



Collaborative Leadership





Collaborative Leadership

...involves team approaches rather than single person approaches. Team members collaborate, and their organizations develop firm partnerships in support of this new way of doing business. Collaborative leadership styles distribute power, authority, and responsibility across the group.

Reference:

Rubin, H. (2002). *Collaborative Leadership: Developing Effective Partnerships in Communities and Schools*. Thousand Oaks, CA: Corwin Press.



Collaborative Leaders

Characteristics

- Foster shared commitments
- Facilitate lasting relationships
- Respect team members' ideas
- Support team members' efforts
- Provide appropriate levels of autonomy
- Help resolve conflicts



Collaborative Leaders

Characteristics

- Stimulate effective action
- Share information and knowledge
- Encourage team members' suggestions
- Allow roles and responsibilities to evolve and fluctuate
- Offer immediate feedback and personalized coaching