

# 9 Collaborative Leadership Capabilities:

*The interpersonal skills required to align teams to strategies so they can successfully execute plans. Verus Global enables your values by developing & scaling these capabilities.*



**Energize Around a Shared Reality**



**Drive a Collective Focus on Priorities**



**Mobilize Hearts and Minds to Shared Purpose and Goals**



**Disperse Power and Leadership**



**Debate Productively, Decide Efficiently**



**Develop Peer Accountability**



**Tell the Transparent Truth**



**Inspire Partnerships of Trust**



**Ensure Individual Accountability with Enterprise Responsibility**

# Collaborative Leadership Capability Key:

*Defining the interpersonal skills required to align teams to the business strategy so they can execute plans successfully.*



## ***Energize Around a Shared Reality***

Members of the group gain a collective understanding of relevant facts and data, suspending the emotions that foster pessimism, unproductive idealism or reflexive thinking that cause errors in judgement. Teammates freely offer pertinent perspectives that refine realism and truths, thereby diminishing behavioral conflict while elevating empathy, focus and the diverse thinking necessary to power forward.

## ***Drive a Collective Focus on Priorities***

Team members develop clarity and maintain alignment to the most important activities required for achievement of shared objectives. While being inclusive of diverse thinking and approaches, and adjusting the plan when necessary, they stay focused on delivering their commitments, thereby eliminating the distractions that obstruct performance. This is particularly true when members of the group are not in proximity to one another while working across the enterprise.

## ***Mobilize Hearts and Minds to Shared Purpose and Goals***

Teammates go beyond functioning with only their hands or minds – and bring their hearts as well. This leads to the unique thinking and efforts associated with being “all in” for the achievement of the organization’s objectives. Now, passion has purpose.



## ***Disperse Power and Leadership***

Rather than decision-making rights being reserved for those in positions of authority, hierarchy is flattened as teammates set aside personal agendas or loyalties and enable those most equipped in the moment to problem solve and advance the team’s strategy. This empowerment is transferred among teammates in fluid fashion, based upon the needs of the business.

# Collaborative Leadership Capability Key, Cont.:

## *Debate Productively, Decide Efficiently*

To determine the best path forward, teammates engage in a healthy and vigorous conflict of ideas and perspectives. People refrain from selling or persuading others to “their side” of thinking; nor is there a need to be defensive because teammates aren’t attacking people. Then decision making occurs in a manner that best serves the business, such as directive, consensual, democratic, delegated and so forth. (Note: Culture, including geographic location, has an extreme influence on this capability.)

## *Develop Peer Accountability*

As opposed to waiting for others with power to address counter-productive practices or behaviors that occur in the course of executing a plan (such as lack of role clarity, inconsistencies in alignment or performance, and more), teammates maintain relationships that empower them to move quickly and have the productive discussions essential for the team to move forward.

## **Tell the Transparent Truth**

Teammates prioritize the development and nurturing of a psychologically safe and inclusive environment. Consequently, teammates are better able to be their authentic selves and accelerate the full, free, two-way information flow necessary to leverage the organizational intelligence required for success.

## *Inspire Partnerships of Trust*

Instead of transactional interactions, teammates use daily exchanges as transformative opportunities to elevate people, partnerships and performance. Organizational talent is optimized and the values of the organization come alive as people bring their best to situations, activate the best in others, and seek to strengthen human connections, resulting in elevated intellectual and emotional capital across the business.

## *Ensure Individual Accountability with Enterprise Responsibility*

Teammates fulfill their role in the context of the broader organization’s strategy. Rather than working in a silo and saying, “That’s not my area,” these teammates prioritize organizational outcomes and deliver their efforts in the framework of a network of professionals executing together for the business.