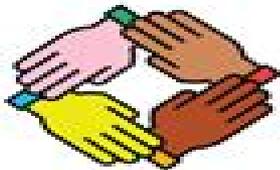


6 CHARACTERISTICS of a COLLABORATIVE LEADER



FOCUS ON THE ENVIRONMENT

Create a participatory environment where people can feel engaged and challenged. Decentralized power, organize a network to have a systemic vision involving the whole business. Manage the system, not the people.



KNOW YOUR COLLEAGUES

Giving full attention to people is the foundation for collaboration. Know people deeply. Showing interest and getting to know each other is foundational for a psychologically safe environment. Breaking silos and work cross-functionally, even across teams. Focus on your influence rather than your power.



ACTIVELY LISTEN

Collaborative Leadership prioritizes communication, which must be a two-way road. Feedback is used in all directions in a constant learning approach.



WALK THE TALK

Collaborative Leadership tends to align speech with action. What is said is what is seen in practice. That goes hand in hand with being authentic as a leader.



EMPATHY

In a collaborative environment, people are not seen as just another number, but as a complete human being, with values and history, who is not left out within the group. Empathy is crucial in such environments.



FOCUS ON RESULTS

Teams with Collaborative Leadership have a strong focus on results, and a true culture of problem-solving, without wasting energy looking for someone to blame for mistakes.

Collaborative Leadership

Jicheng Xie



Collaborative Leadership:

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