

# INTRODUCTION TO COLLABORATIVE LEADERSHIP







## **GYLI Definition of Collaborative Leadership:**

Co-learning, and co-creating based on community, partnership, and input from all stakeholders. It is a constructive process based on multiple perspective thinking and acting, where shared visions are built in a common space, and success is celebrated together.



# Traditional Leaders

vs

# Collaborative Leaders

The workplace is changing. Leadership is changing. The future is collaborative.



Believe power comes from their position of authority

1

Believe power is greatest in a collective team



Maintain ownership of information

2

Openly share information and knowledge



Sometimes listen to suggestions and ideas from their team

3

Encourage suggestions and ideas from their team



Deliver the approved solution to their team

4

Facilitate brainstorming with their team



Allocate time and resources only when proven necessary

5

Enable their team with immediate time and resources



Adhere to specific roles and responsibilities

6

Allow roles and responsibilities to evolve and fluctuate



Fight fires and focus on symptoms

7

Seek to uncover root causes of issues



Review staff performance annually based on company policy

8

Offer immediate and ongoing feedback with personalized coaching

















