



Next Generation Leadership for Foundation Boards

Today, leading from a position of authority is rare. In most situations we are called to lead an initiative with talented people from within a collaborative group. Understanding one's own leadership talents and those of others is the first step in accomplishing great things. Collaborative leaders:

Build a shared vision

Vision clarity is the cornerstone of great accomplishments. Collaborative leaders paint virtual pictures of the fulfilled vision and engage others to invest in and own the vision.

Build models. Try it, change it...try it again

Being stalled on initiatives is far too common. Ready aim...ready aim...ready aim. Sound familiar? Leaders serious about getting better at what they do build models and execute them without waiting for the model to be perfect. Learning a bit more with each execution.

Share a common space with those you lead

There is no substitute for being present to one another when great things are to be accomplished. Email, message boarding, and video conferencing are great tools, but on a regular basis foundation leaders working to bring about change must take time to be face to face.

Let others amplify your abilities

Great leaders do not see others as creatures that force them to compromise who they are. Collaborative leaders leave their egos at the door and draw on the strengths of others.

Remember followership and leadership go hand in hand

Viewing followers as adversaries to be controlled is yesterday's view of leadership. Seeing others as allies with unique talents empowers them to contribute to the shared vision.

Don't collaborate to turn out the lights

Action orientation, that's what collaborative leaders have. They understand that sometimes simply organizing a job and stepping forward to get it done is enough.

Celebrate successful collaborations

This is as important as celebrating individual accomplishments. Celebrating is so important and is a great investment in the accomplishment of the next challenge.