



Collaborative Leadership

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Collaborative Leadership

- 1 Defining our purpose, influences, values, needs
- 2 Understanding leadership styles
- 3 Practicing difficult conversations

Defining Leadership

- 1 An action many can take, not a position few can hold
- 2 Taking responsibility to work with others on common goals
- 3 Practice of values that engage commitment from others

Leadership Integrity



Adding It Up

1. **Purpose:** The difference I want to make is building, supporting, and connecting diverse leaders working for social justice
2. **Influences:** This is important to me because I need to pay forward the leadership opportunities and mentorship that I've received
3. **Values:** As a leader, I hope to be asset-based, inclusive, collaborative, adaptive, and accountable
4. **Support:** As a leader, I need help when I'm being impatient, talking too much, too much in my head, procrastinating, and avoiding conflict

Leadership Styles

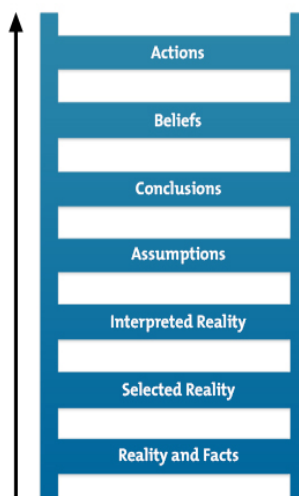
Visionary
Nurturer + Mobilizer
Analyst

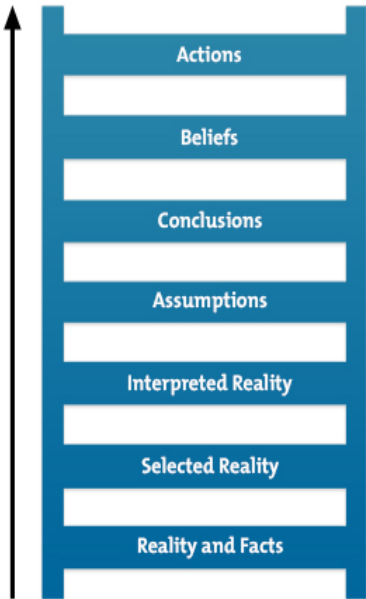
What does each style bring that is helpful and important?

Mental Models



Ladder of Inference





Share an experience recently where you ran up your ladder?

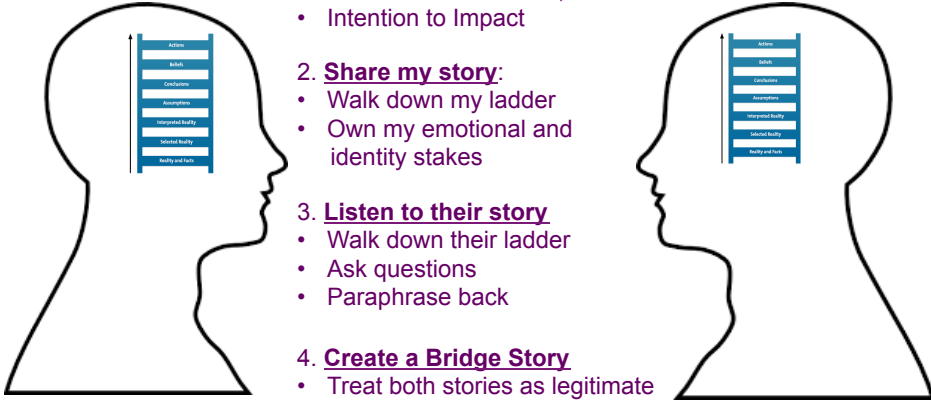
What biases and assumptions were involved?

Who could you have tested those biases and assumptions with?

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Difficult Conversations

- 1. Balance Inquiry & Advocacy**
 - “My Truth” to “my Perception,”
 - Blame to Contribution,
 - Intention to Impact
- 2. Share my story:**
 - Walk down my ladder
 - Own my emotional and identity stakes
- 3. Listen to their story**
 - Walk down their ladder
 - Ask questions
 - Paraphrase back
- 4. Create a Bridge Story**
 - Treat both stories as legitimate and work on the difference between the two stories



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Collaborative Leadership

1. Be Self Aware: purpose, intentions, values, needs, styles
2. Be Accountable
3. Difference is an asset
4. Own and test your assumptions, biases: *walk down your ladder*
5. Seek to understand before judging: *walk down their ladder*
6. Balance advocacy with inquiry

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