



Building Collaborative Leadership Potential

Collaborative leadership combines the best of both servant and transformational leadership. Collaborative leadership offers a process for how to address shared concerns within an organization where no one person or entity is in charge. When one or more people have the information and/or power to force others into compromise, real collaboration may be limited. While there may not be one “right” way to build a culture of collaboration, we have found that certain elements definitely help cultivate potential.

Consider the following checklist actions you might take to help build more collaborative practices. Before you begin, did the sponsor:

- _____ 1. Clarify the objective and/or needs?
- _____ 2. Ensure the appropriate people are together with accurate, useful information?
- _____ 3. Include diverse individuals who may not share the same viewpoints or perspectives?
- _____ 4. Include participants who have experience and who have made decisions collaboratively?
- _____ 5. Ensure there is shared responsibility and accountability for the issue (rewards and credit)?
- _____ 6. Allow the participants to create an authentic shared vision for what is needed?
- _____ 7. Provide focus and resources needed to consider the problem and make a decision?
- _____ 8. Select participants who understand the difference between influencing and directing?
- _____ 9. Offer strategies and tools for addressing any shared concerns?
- _____ 10. Ensure the end-point and the end result are worked out among all the participants?