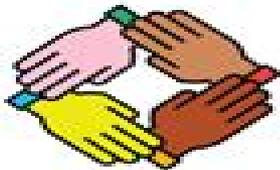


# 6 CHARACTERISTICS of a COLLABORATIVE LEADER



## FOCUS ON THE ENVIRONMENT

Create a participatory environment where people can feel engaged and challenged. Decentralized power, organize a network to have a systemic vision involving the whole business. Manage the system, not the people.



## KNOW YOUR COLLEAGUES

Giving full attention to people is the foundation for collaboration. Know people deeply. Showing interest and getting to know each other is foundational for a psychologically safe environment. Breaking silos and work cross-functionally, even across teams. Focus on your influence rather than your power.



## ACTIVELY LISTEN

Collaborative Leadership prioritizes communication, which must be a two-way road. Feedback is used in all directions in a constant learning approach.



## WALK THE TALK

Collaborative Leadership tends to align speech with action. What is said is what is seen in practice. That goes hand in hand with being authentic as a leader.



## EMPATHY

In a collaborative environment, people are not seen as just another number, but as a complete human being, with values and history, who is not left out within the group. Empathy is crucial in such environments.



## FOCUS ON RESULTS

Teams with Collaborative Leadership have a strong focus on results, and a true culture of problem-solving, without wasting energy looking for someone to blame for mistakes.

# Collaborative Leadership School Improvement Through Collaborative Leadership Program

**Annelies Wilder-Smith**



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