

Collaborative Leadership



Beyond Influence™

John Ramstead

Tell Me Something Good!





Leadership Cake

- *What ingredients would we use?*
- *What tools do we need?*
- *Then what do we do?*
- *After it's baked, then what?*

GOOD NEWS

**Shifting culture takes only
3-5% of the population.**

BAD NEWS

**Shifting culture takes only
3-5% of the population.**

The Tipping Point, Malcolm Gladwell



Affirmations

Saying something positive about someone, directly to them.



Affirmations

Do not use these words or phrases:

“I would like to”

“I want to”

Things to remember:

- Make sure you look them in the eye.
- Make it about THEM, not about you (flattery).
- Be HONEST!
- Talk directly to them, not just about them.

Affirmations **vs** *Flattery*
Affirmations are about the receiver.
Flattery is about the giver!



Setting the Foundation



Relational or Transactional?



We know that we are being Relational:

- 1. When the relationship is so deep that no transaction could ever separate us!**
- 2. When you look down both ends of the continuum and neither end irritates you.**

**If you want to go fast...
go *alone*.**

**If you want to go far...
go *together*.**



Social Covenant



How do we want to treat each other when we're together?



Social Covenant



**What happens when someone
violates that agreement?**

*“Tell me how you measure me
and I will tell you how I will
behave. If you measure me in an
illogical way, do not complain
about illogical behavior.”*

Eliyahu M. Goldratt

PEOPLE'S TYPICAL RESPONSES TO CONFLICT

- *Sulkers*
- *Screamers*
- *Pretenders/Stuffers*
- *Litigators/“Always-Righters”*
(where someone has to be right and someone has to be wrong)
- *Peace-Makers/Solution Providers*

CONFLICT IS NOT BAD.

Conflict + Resolution = Unity and Engagement = Productivity



How to Approach Others

- ***Go in Humility***
Be open to being wrong. *“I may be wrong.”*
- ***Go in Pre-Forgiveness***
Forgive before you go. *“I have already forgiven what happened.”*
- ***Go in Love***
Care more about the other person than you do yourself. *“I care more about you and our relationship than how you feel about me...”*
- ***Go in 100% Truth***
Speak 100% of the truth. *“I will bring all the truth and the facts.”*



Gossip

Definition:

When someone says something negative about someone to another person who is not part of the problem or part of the solution.



**Great people
talk about vision &
ideas...**

**Average people
talk about things...**

**Small people
talk about other
people...**

**Smaller people
let them...**

**Even smaller people
join them...**

**And, even smaller people
tell others...**

“Gossip may be the largest, undiagnosed addiction in our world today.”

“I believe gossip is the biggest hindrance to building trust and productivity in organizations around the world.”

“If we learned not to take offense and stop gossiping, we could change an organization in about 48 hours.”



Our Recommendation

6 Steps to a Healthy Apology

1. State the offense.

“I did it...”

2. Admit you were wrong.

“I was wrong.”

3. Apologize.

“I am sorry.”

4. Ask if they can forgive you.

“Will you or when you can?”

