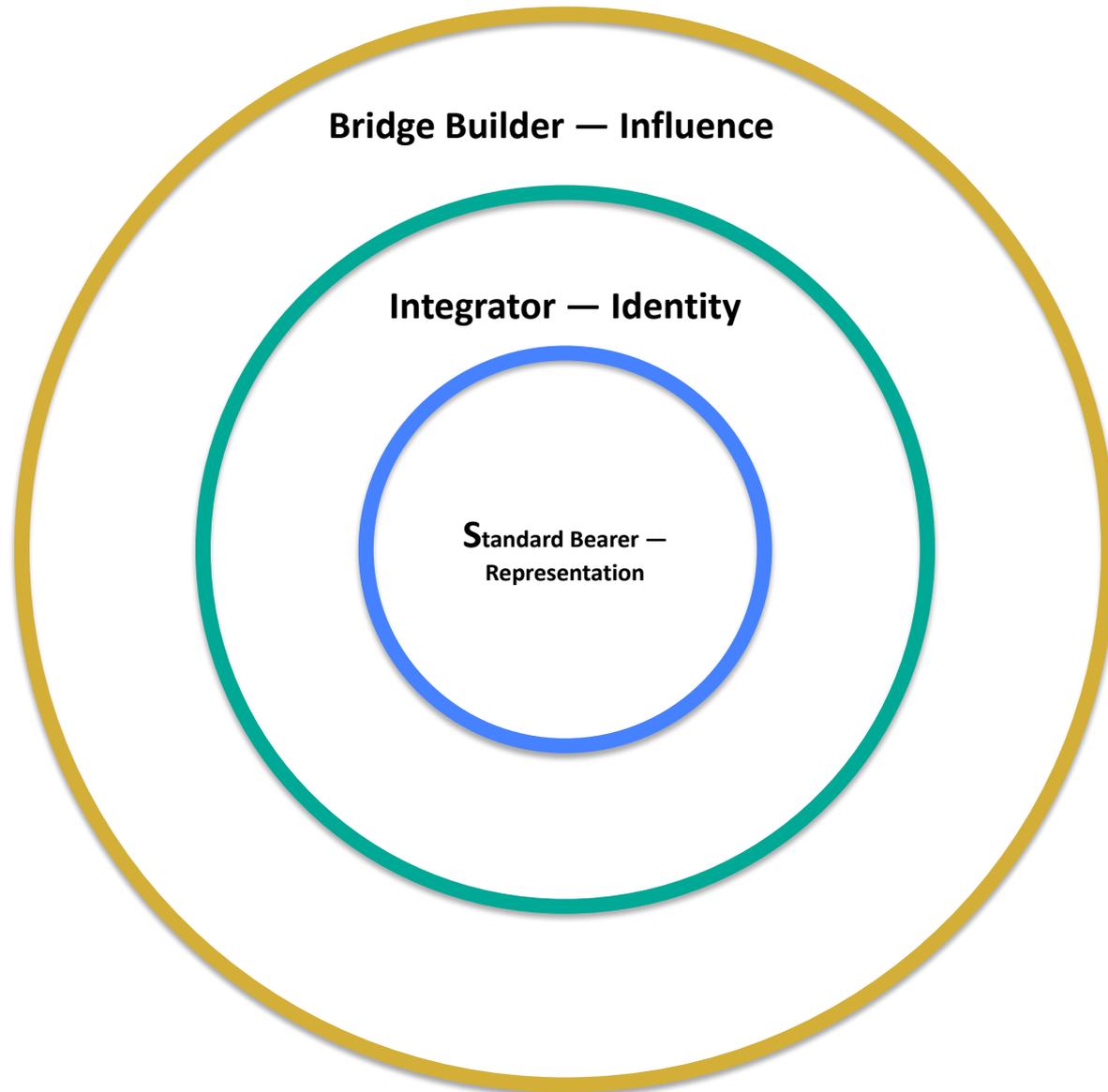
Dimension	Collaboration	Partnership	Ambassadorship
Time Horizon	Short-term	Long-term	Ongoing / identity-based
Structure	Informal to semi-formal	Formalized agreement	Often informal but intentional
Accountability	Task outcomes	Shared strategic outcomes	Reputational & relational
Core Orientation	Work together	Build together	Represent & advance
Primary Impact	Competence	Capacity	Culture & influence

