

Principles of Collaborative Leadership

A collaborative leader:

1. Is focused on the good of the group -- the team, the focus/working group, the community, etc.
2. Is aware that the talents, skills, and gifts of each member of the group strengthen it and contribute to its work.
3. Respects the shared vision of the group, and builds on that vision by consistently supporting its values.
4. Is not afraid to admit and learn from mistakes, change direction, or try new things for the good of the group.
5. Is aware that followership and leadership go hand in hand. That is, practices one at one time, the other at another time, depending on the group's needs and the strengths of its members.
6. Tries to contribute to balance and diversity in the group. For example, is silent when others have not been talking, talks when others tend to dominate the discussion.
7. Prefers face-to-face communication to memos, phone calls or email, when collaboration is called for.
8. Respects and supports each member of the group as much as possible, even when not sharing that member's perspective.
9. Recognizes that collaboration is not simple cooperation with others, but rather a sharing of tasks and responsibilities as equals.
10. Understands that collaboration is not always necessary. There are some tasks that are either too simple or urgent to justify a collaborative effort.
11. Celebrates successful collaborations and the completion of truly collaborative efforts.

Adapted from "Principles of Collaborative Leadership" by Ruth A. Gudinas, FULL CIRCLE, N9136 Big Lake Road, Gresham, WI 54128-8955, 715/787-4427. Originally adapted from "Manito-wish Collaborative Leadership" by Laurie Frank and John Stanley, 1997.