5. Ask for accountability.

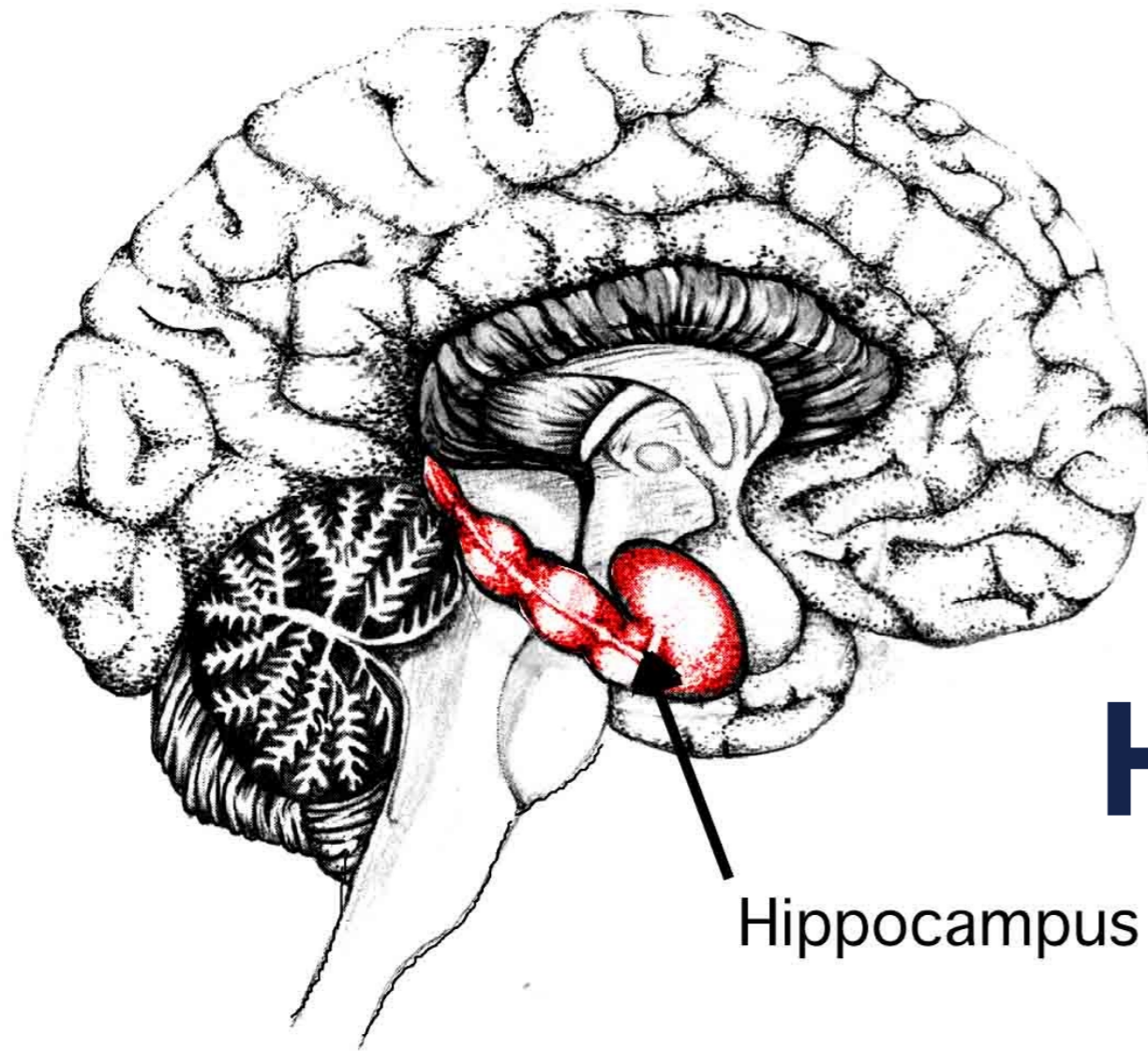
“I give you permission to hold me accountable.”

6. Ask for anything else that may be there.

“Is there anything else?”



Looking at Ourselves



PASSION/EMOTION



PURPOSE



HIPPOCAMPUS

“It is not the things that we have done or that have happened to us that keeps us bound. It is the lies associated with them that keep us bound.”

“Remember, there is always one more thing about a person’s life that we know nothing about.”

OSWALD CHAMBERS

Remember... “There is always one more thing in a person’s hippocampus that we know nothing about.”

“There is always one more thing in your hippocampus that you know nothing about.”



