



The Collaborative Leadership/ Team Alignment Process is designed to up level communication, accountability and solution focus on teams for results that match strategic planning. This format has been used at the top level of organizations and for senior leaders in all levels to bring trust and high performance results. **This link will take you Library.** Collaborative Leadership is a key to high performance and is used for personal development as well as for the team.

The three most important aspects of essential collaboration are:

- Communication
- Accountability
- Solution focus

This is the Essential Tripod of the Team Development Process outlined here.

As part of Communication we use connection and relationship to create sustainable interaction that promotes honest communication, team accountability and solution focus vs. blame.

This process is designed to allow for leadership development of the entire team to give them a sense of ownership and to step up to greater leadership in their regions or specific business units. This has been used for global teams with a combination of in person and virtual meetings for the team and for the individual leadership coaching.

The elements of the process are:

1. An initial focused discussion with the executive team leader regarding your current assessment of how the team is doing, what is working, what needs development and what your goals are for this process. There are eight specific questions that all asked of everyone to move the process into the most important areas. This will lay the groundwork for the process.
2. An individual confidential meeting with each team member with specific questions about personal goals, assessment of the team, issues and positives, their own leadership goals and how they would like to see the team going forward.
3. Part of the individual leader process for the team leader and members of the team is an assessment to determine the areas of strength more fully and an individual plan for communication with peers, up to the top leadership and with the teams that they lead. The meetings following the assessment for each leader, set the stage for defining high performance and goals for each team, so that results of the collaborative leadership team experience can be cascaded down through the organization.
4. Following the individual leader interviews there is a 1 ½ to two day offsite to focus the team on new collaborative processes. There are specific communication and connection processes, the forming of accountability partnerships, and there is time for a specific work session for a specific solution focus or initiative. Action steps for follow up come out of the meeting with follow up times for the partnerships and individual one on ones with the team leaders.
5. There are three once a month follow up team sessions that can be held both virtually and in person depending upon the circumstances. Recently with a global team we held a combination of these.
6. Leader coaching for the duration of the contract (6 months) to discuss how the process is going, to enhance personal leadership and performance, and to support using the concepts in the process as part of staff interactions.
7. Six coaching sessions for each team member beginning with an on line leadership assessment with a discussion with me and some goals for their own development during the team alignment process.

8. Final team meeting at six months following the offsite and three months following the last monthly follow up meeting for renewal and staying on track.

The coaching for the team members keeps them individually active and gives them a great opportunity to develop their strengths and their leadership. The follow up meetings allow for the time it takes to develop new mindsets and behaviors, because we are all creatures of habit and can fall back especially under pressure. It is supportive because there is opportunity to look at challenges as a focus point for moving forward and finding solutions

Each of the Team Development/Team Alignment engagements are specifically planned with the leader. There is flexibility in the number of coaching sessions for the team members, though six seems to be the ideal number.

Results show an enormous boost when the team is together in a new way and communication opens up. The six months begins to allow for the behavior and mindset changes to create a sustained collaborative culture which is clearly the best way to create sustained results going forward.

In addition because of the frequent updates and changes in doing business today, this element of prioritizing the team interaction becomes more and more important.

Please let us know if you would like to discuss this further.

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