

A photograph of three men in business attire (shirts and ties) sitting at a table, looking towards the left. The image is semi-transparent, serving as a background for the text.

Welcome To the New Era of
Collaborative Leadership

Are You Ready For a Big Change
In How You Lead?

Why Collaborative Leadership?

When You Learn the Language of Leadership You Become a Leader!

Once you develop your Leadership skills, team members relate with you very differently. They see you as the Leader they cannot do without, one who is fully committed to the best interest of the team and each individual being served.

When you become an Leader, Leadership becomes more efficient, effective and empowering to both team members and anyone associated with the team. Leadership becomes more enjoyable and much easier, so you naturally do better.

How Collaborative Leadership Works?

In this program you learn how and when to apply five dimensions of Leadership.

1. Being the Leader – Inspired Leadership
2. Being the Manager – Efficient Managing
3. Being the Mentor – Effective Mentoring
4. Being the Coach – Empowered Coaching
5. Being the Commander – Strong Command

Five Dimensions of Leadership

Each aspect of leadership can be used based on the needs of the moment.



Modes of Influence

We first must learn which of the following modes of influence are we using.

Inductive Mode – Threaten some consequence that will result if an action is not taken.

Deductive Mode – Teaching people what they need to know in order to take an action.

Reductive Mode – Making people feel small or embarrassing them into taking an action.

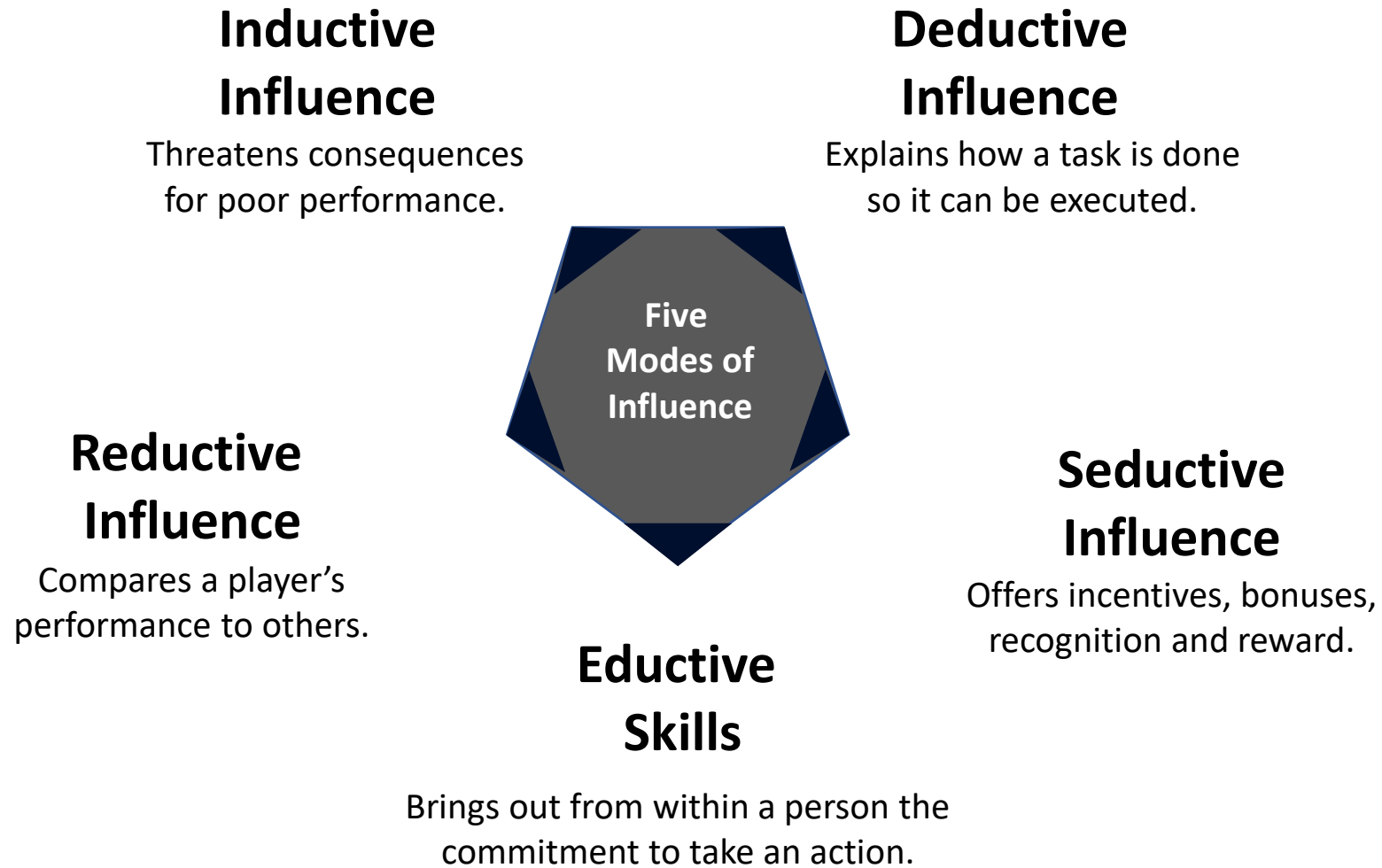
Seductive Mode – Bribing people with some incentive for taking an action.

Eductive Mode – Bringing out the best from within the person the commitment to take an action.

