



Fostering a Collaborative Leadership Mindset

Photo: CircleWays.org

Collaborative Leadership Advantages

Partner and
Community buy-In

More involvement
in implementation

Trust building

Increase odds for
substantive results

Access to more
information and
ideas

Eliminate turf
Issues

Generate new
leadership

Community or
organizational
empowerment

Improve ways
communities and
organizations
operate

Practices of Collaborative Leadership



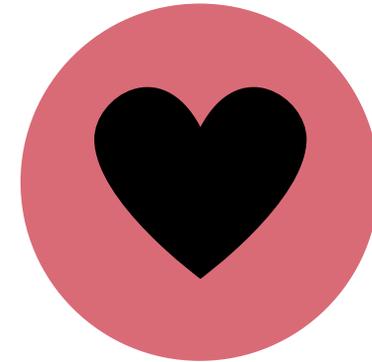
Hand

Invite
Participation



Head

Foster
Cooperation



Heart

Share
Accomplishments



A Collaborative Leader...

- **Brings people together** to accomplish a task that no one can do alone
- **Leads as a peer**
- **Facilitates cooperation**, trust and group identity
- **Fosters commitment** to common goals
- **Shares accomplishments** and recognition



Photo: LA Conservation Corps

How are we working peer to peer?

- Lead the process, not the people
- Help people make real connections
- Assure everyone is heard
- Model respect and inclusion

How are we fostering cooperation?

- Setting norms for communication and operation
- Inviting ideas
- Solving problems and deciding together
- Mediating conflict



Photo: USDA FS

Recognizing Team Dysfunction

- Passing the buck
- Second-guessing each other
- Taking comments personally
- Information hoarding
- Spinning your wheels, inability to act
- Risk aversion
- In name only, half hearted
- Excuses
- Confusion
- Burnout and No shows



Leveraging Partnerships

- Builds a team and culture with a sense of **shared purpose** and **commitment**.
- Invites **participation** and embraces the value added by working with others.
- **Fosters trust** through words and actions.
- Transforms individual action into **shared stewardship** to achieve mission goals.
- **Recognizes** the importance of each entity's contributions and shared resources.





How are we sharing resources and recognition?

- Starting with projects that build confidence and success
- Leveraging resources to get work done
- Staying focused on common interests
- Recognizing partner contributions

*Collaborating
Consciously:
The Four
Cornerstones of
Collaborative
Leadership*

by Dr. Amy
Mickel

Compassion

*having empathy, being generous,
and showing respect*

Character

*acting ethically, demonstrating
humility, and staying positive*

Courage

*being vocal, displaying curiosity,
modeling vulnerability, embracing
uncertainty, staying resilient, and
empowering others*

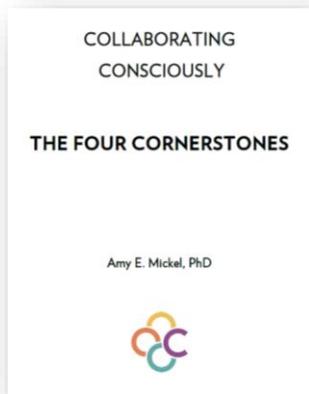
Commitment

*advancing a shared vision, taking
action, and believing in the power of
collaboration*

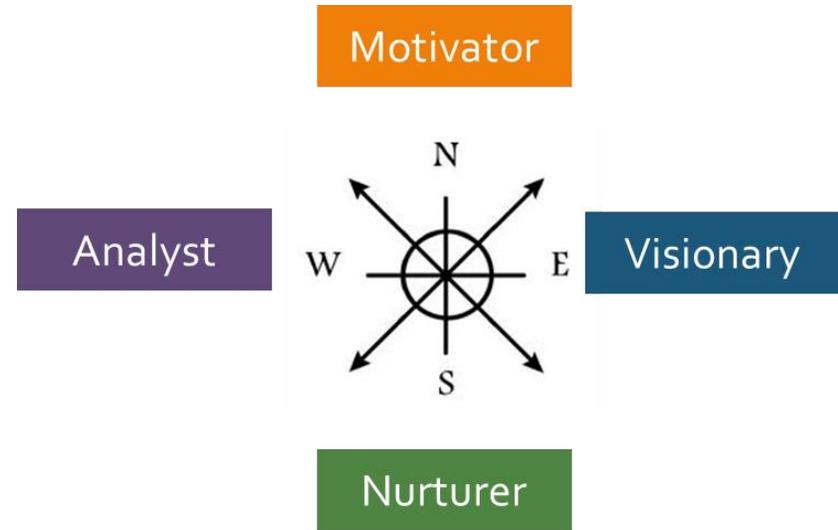
Resources



Leveraging Partnerships video/podcast, with Liz Madison



Collaborating Consciously: The Four Cornerstones by Dr. Amy Mickel



Optional Homework: *Leadership Compass* (above) and *Assigning Collaborative Leadership Practices* (below)

	Collaborative Leadership Actions	You	Colleague
1	Lead the process, not the people.	<input type="checkbox"/>	<input type="checkbox"/>
2	Help the group set norms that it can live by for meetings, communication, and general operation. These norms should encourage respect, participation, and trust.	<input type="checkbox"/>	<input type="checkbox"/>
3	Ensure that everyone gets heard.	<input type="checkbox"/>	<input type="checkbox"/>
4	Encourage and model inclusiveness.	<input type="checkbox"/>	<input type="checkbox"/>



Photo: Youth Conservation Corps

Leadership is not defined by the exercise of power, but by the capacity to increase the sense of power among those led. The most essential work of the leader is to create more leaders.

--Mary Parker Follett