



Webinar

The art of collaborative leadership

Special Guest **Fiona McKenzie**





Congratulations Katie Horne
National Partner Manager

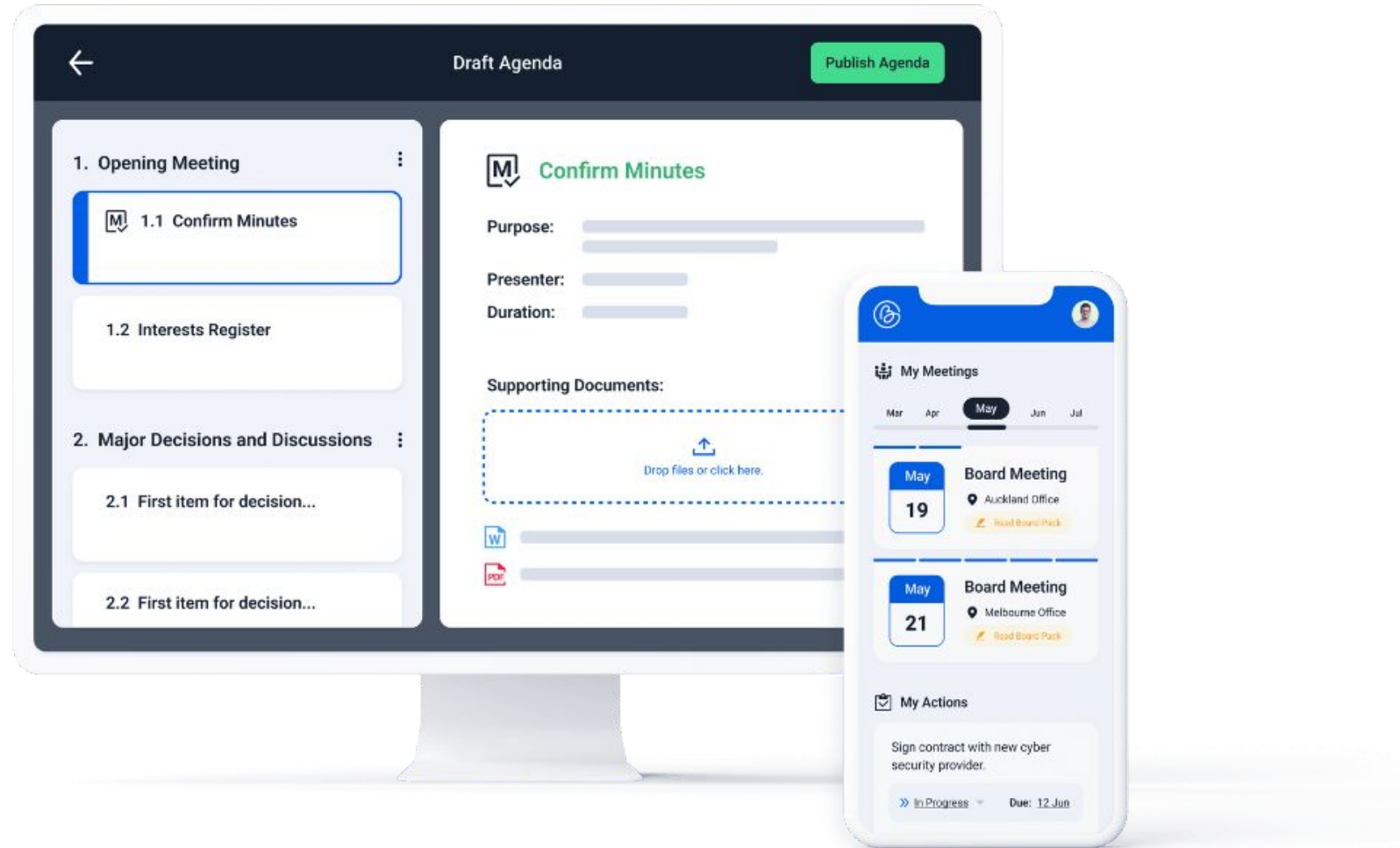


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Fiona McKenzie

Managing Director
Resolving Matters



**Julie Garland
McLellan**

Managing Director
Directors Dilemma



**Dr Dean
Blomson**

Strategic Advisor



What is Collaborative Leadership?



