



Collaborative Leadership

Photo: CircleWays.org



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

Practices of Collaborative Leadership



Heart

See the Whole
Person



Hand

Invite
Participation



Head

Foster
Cooperation



Heart

Share
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 include others

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.





Photo: USDA

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

Overcoming Obstacles

Chat: What is getting in the way of your efforts to be a collaborative leader?

What are some strategies we could use to address these obstacles?





Photo: USDA FS

Collaborating in Times of Change



Photo: USDA NRCS

Making space for others to grow



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

Photo: USDA FS



“If you want to go quickly,
go alone

If you want to go far,
go together”