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Collaborative Leadership

Nurturing Leaders in an Emerging Landscape

The viability and resiliency of a self-organizing system comes from its great capacity to adapt as needed, to create structures that fit the moment. It is not locked into any one structure; it is capable of organizing into whatever form it determines best suits the present situation. Margaret J. Wheatley (2006)

Today, our human society is facing many systemic and complex sustainability challenges. With these great changes come great opportunities.

Developing authentic leadership and collaborative approaches becomes the necessity in today's world to build thriving, innovative and effective organisations.

This program includes:

1 x 2 day Workshop for middle managers & team leaders

1 x 1 day Collaborative CEO / Executive Workshop

Full day for middle managers & team leaders

Half day for CEO / Executives

Note: It is expected that these 2 workshops will be at least 2 months apart

It has been our experience through times of constant change and chaos; leaders in organisations need to be grounded in authenticity to support and empower their actions every step of the way. How we show up, what we believe to be true and how we shape our intention plays a significant role in what will unfold.

Outlined on the next page you will find specific details regarding the **Collaborative Leadership - Nurturing Leaders in an Emerging Landscape program**.

Two Day Workshop: Who should attend: Middle Managers & Team Leaders

Definition: Organisational, Community, Family, Individual

Pre-requisite:

A middle manager(s) / team leader(s) must indicate their intention to attend both workshops and a senior executive(s) staff member must indicate their intention to support the middle manager(s) / team leader(s) and attend half a day of the one day workshop

Models used: Theory based practice - Underpinning approaches:

Asset Based & Person Centred Practice

Purposeful activities

Lessons from the Tipping Point

Entrepreneurship

360 Feedback

Content:

The Collaborative Leadership Workshop for Middle Managers focuses on the unique positioning of middle management, as a conduit for leadership development and innovation, within an organisation. Utilising self-reflection techniques, empowerment strategies and emerging leadership methods, this interactive, strengths-focused workshop will assist middle managers to identify and explore the untapped leadership potential of staff throughout their organisation's structure.

The Leadership Workshop will cover:

The use of power, structural power, social power

The disconnect between levels of management

Vertical & horizontal types of leadership

Mapping potential

Empower, value, respect

Hidden Leaders (Corporate Social Responsibility)

Personal growth and reflection

Reframing questions

Learning conversations

Leading by stepping back

One Day Workshop: Who should attend: CEO/ Executive and Middle Managers & Team Leaders

Definition: Two way learning, emerging and action

Pre-requisites:

A middle manager(s) must have completed the two day workshop and had the support of their senior leader

Models used: Theory based practice - Underpinning approaches:

Asset Based and Person Centred Practices

Learning from the Edge

Cooperative Mode

Pre-Sensing

360 Feedback

Content:

This uniquely combined workshop offers executives an opportunity to enhance and further support the emerging ideas and actions of middle management, and their staff. By joining middle management for a communal lunch and an afternoon leadership session, executives will assist in intentionally developing a strengths-focused leadership strategy to increase the organisation's capacity to foster staff leadership and to identify sustainable community partnership opportunities.

The Leadership Workshop will cover:

Organisational Capacity Building (Corporate Social Responsibility)

Powerful relationship building

Discovering what works (& what didn't work)

Identifying what has changed

What do we do on Monday?