

COLLECTIVE LEADERSHIP AT A GLANCE



Element	Belief	Practices
1. Shared Vision and Reenvisioning	To achieve our fullest potential, we must cocreate the condition we are working together to achieve.	<ul style="list-style-type: none"> • Identify shared goals • Adopt mind-set of abundance
2. Wholeness	When people are connected to mind, body, and spirit, the workplace, organization, and whole system benefit.	<ul style="list-style-type: none"> • Skillfully navigate difficult conversations and conflict • Practice self-care and build resiliency
3. Collective Wisdom/ Intelligence	The whole is greater than the sum of its parts; collective wisdom and intelligence exists that is deeper than individual intelligence; one person cannot hold all of the knowledge.	<ul style="list-style-type: none"> • Rotate and/or share roles and responsibilities • Identify and build on strengths • Use structures and processes for effective and shared decision making
4. Coaction	Things are better when people are acting together instead of someone imposing on another.	<ul style="list-style-type: none"> • Use effective facilitation and engagement strategies that activate collective wisdom/ intelligence • Make agreements and adopt structures of accountability
5. Evolution/ Emergence	When complexity exists, the processes of emergence, evolution, and adaptability are beneficial, and practices can help focus attention on growth and development.	<ul style="list-style-type: none"> • Provide and elicit feedback that promotes growth and development • Engage in reflection and application of learning

Foundation—Building Trust • Acknowledging and Addressing Inequality • Navigating Power and Privilege

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