The Turning Point National Excellence Leadership Development Collaborative Curriculum

Vision: Collaborative leadership is used to its fullest potential to achieve policy and systems change that maximizes the public's health.

Mission: Increase collaborative leadership capacity across sectors and at all levels.

Other Turning Point initiatives:
- Modernize public health statutes
- Create accountable systems to measure performance
- Utilize information technology
- Invest in social marketing

What is Collaborative Leadership?
- The processes, activities, and relationships in which a group and its members engage in collaboration.
- Collaboration is defined as “exchanging information and sharing or pooling resources for mutual benefit to achieve a common purpose.”
### Slide 3

**What is a Collaborative Leader?**

Someone who safeguards and promotes the collaborative process.

### Slide 4

**Who is a Collaborative Leader?**

<table>
<thead>
<tr>
<th>Skills</th>
<th>Capacities</th>
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<tbody>
<tr>
<td>Conflict management</td>
<td>Uncertainty</td>
</tr>
<tr>
<td>Developing trust</td>
<td>Taking perspective</td>
</tr>
<tr>
<td>Communication</td>
<td>Self-reflection</td>
</tr>
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<td>Decision-making</td>
<td>Ego control</td>
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<td>Creating safety</td>
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<td>Assessment</td>
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Why is Collaborative Leadership Important?

- Most public health problems are complex, interdependent, and messy.
- These type of problems require a systems approach with diverse input and multiple perspectives.
- Many sectors need to “own” the solution for it to be successfully implemented.

Six Practices of Collaborative Leadership
Slide 7

**Six Practices of Collaborative Leadership**

- Identified by the Turning Point Leadership Development National Excellence Collaborative
- Research included:
  - Literature reviews
  - Individual interviews
  - Focus groups
  - Expert panel debates
  - Attendance at leadership development training programs

Slide 8

**Six Practices of Collaborative Leadership**

![Diagram showing the six practices of collaborative leadership]
Sharing Power and Influence

Developing the synergy of people, organizations, and communities to accomplish a shared vision.
Eight Sources of Power

- Position/Authority
- Information and Expertise
- Control of Rewards
- Coercive
- Alliance and Networks
- Access and Control of Agendas
- Control of Meaning and Symbols
- Personal

Methods for Change

- Exposure to different ideas
- Exposure to different cultures
- Experience/Practice
- Self reflection (e.g., logs, journals)
- Mentoring/Coaching
  - 360-degree assessment, shadowing
- Peer support