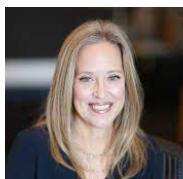


## Conversation with Wendy & Khadija

In this People First Talk with Wendy Kopp of Teach For All and Khadija Bakhtiar of Teach for Pakistan, we explored the leadership we need today and how to cultivate it. Watch the talk [here](#).

### Key ideas

- System change won't happen through top-down policy change alone. We need the *collective leadership* of many diverse people working at every level of the system, exerting their agency and leadership in different ways, toward a bigger shared purpose.
- To grow leadership at all levels, we first need to recruit talent. Yet, we're not focused enough as a society on asking: *Are we doing enough to recruit the rising generation to channel their full-time energy into causes that further sustainable development?*
- Who we recruit matters. It's important to build a diverse movement led by those who have experienced inequities. Given how the world works, we also need to include allies who hold power & privilege so we can work across the spectrum to affect systemic change.
- Once galvanized, the best way to grow the leadership of young people is to have them directly engage with real-world challenges. Across Teach For All, regardless of context, it's the two-year experience of teaching in high-need communities and being proximate to kids and seeing their daily challenges, that has been the most transformative.
- One of the most powerful effects of enlisting diverse promising leaders in taking on big responsibilities in marginalized communities, and investing a lot in their development, is the mindset shifts that occur. It's been shown to drive greater belief in the potential of students & families in low-income communities, more belief in one's own potential to make a difference, and greater understanding of the systemic nature of challenges and solutions.
- Networks - local and global - can further accelerate learning. It's particularly important to create reflective spaces for diverse leaders to come together to reflect on progress toward shared purpose and what more can be done to drive change across the system.



**Wendy Kopp**

Co-Founder & CEO, Teach For All



**Khadija Bakhtiar**

CEO, Teach For Pakistan

**“One thing I've come to understand is the importance of coherence of this work. We're trying to develop students as collective leaders, which means we need to develop teachers in that way, which means we need to develop ourselves in that way.” — Wendy Kopp**

**“To make systems equitable, we have to change how power flows and build power that is authentic and legitimate. The only way to do this is to build a movement of many incredible people who hold alternate views of what we want for kids. That is collective leadership.” — Khadija Bakhtiar**

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Our next People First Talk will be with **Adria Goodson**, Director of the **Ford Foundation** Global Fellowship Program on March 21 at 11am EST / 3pm GMT / 8:30pm IST. You can register for the talk [here](#).

For more information on the People First Community and effort, please visit [peoplefirstdev.org](http://peoplefirstdev.org) or sign-up [here](#).