



Embracing Collaborative Leadership

**SCGMA****YPG**

Whether it was working on a group project in school or playing a team sport, everyone has been put in a collaborative environment sometime in their lives. It's no surprise that companies also value teamwork among their employees. Yet, not everyone can be a collaborative leader. What distinguishes interdependent leaders is their success in encouraging their group to collaborate organically to achieve success.

Collaborative leadership requires being vulnerable in expressing one's thoughts and ideas to a group, which is not as easy as it seems. Most people are afraid of their ideas not being good enough and getting rejected. Individuals may also prefer to work alone because they aren't comfortable asking for help or don't trust others to complete their work. The fact of the matter is that people need each other to get a job done right.

An organic partnership is possible, but it is subtle and complex. To achieve a strong group, interdependent leaders need to restructure how they present themselves and the goal to the team. Instead of being the first to take credit for the outcome, collaborative leaders know that they need others to get the job done. This includes confidence and the willingness to be open to the team's ideas, even if they're shy.

For instance, people who have not worked together before have trouble establishing trust. Fortunately, meeting ice breakers and socializing opportunities allow everyone to know each other, ultimately





building trust and deepening personal relationships. Celebrating team achievements also serves as positive reinforcement for everyone on board, motivating them to continue working together.

If teammates are nervous about giving ideas, interpersonal leaders can implement a judgment-free zone during brainstorming sessions. They can also foster participation by having everyone present an idea or give an honest opinion. During this time, leaders have to remember not to stray away from the result and create a structure to execute the plan.

In the end, the concept of the "leader" planning alone and expecting everyone to follow along is in the past. Instead, true leaders now promote collaboration, transforming a group project into a collective vision where everyone works together to succeed.