



COLLABORATIVE LEADERSHIP

Why is Collaborative Leadership important?

Organizations nowadays have to keep themselves afloat with the ever-changing VUCA world we are living in. The shifting movement is going towards a more **collaborating, innovating and team-based** way of operating.

As a result, top leaders need to take a more open approach in the workplace in which each and every member of the team engages and contributes to the overall success.

Collaborative leadership is the type of leadership required **to get effective and efficient results** across internal or external organizational boundaries.

What makes collaborative leadership ?

Collaborative governance and collaborative leadership go together and here the leader must not be alone.

In today's era of continuously shifting and connecting business, leaders must obtain **collaborative mindsets**, they should become the main factor to create the collaborating culture within the organization (see [cultural change](#)).

In order to be more collaborative, leaders need:

- to nurture their emotional intelligence and social engagement, i.e. the ability to control and deeply understand their emotions, desires and motivations and those of their team members.
- to organize and systematize the development of creativity in the teams at all levels.

- to go and listen to the bottom of the organization to the people who are the most in contact with the reality of the job and your clients and let them participate in the decisions.
- Doing self-leadership, meaning knowing their own strengths and weaknesses and also being confident and humble, allowing their subordinates to speak their minds, ideas and contribute to the process, including the most crucial phases.

In other words, leaders should be open to new ideas, learn from their employees and develop the team as a whole. Put aside their ego, collaborative leaders develop the collective intelligence, encourage shared knowledge, power and credit, navigate both themselves and their team into a mutual purpose.

Our method

The process as a whole takes time and effort as it requires a large number of participants, sometimes the whole company, therefore, collaborative leaders need to keep the atmosphere calm and responsive.

Transform... organizes leadership journeys at different levels, starting with the top executives, lasting 6-8 month till 1-2 years. We suggest a training that is long enough to practise and to integrate new skills and competences.

The successive stages of our method are

- [Development of the adaptive intelligence](#) (emotional intelligence)
- Self awareness (if we work with a management team and CEO we do 3 seminars on :
 - wake up
 - clean up & grow up
 - show up)
- Self management

thereafter we work on the specificities of a collaborative leader (= partially a summary of what is written above):

- Work on 3 levels :
 - individual ★
 - managerial ▲
 - organizational ■

INDIVIDUAL ★

- humbleness
- be inspiring
- self awareness

- self questioning
- letting go
- empathic

MANAGERIAL ▲

- communicate openly and precisely
- sincerity of the exchange
- shifting from telling to listening
- be authentic
- kindness
- be able to delegate well to become not essential
- working with pairs
- help the co-workers to be empowered and to blossom
- shares control
- handles conflicts in a constructive manner
- enrich his network (close ecosystem)

ORGANIZATIONAL ■

- adapt the organization to human functioning
- co-construct and share a vision
- co-construct and develop the collective intelligence
- support change