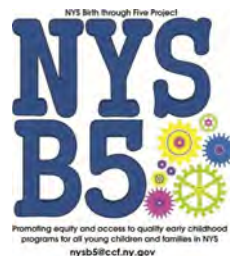




A SEVEN PART LEADERSHIP SERIES FOR PARENTS
AND CAREGIVERS OF YOUNG CHILDREN

Working in Teams & Collaboration

Session 6



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Session Goals

- Define collaboration
- Identify strengths and challenges related to collaboration between parent leaders and systems
- Identify what is collaborative leadership and how parent leaders can utilize in their communities
- Understanding how to work together as a team through key characteristics and understanding the roles we all may play in within a team

Let's talk about collaboration.

What is collaboration? How do you know when you, as a parent leader, feel you are part of an effective collaboration?

Defining collaboration.

Collaboration is “a **philosophical** and **cultural commitment** to the *principles and practices of partnership* - working in the shared interest of better outcomes for the end-user and the whole community.”

Source: McKimm, J., Millard, L. and Held, S. (2008); Project LEAP - Leadership, Education & Partnership - International Journal of Leadership in Public Services, Vol 4., pp. 24-38

Let's talk.

What may be some benefits and challenges related to collaboration between parents and systems?

There are benefits and challenges.

Benefits	Challenges
Shared purpose and vision	Trust and resistance
Breaks down the walls to build community of understanding	Lack of understanding of group processes or decision making
Access to resources and new opportunities	Inflexible and time consuming
Ensuring all perspectives are welcomed and included as part of decision making	Not all voices are welcomed and respected

Considering collaborative leadership.

“Collaborative leadership is **really defined by a process**, rather than by what leaders do. [Also,] if you bring the appropriate people together in constructive ways with good information, they will create authentic visions and strategies for addressing the shared concerns of the organization or community.”

Sources:

Community Toolbox - University of Kansas

David Chrislip and Carl Larson, Collaborative Leadership: How Citizens and Civic Leaders Can Make a Difference

What makes a strong team?

- **Technical skills** - The abilities and knowledge needed to accomplish the task
- **Problem solving/decision making skills** - Processes to define, brainstorm and select solutions best fit for the task or goal
- **Communication** - Two-way process of exchanging ideas, thoughts and information where the group has understood and received the message with *clarity* and *purpose*
- **Synergy** - A key focus on working together knowing collectively there is more strength and results than if each team member work independently

Sources: Community Toolbox - University of Kansas & David Chrislip and Carl Larson
Collaborative Leadership: How Citizens and Civic Leaders Can Make a Difference

Let's reflect.

Thinking about the characteristics of a strong team - *technical skills, problem solving/decision making skills, communication and synergy* - which element of a strong team resonates with you the most? Which element do you find may be challenging? Why?

We all have a role in the team.

We all have different styles in the ways and means we participate and engage in teams or a partnership. A team should also use each person's strengths to help lift up the goal or task at hand.

Source: Human Behavior in Organizations (2nd Edition) - Michael Menefee & Rodney Vandever



Source: Adapted from Glenn Parker, Team Players and Team Work

What role do you think you play?

Do you think you are a...

- **Contributor** - Task oriented, enjoys providing team members with good intel and data, pushes the team to high expectations
- **Collaborator** - Goal directed, sees the “big picture” flexible and open to new ideas and concepts; can work outside their defined roles, share the limelight with other team members

Source: Adapted from Glenn Parker, Team Players and Team Work

What role do you think you play?

Do you think you are a...

- **Communicator** - Process oriented, effective listener, facilitator of conflict resolution and consensus building, creates an relaxed climate and space, seen as someone who connects with people well
- **Challenger** - Well-conceived risk taker, willing to agree to disagree and question goals to ensure effort is right for team, seen mostly as a person who's candor and openness is appreciated

Source: Adapted from Glenn Parker, Team Players and Team Work

Let's reflect.

What role do you think play in the team - *contributor, collaborator, communicator or challenger*? Do you think, as parent leaders, we can play more than one role in a team? Why or why not?

Source: Adapted from Glenn Parker, Team Players and Team Work

What role do you think you play?

Do you think you are a...

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Key Takeaways

- Collaboration is a process that builds off of trust, shared vision and communication.
- There are key elements of a team - bringing your experience, engaging in effective decision making, having clear channels of communication and a strong, positive synergy - to build amazing things together.
- We all have a role we play when collaborating and working with teams. Honor each other's role, build each other up and recognize when it is time to take a space to remind the team about our goal at hand.



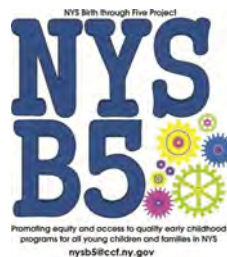
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Thank you for joining us today!

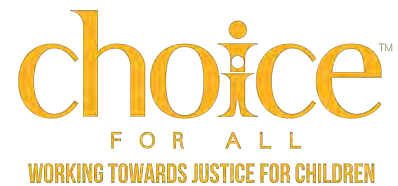
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