

HOW TO LEAD SERIES - Collective Leadership



1 Create a common agenda
Engage with people to create a shared vision



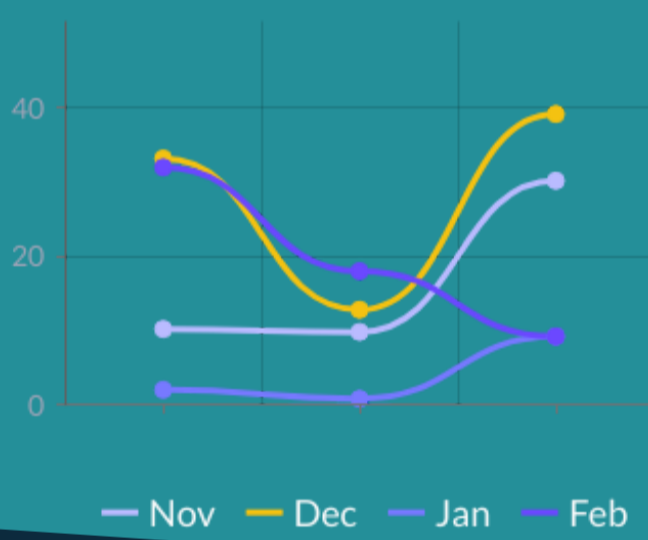
2 Use a diverse range of people and build consensus or resolve conflict to help develop the vision



3 In your network create followers who will share the vision on your behalf

Allow your followers to spread the vision through their own networks and socialise the vision

4 Agree as a group how to measure success for your shared vision



Communicate



5 Use feedback of agreed measures to help drive change

6 Use shared learning
Allow teams and people to learn by trial and error and support appropriate risk taking



7 Build infrastructure to help support continuous improvement

Set up opportunities for teams to review key metrics and look at ways of improving these to consolidate a culture of improvement

8 Support staff development

Develop leadership skills to be used both formally in roles and informally in trusted relationships and networks

