

Collective Leadership:

- What is it?
- Why think about this?
- What are the benefits?
- Five Elements of Collective Leadership
- Collective Leadership Practices



POLL



Collective leadership
shifting from thinking about
leadership as something you
do TO or FOR others -- to
something you do WITH
others

Increased Pressure



POLL



Passion and Untapped Resources



Institute of Medicine and National Research Council's 2015 Report: Transforming the Workforce for Children Birth through Age 8: A Unifying Foundation



Collective/Distributed Leadership

"We view leadership as the collective activities of organizational members to accomplish the tasks of setting direction, building commitment and creating alignment. Leadership is the potential outcome of interactions between groups of people rather than specific traits or skills of a single person."

- Center for Creative Leadership



Jody's story

Benefits:

- realizing potential
- increased self-direction and motivation
- better decisions
- sustainability







With teachers



In classrooms



When learning

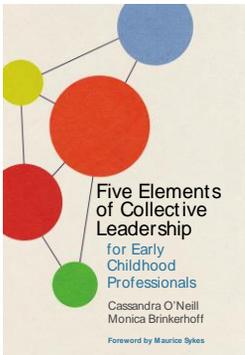


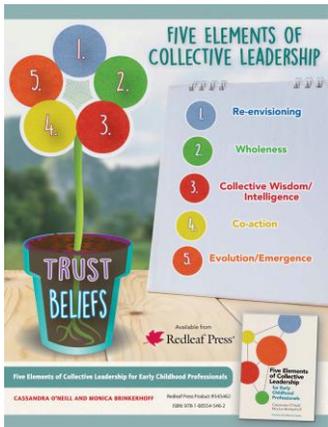












Element 1

**Shared Vision
and Re-
envisioning**

WHY is this
important?

- Inspires,
- Motivates, &
- Attracts

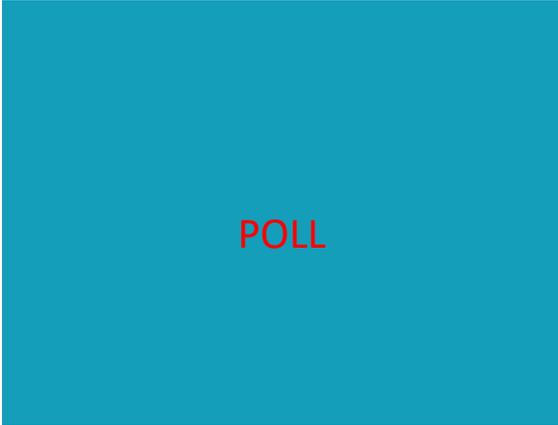
Element 1: Shared Vision and Re-envisioning

Practices

- Adopt Mindset of Abundance
- Identify Shared Goals

Meet Jennifer and her team
Blog Post 3





Element 2

Wholeness
Fully connected to self and others

WHY is this important?
Connection = Accessibility & Availability.

Element 2: Wholeness

Practices

- Skillfully Navigate Difficult Conversations and Conflict
- Practice Self-Care and Build Resiliency



Monica's story

Element 3

Collective Wisdom/Intelligence

- **WHY** is this important?
- Multiple perspectives = Success & Solutions
- The best information and knowledge is visible & present in the room.

Element 3: Collective Wisdom/Intelligence

Practices

- Identify and Build on Strengths
- Use Structures and Processes for Effective and Shared Decision-Making
- Rotate and/or Share Roles and Responsibilities

Meet Nora and Sandie
Co-Directors Santa Cruz Toddler Center
Blog Post 1



Element 4

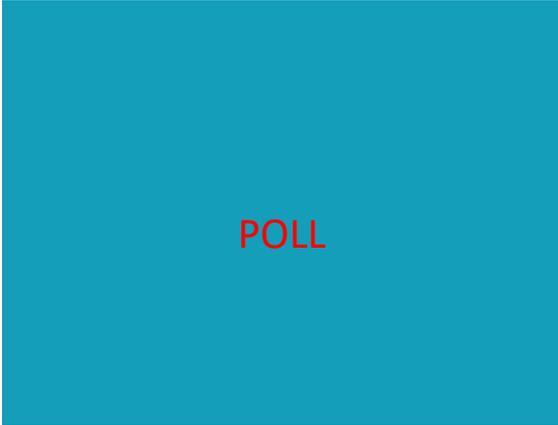
Co-action

- **WHY** is this important?
Working together collaboratively, not alone, not in a silo = maximum success and impact.

Element 4: Co-action

Practices

- Use Effective Facilitation and Engagement Strategies that Activate Collective Wisdom/Intelligence
- Make Agreements and Adopt Structures of Accountability



Element 5

**Evolution/
Emergence**

- **WHY** is this important?
- Current and future success requires adapting to unknown and unknowable opportunities AND challenges.

Element 5: Evolution/Emergence

Practices

- Provide and Elicit Feedback that Promotes Growth and Development
- Engage in Reflection and Application of Learning









“It's not about making everyone equal it's about making everyone fully powerful” Frederic Laloux

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