The initial four modes work from the outside in in an attempt to make a person better. The Eductive Mode works from the inside out so a person becomes more true to themselves. We call this Coaching.

Five Modes of How Leaders Influence

These five modes of influence may be applied as needed.



Leading People

We help you develop skills on the People Side of the Leadership equation.

No matter how well-grounded people are in a transactional process,
No matter how well they know their audience and the product mix,
No matter the systems they follow or how well you package communications,
No matter how advanced their technology or how big the team,

Leaders must first and foremost master the Language of Leadership.
We work with you to get really good at connecting with the people you lead.

The Two Sides of How Leaders Speak

There are two sides to the Leadership equation – the Command Side & the Collaboration Side

Command Techniques

Used to enforce a team member's actions so they serve the best interest of the business process.

Control Techniques

- Control the Conversation
- Overcome Their Objections
- Hit Their Hot Buttons

Manipulation Techniques

- Throw Them a Softening Statement
- Imply an Impending Event
- Defer to a Higher Power

Domination Techniques

- Tell Them How To Think
- Tell Them What To Do
- Tie Them Down

Intimidation Techniques

- Create Urgency
- Forecast Negative Outcome
- Set Artificial Deadline

Subjugation Techniques

- Do a Take Away
- Trial Close Alternate of Choice
- Make Them Say Thank You

Command
Imposition
Skills

External
Focus

Demand
Compliance

Authority
Based

Our normal Leadership habits can't be changed, so we will have to find ways to use them appropriately.

Two
Sides Of
Leading

Collaboration Skills

Used to empower team members to make the most appropriate choices that serves the teams best interest.

Partnership Skills

- Evoking Rapport
- Generating the Client Project
- Forging a Client Partnership

Presentation Skills

- Strategic Analysis
- Client Project Focus
- Building Presentations

Project Launch Skills

- Defining Challenges
- Designing Projects
- Defining Rules of Engagement

Accountability Skills

- Establishing Alignment
- Initiating Action
- Reaffirming Commitments

Completion Skills

- Securing Approvals
- Executing Completion
- Celebrating Client Success

Consensus
Building
Skills

Internal
Focus

Empower
Creativity

Commitment
Based

In the end, it is not about which one is better than the other, but rather how the two work together to produce the intended results.

Why Collaborative Leadership Works?

A powerful relationship with team members is based on these Five Core Commitments.

1. Be Authentically Committed to Serving Team Members' Best Interest
2. Be Genuinely Interested In Team Members and Their Needs
3. Be Completely Open to Whatever Outcome Will Best Serve the Team
4. Be Fearless in Communications with Team Members when Needed
5. Be Unstoppable in the Intention to Empower Team Member Performance

Five Principles of Coaching

Five essential principles underlying my coaching.

Authentic Commitment

Authentic Commitment means no pretense.

Genuine Interest

Genuine Interest means find out everything.



Complete Openness

Complete Openness means not limiting the outcome.

Fearless

Communication

Fearless Communication means risking a relationship to get one.

Unstoppable Intention

Unstoppable Intention means stopping at nothing to ensure that the intended results are produced.

What Collaborative Leadership Produces?

The application of Collaborative Leadership skills produces these Five Core Benefits.

1. **Efficiency: Take On More Projects at the Same Time With Greater Ease**
2. **Effectiveness: Take On Projects With a Greater Certainty of Completion**
3. **Empowerment: Build Stronger Enduring Team Relationships**
4. **Enjoyment: Maximize Team Performance & Have a Lot More Fun**
5. **Ease: Become a Magnet for Talent as You Build the Team**

Leaders Inspire Action

Collaborative Leadership is a system of principles, practices, process and performance criteria designed to bring out the natural Leadership skills that are inside everyone. With these practices, executives, managers, and supervisors create a deeper connection with their people. This is because they understand their team members' real needs and can therefore guide them in making the right choices to achieve, or even exceed, their performance objectives.

Managers Maintain the Flow

Collaborative Management is a system of principles, practices, and process designed to achieve certain performance criteria. Managers are not a part of a process. They are accountable for the flow, within the process, from one part to the next. They do this by managing the making and keeping of promises by the team so that only promises that can be kept are made and the promises that are made are kept.

Mentors Teach Critical Skills

Collaborative Mentoring is the classic master-apprentice relationship in which a mentor imparts their knowledge and experience to a new player. Mentors work from the outside inward to install new knowledge and skills that were not already possessed by a person. This requires a systematic approach to teaching but also the ability to build partnerships with people.

Coaches Bring Out The Best In People

Coaches bring out the brilliance from within people and guide them in putting those skills to work effectively. Everyone wants to improve their results and they know that will happen when they change their actions. But coaches know that actions of a person will never change until that person changes who they are being. The coach is not concerned with imparting knowledge, but rather altering who a person is choosing to be.

Commanders Rally Their Crew

Commanders know that they must listen to their crew and create consensus about a course of action. But then it is the job of the commander to isolate in their captain's cabin and make the final decision. A good captain listens to the crew, a bad captain does not. A poor captain pretends to listen, and the weak captain lets the crew make decision and lets the ship sink. Commanders are fearless in making unreasonable demands of people.

High Performance Becomes More Fun

Fostering High Performance does not have to be the difficult grind it has become for many Leaders. Using the Collaborative Leadership practices, team members become naturally more efficient, effective and empowered as members of the Team. This makes Coaching more enjoyable and much easier everyday.

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