An approach that emphasises:

- Team-oriented decision-making
- Inclusion of diverse perspectives
- Empowering people to contribute
- Open communication
- Cooperation over competition



Collaborative Leadership

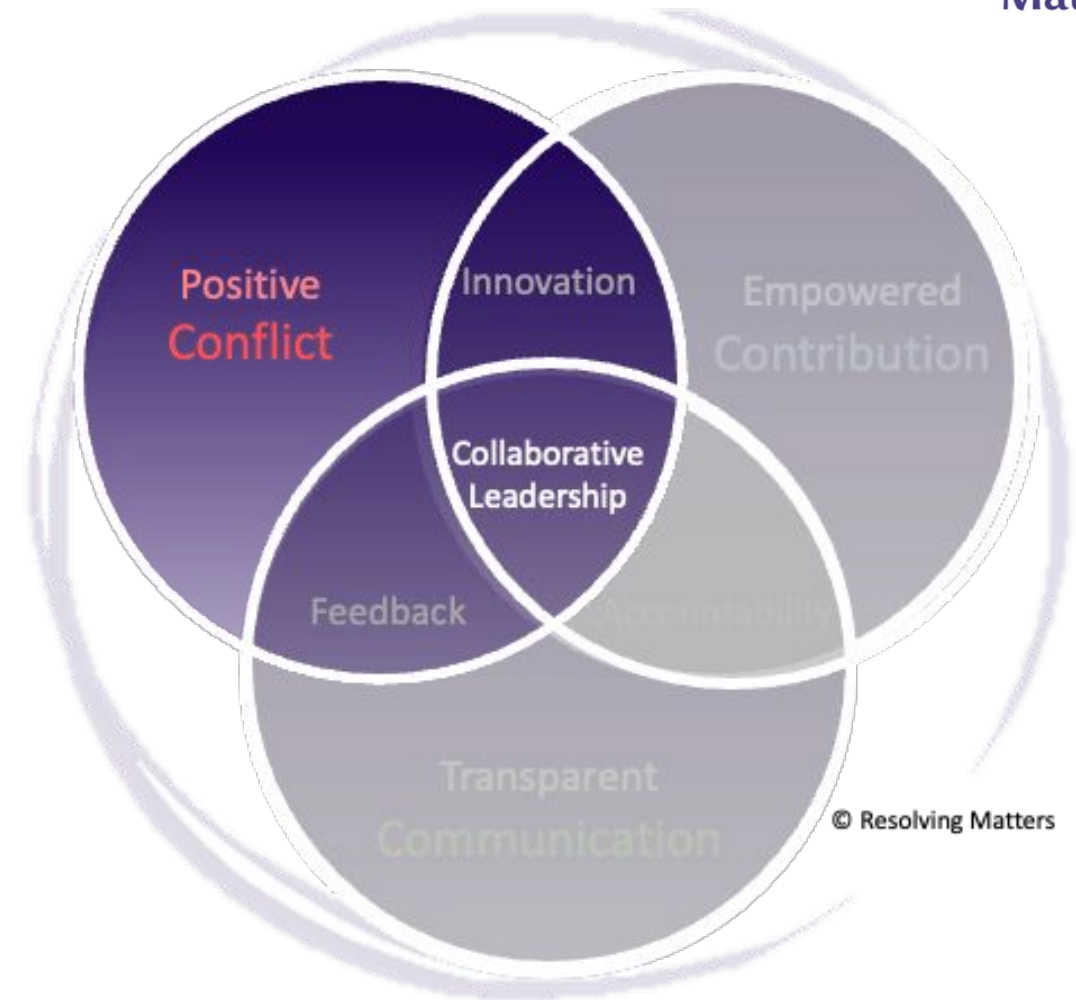
- Conflict, Contribution and Communication are the pillars of collaborative leadership.
- Collaboration can enhance relationships and transform decision-making ...
- ... but it is more challenging than you might think, involving healthy doses of conflict, feedback and accountability.





