

Shared Leadership



*The new competence of
high performing teams*

TONY PEARSON



Leadership in
motion

Learning Outcomes



BY THE END OF THIS SEMINAR WE WILL HAVE ...

- 1) Learned the basic elements of Shared Leadership (SL)**
- 2) Discussed SL's benefits in developing team leadership**
- 3) Experienced the Peer Coaching Process**
- 4) Identified steps needed to sustain team learning and performance**



Peer Coaching:

- **What?**

- * A powerful process to share leadership

- **Why?**

- * Build cross-functional understanding
- * Collaborate to clarify, learn and offer help



Peer Coaching:

- **How?**

- *Round 1: Ask 'I' Questions*

- * Open-ended questions only
- * No suggestions framed as questions
- * Starting with Why, What, How, When, Whose, etc

- *Round 2: Make offers/suggestions*

- **So what?**

- * Use the process immediately in your work

What is Shared Leadership?

When team members.....

- * All take 100% responsibility for team success
- * Establish working norms
- * Regularly measure performance against norms
- * Establish engaging meeting protocols
- * Clarify roles then rotate them



Indicators of Shared Leadership

- * Reflect together to make meaning
- * Collaborate to learn across silos/cultures
- * Divide work load
- * Readily ask for help
- * Readily offer support



Indicators of Shared Leadership

- * Share personal 360 report with others
- * Seek and request feedback
- * Establish clear decision-making process
- * Seek to understand & learn > criticize



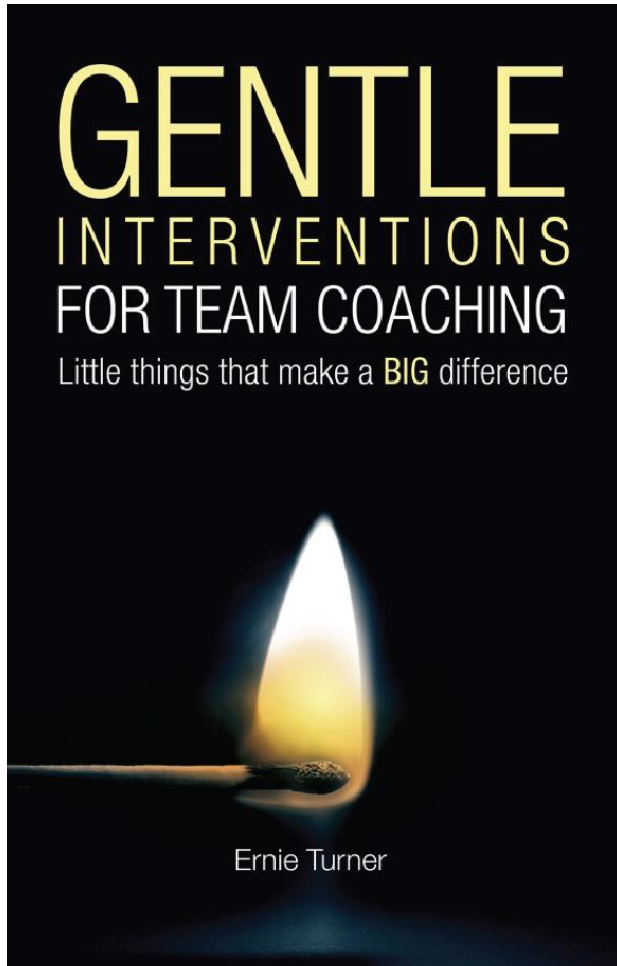
So what are the benefits?

- * Heightened understanding of team leadership/membership skills
- * Increased intra-team engagement
- * Higher team member accountability
- * Improved cross-silo understanding
- * Increased team effectiveness
- * Improved interpersonal relationships



Sustaining performance: Cascading learning and behaviors

- * Model SL behaviors and practices in your own team
- * Ensure adherence to SL behaviors, mindsets, practices
- * Hold members accountable for cascading information to others
- * Use media channels to capture, learnings, decisions, best practices



www.LIMglobal.net

TONY.PEARSON@LIMGLOBAL.NET