The Thinking Model





The Thinking Model

A **NEW** Process





TFA

**Change Your Thoughts
Change Your Feelings
Change Your Actions**



**Remember, there is
always one more thing
about a person's life that
we know nothing about.**

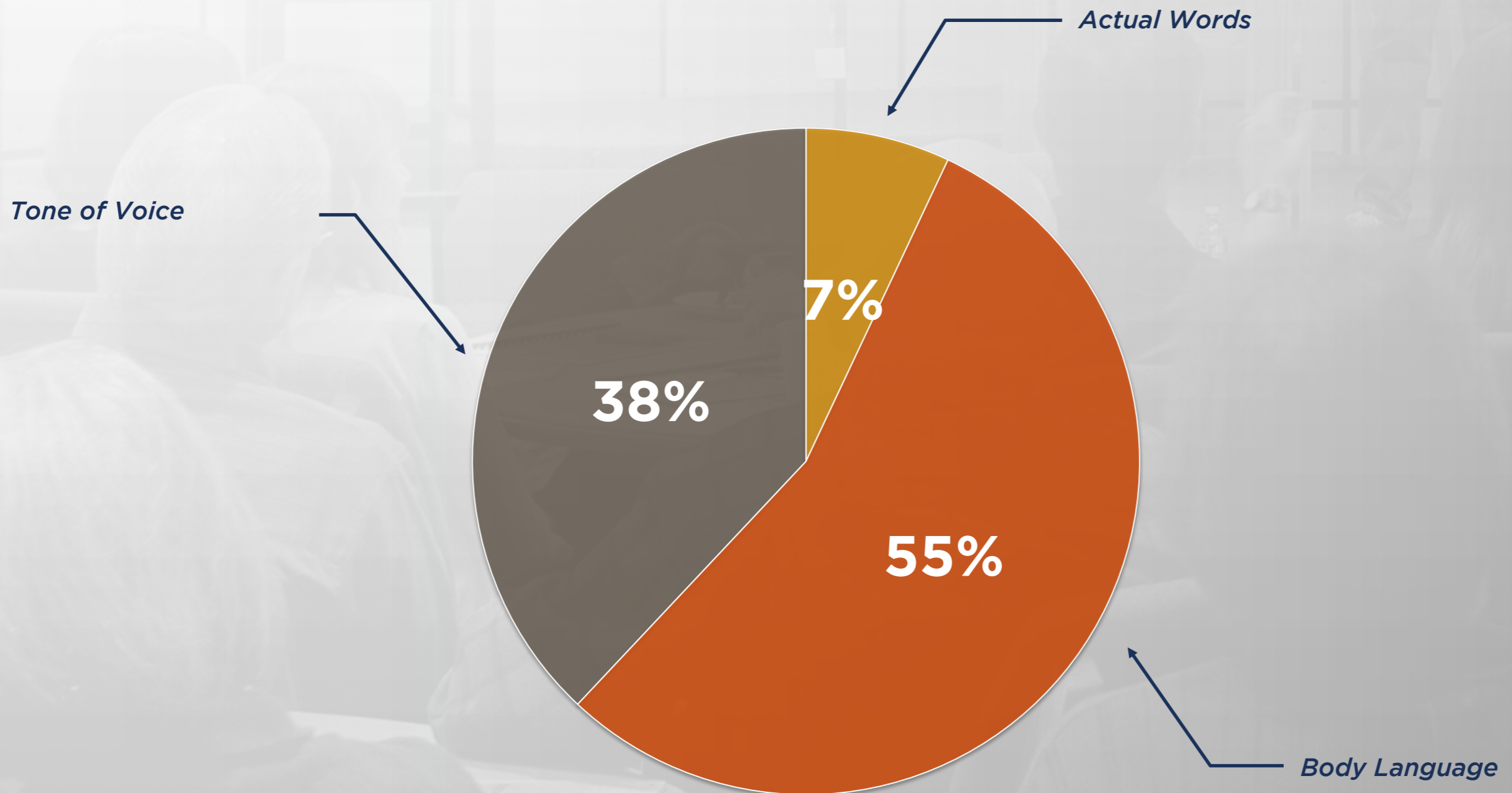


Building Communications



How We Communicate

The content of a message is communicated by





Listening

S - Square Up and Silence

L - Lean In and Listen

O - Open Posture and Open-Ended Questions

W - Willing to Be Engaged

E - Eye Contact

R - Relax, Respond, and Repeat (if necessary)

“Some say silence is deadly. The right kind of silence within your organization can lead to the best solution or outcome.”