Positive Conflict

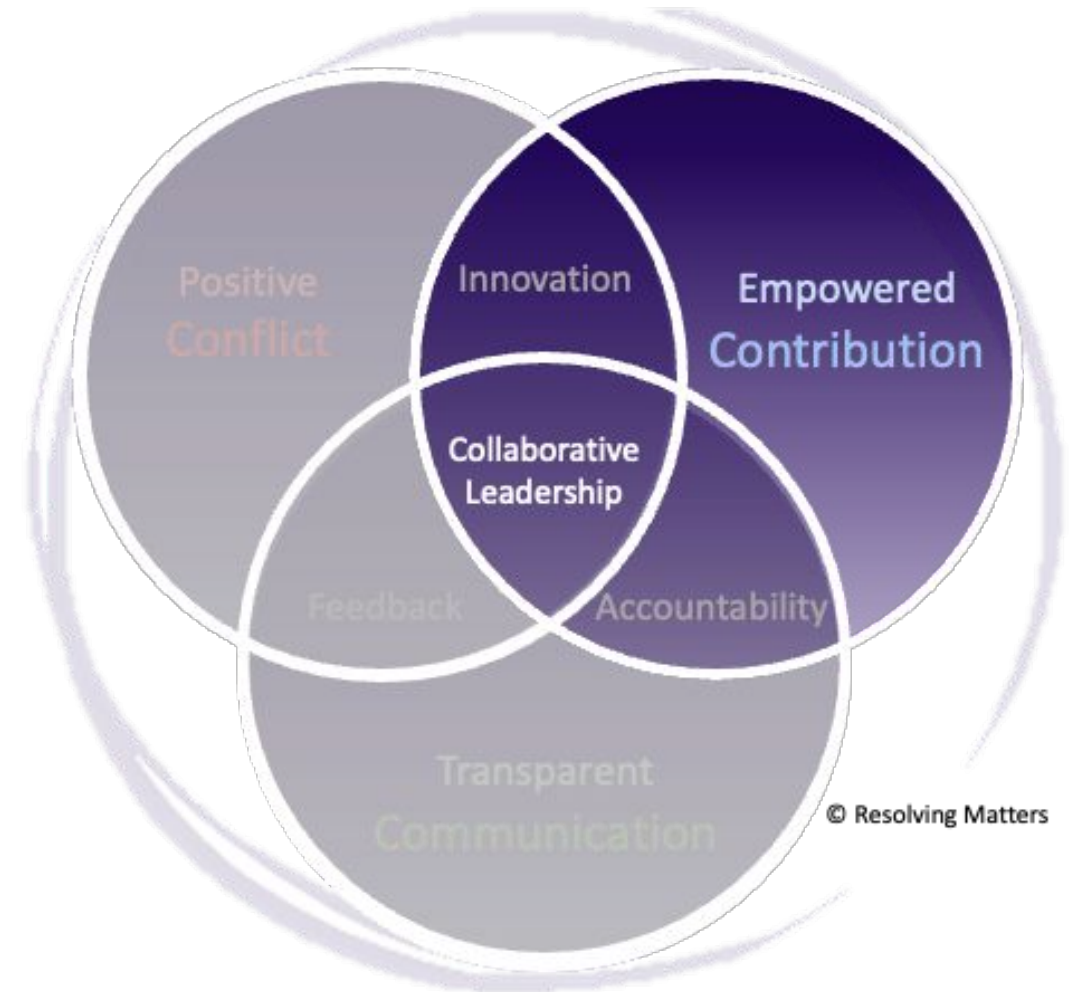
- Leaders who are collaborative value diversity of opinion and constructive dialogue.
- This inevitably leads to conflict as different perspectives, competencies and priorities are exposed and explored.
- Embracing conflict is necessary for collaboration because value is uncovered as disputes are resolved.





