LEADING TRANSFORMATION #54:

COLLABORATIVE LEADERSHIP—DEFINITION AND KEY INDICATORS

Collaborative Leadership involves different parties working together out of common interest for a common purpose, with results much bigger than the sum of what the individual parties are able to achieve.

KEY INDICATORS OF EFFECTIVE COLLABORATIVE LEADERSHIP

A. SYNERGY.

Synergy entails forming alliances between groups, each capable of functioning self-sufficiently, for greater achievement through collaboration than the sum of their individual achievements.

The black and white keys on the piano can each produce some music on their own. However, the two sets of keys when working together in unison produce more beautiful harmony and richer music.

B. COMMONLY OWNED VISION, MISSION, VALUES, PRINCIPLES AND PROCESSES.

Clarity of common vision, mission, values, principles and processes promote alignment.

C. LARGER THAN LIFE VISION

Vision that is larger than what any of the partners could accomplish by themselves.

D. NETWORKING.

Constant pursuit of effective strategic alliances.

E. PURSUIT OF HARMONY.

Timely and effective organizational conflict resolution.

F. COMMITMENT TO WIN-WIN SOLUTIONS

Creating win-win situations. This involves shifting from “my way,” or “your way” to “our way;” a higher and better way. Win-win is a frame of mind and heart where each group is truly seeking the best for each other. Valuing the unique differences of others is essential to synergy.

Creating of win-win relationships involves negotiating of areas of competing interests and potential conflicts. The skill of negotiation is paramount to collaboration. The aim of win-win negotiations is to find solutions that are acceptable to the different parties, with each party feeling that they have won in significant ways.

G. LIFE, LEADERSHIP & SOCIETAL IMPACT.

High performance leadership with life enhancing impact on society.

In summary, some Visions can simply not be realized without effective collaboration among dedicated partners. Collaborative Leadership is essential for moving to higher orbits of operation with extraordinary results.

REFLECTION QUESTIONS:

1. In what areas of your personal, relational or organizational settings would you need Collaborative Leadership?

2. What do you need to do to promote effective Collaborative Leadership in the selected area?