



Assignment 1: WHAT DOES A COLLABORATIVE LEADER DO DIFFERENTLY?

Collaborative leaders have a very different work approach in comparison to the traditional leaders. In its essence collaborative leadership is about understanding and the importance of interpersonal relationships and not being the singular source of authority and decision management body.

- a) When you plan the tasks ahead do you encourage the members of your team to have joint responsibilities rather than individual goals?
- b) Do employees feel heard and seen? Do you think there is room to improve communication and listening? What would you do differently?
- c) Think about a recent situation where you felt you needed to give feedback. Was your criticism constructive? How could you have formulated it so that it is a constructive criticism?



Assignment 2: GET TO KNOW YOUR TEAM

Collaborative leadership is about building close cross-functional relationships based on trust and communication with your employees. In order to improve the communication with your team you have to break the traditional top-to-bottom work style and all the walls surrounding you and your people.

In order to do it you can organize several team building activities, such as:

- Non-formal dinner/lunch with all your employees;
- Board games evening;
- Camping or one-day trip.

When you break the ice and take the chance to see your employees outside of the work environment you get a better understanding of who they are and you give them a chance to create a better connection between themselves and also with you.

What would you like to know about your employees?
What do you want them to know about you?