Empowered Contribution

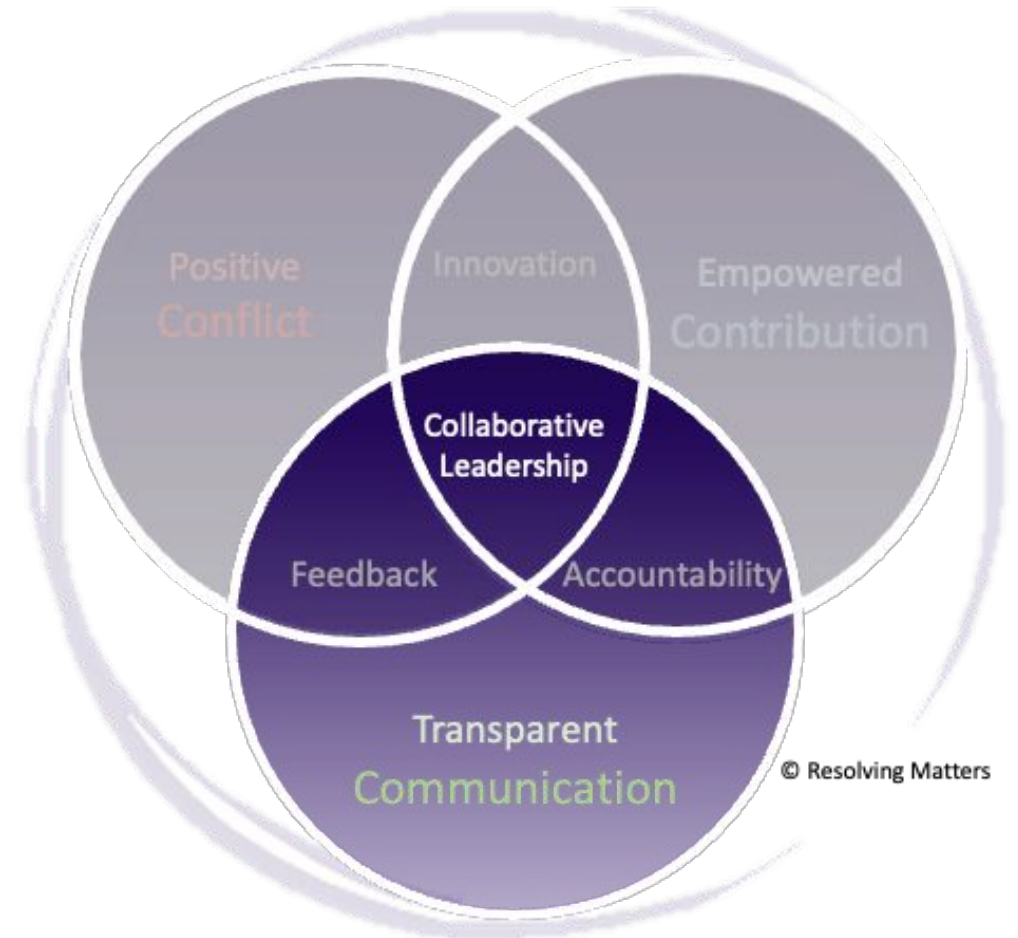
- Power imbalances derail success. Empowered contribution means that no one voice dominates, and all parties contribute.
- Collaborative leaders don't micromanage; they delegate tasks and trust their people to perform.
- With autonomy to take initiative, priority is given to people over power, not power over people.





Transparent Communication

- Collaboration means transparency is valued and information flows freely and regularly.
- Breaking down silos is a hallmark of collaborative leadership, and good governance requires a commitment to clarity of dialogue.
- Clear communication about resolution of conflicts builds trust and engagement.





Feedback, Innovation and Accountability

- **Feedback:** Continuous improvement is possible when boards and leadership teams feel safe to provide honest, direct feedback.
- **Innovation:** Unique perspectives come to the fore when conflict and autonomy are valued.
- **Accountability:** Transparency and role empowerment makes people accountable for their contributions.





Strategies to Improve Collaboration



Resolving
Matters



- Set up transparent communication platforms and seek regular contribution.
- Foster a culture where different opinions are valued and feedback is normalised.
- Clarify responsibilities and delegate meaningful tasks and decisions.
- Embrace conflict and see it as opportunity for growth and innovation.
- Develop mechanisms for managing conflict.
- Lead by example!



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Thank you

