

Collaborative Leadership

Being A Leader Among Leaders



GOALS

- To expand a knowledge base and **understanding about collaborative leadership**
- To explore the idea that **collaborative leadership** is both a **mindset** and a **skillset**
- To enjoy oneself and each other
- To share expertise and ideas

AGENDA

- Introduction
- Exploration of collaborative leadership
 - What is Collaboration?
 - What is Leadership?
 - What is Collaborative Leadership?
- How to lead collaboratively
- Closing

What is Collaboration?

As you navigate through the rest of your life, be open to collaboration. Other people and other people's ideas are often better than your own. Find a group of people who challenge and inspire you, spend a lot of time with them, and it will change your life.

~Amy Poehler

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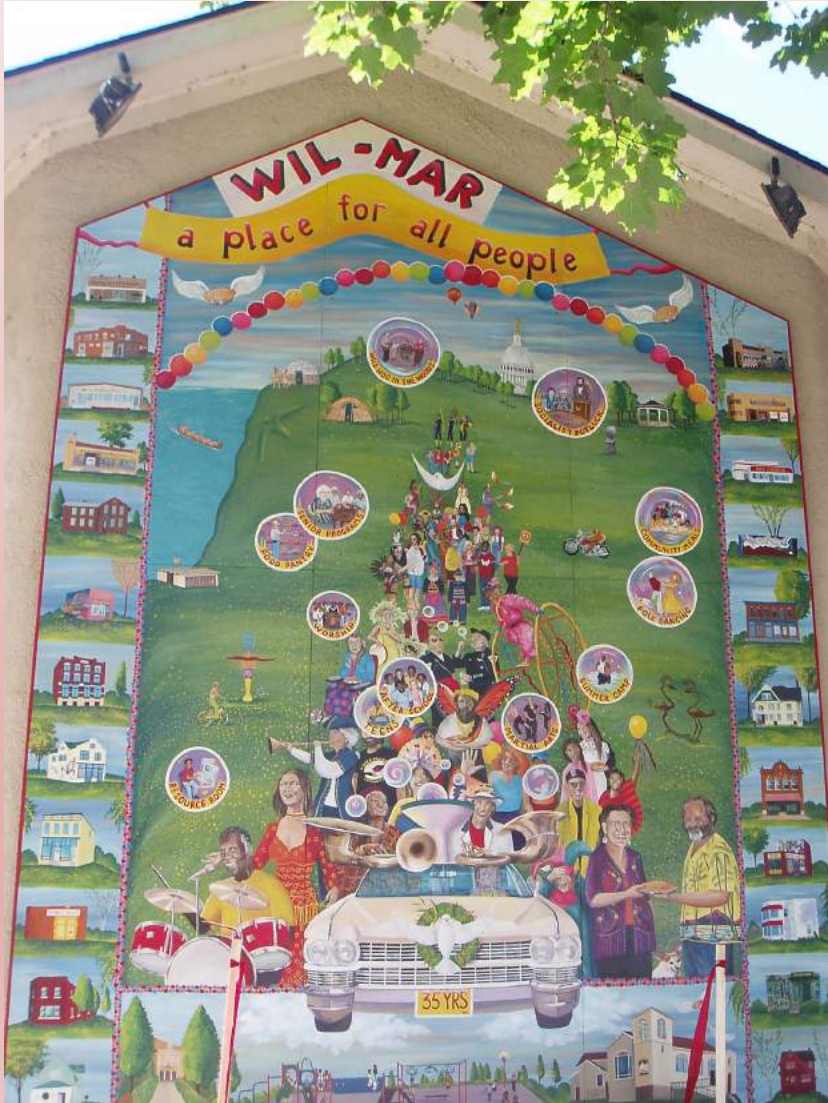
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Cooperation

**Concert, joint action,
co-acting,
commonality,
concurrence,
joining of hands,
common effort,
common enterprise or
endeavor**



Collaboration



Concur,
harmonize,
go into partnership with,
get together *and* team up
and buddy up,
pull together,
hold together,
hang together,
keep together,
stand shoulder-to-shoulder

The differences between the two groups of words is subtle, but powerful. **Cooperation** is about *doing things together*, while collaboration implies *a relationship between people* while doing things together.

What is Leadership?

“You do not lead by hitting people over the head - that's assault, not leadership.”

~ Dwight D. Eisenhower

Think/Pair/Share

How do you define leadership?

Leadership is a reciprocal process of encouraging and supporting people in the pursuit of goals shared by members of a group, organization, or community.

Jack Christ, Chair

Leadership Studies

Ripon College, Ripon WI

Executive Director, Wisconsin Leadership Institute

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What is Collaborative Leadership?

***“Collaboration works when ... leaders...
keep the process going.”***

Chrislip and Larson

Authors of

Collaborative Leadership (1994)

Think of a person you admire for their leadership skills/qualities. What are those skills/qualities?



Collaborative leadership is a reciprocal process of encouraging and supporting relationships within which people can pursue a variety of shared goals over extended periods of time.

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Leadership is a reciprocal process of encouraging and supporting...

Collaborative leadership is a reciprocal process of encouraging and supporting...

...**people** in the pursuit of goals shared by members of a group, organization, or community.

... **relationships** within which people can pursue a variety of shared goals over extended periods of time.

Fundamental Beliefs of Collaborative Leadership

- Everyone has the capacity to lead
- Leadership is shared
- Leadership comes from within a group
- Leadership takes place in the context of relationships

How to Lead Collaboratively

"If you want to lift yourself up, lift up someone else."

~ Booker T. Washington

Qualities of Collaborative Leadership

- Builds a Shared Vision
- Builds Models – Tries it, changes it, tries again
- Shares a Common Space
- Let's Others Amplify their Abilities
- Remembers that Followership & Leadership go Hand-in-Hand
- Doesn't Collaborate to Turn out the Lights
- Celebrates Successful Collaborations

Closing

“Alone we can do so little; together we can do so much.”

~ Helen Keller

I Went on a Search

I went on a search to become a leader. I searched high and low. I spoke with authority, people listened. But at last there was one who was wiser than I and they followed him/her. I sought to inspire confidence but the crowd responded, “Why should we trust you?” I postured and I assumed the look of leadership with a countenance that glowed with confidence and pride. But the crowd passed by and never noticed my air of elegance. I ran ahead of the others pointing new ways to new heights. I demonstrated that I knew the route to greatness. And then I looked back and I was alone. “What shall I do?” I queried. “I’ve tried hard and used all that I know.”

And then I listened to the voices around me. And I heard what the group was trying to accomplish. I rolled up my sleeves and joined in the work. As we worked I asked, “Are we all together in what we want to do, and how we’ll get the job done?” And we thought together and we struggled towards our goal. I found myself encouraging the faint hearted. I sought the ideas of those too shy to speak out, I taught those who knew little at all. I praised those who worked hard.

When our task was completed, one of the group members turned to me and said, “This would not have been done but for your leadership.”

At first I said, “I did not lead, I just worked with the rest.” And then I understood -- leadership isn’t a goal. I lead best when I forget about myself as a leader and focus on my group, their needs and their goals. To lead is to serve, to give, to achieve together.

~ *Anonymous*



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We are (about) here

