Collective Leadership: Why We Are Better Together than Alone
Cassandra O’Neill, Leadership Alchemy LLC

Group Learning Goals
1. Learn about collective leadership and ways to use it
2. Skills, behaviors, and practices for collective leadership
3. Two tools to help you implement collective leadership
4. Reflect on what you’ve learned and how you can apply it to your work

Moving from the mindset of traditional leadership to collective/shared leadership...
• From all the burden on the shoulders of 1 person to... shared responsibility – delegation
• From thinking about a person being responsible for meeting everyone’s needs to... the team or organization being responsible for meeting employee and customer needs
• From fixed roles and responsibilities to... rotating roles and responsibilities based on skills, strengths, interests, and preferences
• From a few people making decisions to... shared decision making
• From task assignment based on rigid job descriptions to.... flexibility based on strengths and interests

Six Elements of Collaboration
1. inspiration
2. agreements
3. accountability
4. acknowledgement
5. renewal
6. mastery

Source: Group Alchemy: The Six Elements of Highly Successful Collaboration by Deborah Pruitt

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<th>Element of Collaboration</th>
<th>Resources</th>
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<tr>
<td>Inspiration</td>
<td>Apprative Inquiry, Simon Sinek’s Ted Talks and book</td>
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<td>Agreements</td>
<td>Discussing and setting group norms/identifying and clarifying values</td>
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<td>Accountability</td>
<td>Having Hard Conversations by Jennifer Abrams and Overcoming Fake Talk by John Stoker</td>
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<td>Acknowledgement</td>
<td>How Full is Your Bucket? by Tom Rath and How the Way We Talk Can Change the Way We Work by Lisa Laskow Lahey and Robert Kegan</td>
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<td>Renewal</td>
<td>Revisiting and reflecting, rest, self care, paying attention to group dynamics, benefits of rituals and celebrations of success, onboarding</td>
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<td>Mastery</td>
<td>Increasing knowledge, skills, and proficiency -- Ted Talk by Sarah Lewis – Embrace the Near Win</td>
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Practices of Collective Leadership

1. shared/common goal
2. shared decision making
3. rotating roles/responsibilities
4. building on strengths of group members
5. identify and align individual goals with collective goals
6. shared learning/research on best practices

Source: Cassandra O’Neill

Resources Available at www.cassandraoneill.com:
- What’s Blocking You? Assessment
- Packet on Collective Leadership
- Interview Guide – Collective Leadership

Notes:

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