What is Ambassadorship

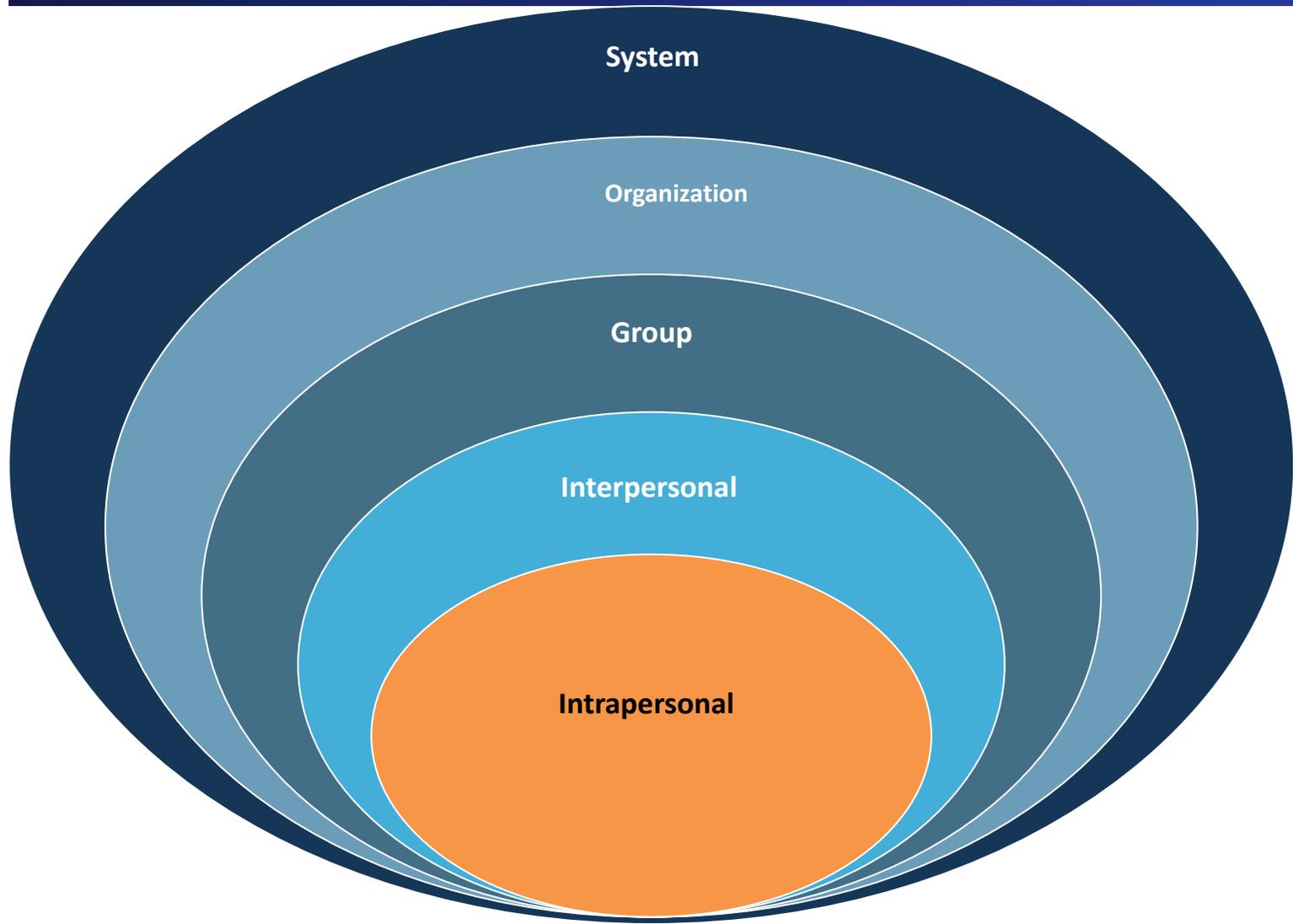
Ambassadorship is....

owning the story, and telling it!

Ambassador Model



Multiple Levels of System Gestalt System-Levels Model



YOUR TURN!

Instructions:

1. Think of a project/initiative/priority that requires (greater) ambassadorship.
2. What requires my ambassadorship? What other ambassadors are needed?
3. Based on your answers, create your own model/map

Ambassador Action Planning

Choice #1

I will use the ambassador model on.....

Choice #2

I will train a core group of ambassadors on the model

Choice #3

I will use the school's strategic plan/priorities to test the model

Thank you!

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