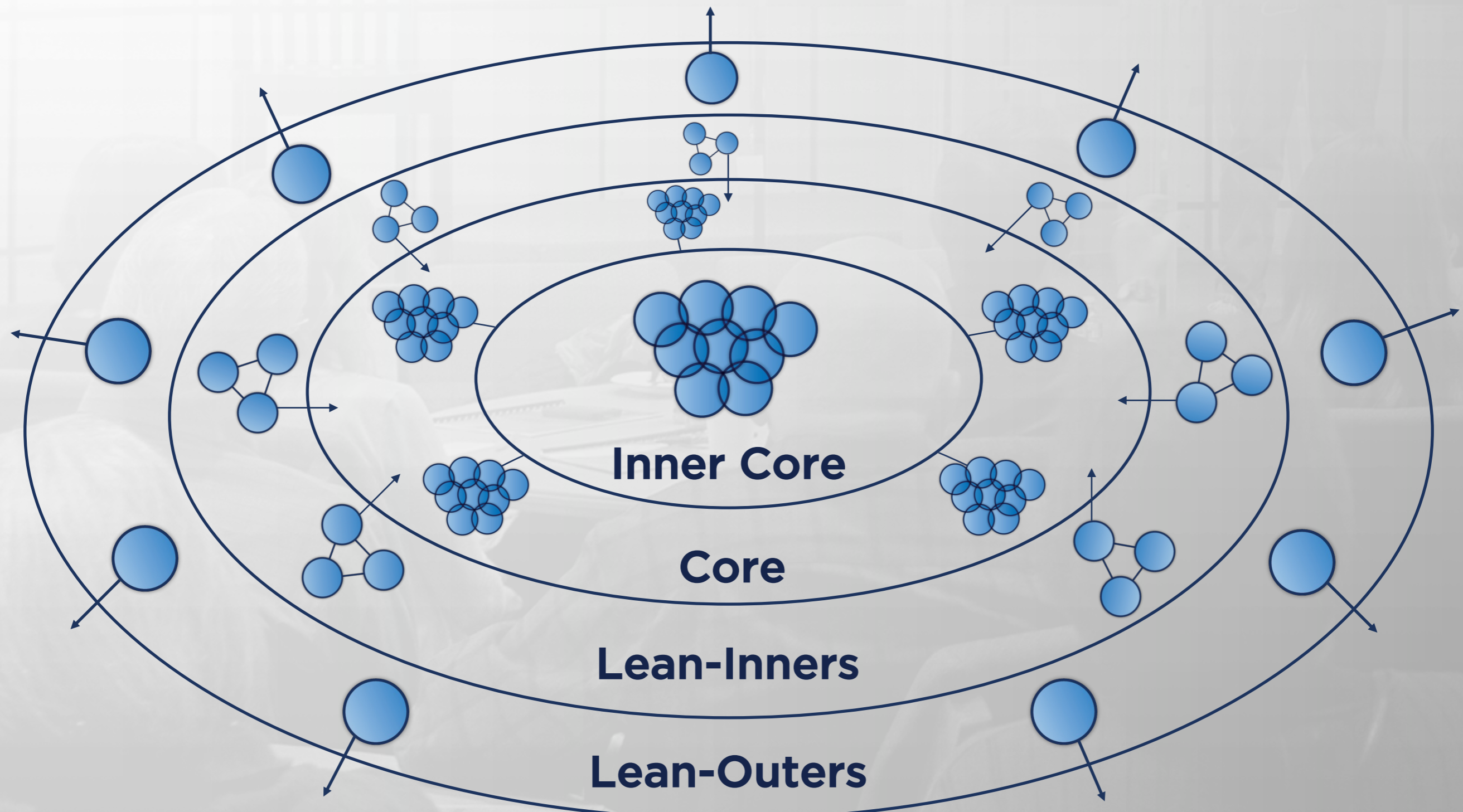


Organizational Growth

“Leadership is about influence, not about control. Leadership is not a job or a position. It is a lifestyle.”



Organizational Models





What Makes a High-Performing Team?

Individual High-Performance

&

Healthy Relationships Skills



Trust Continuum

NO TRUST

COMPLETE TRUST

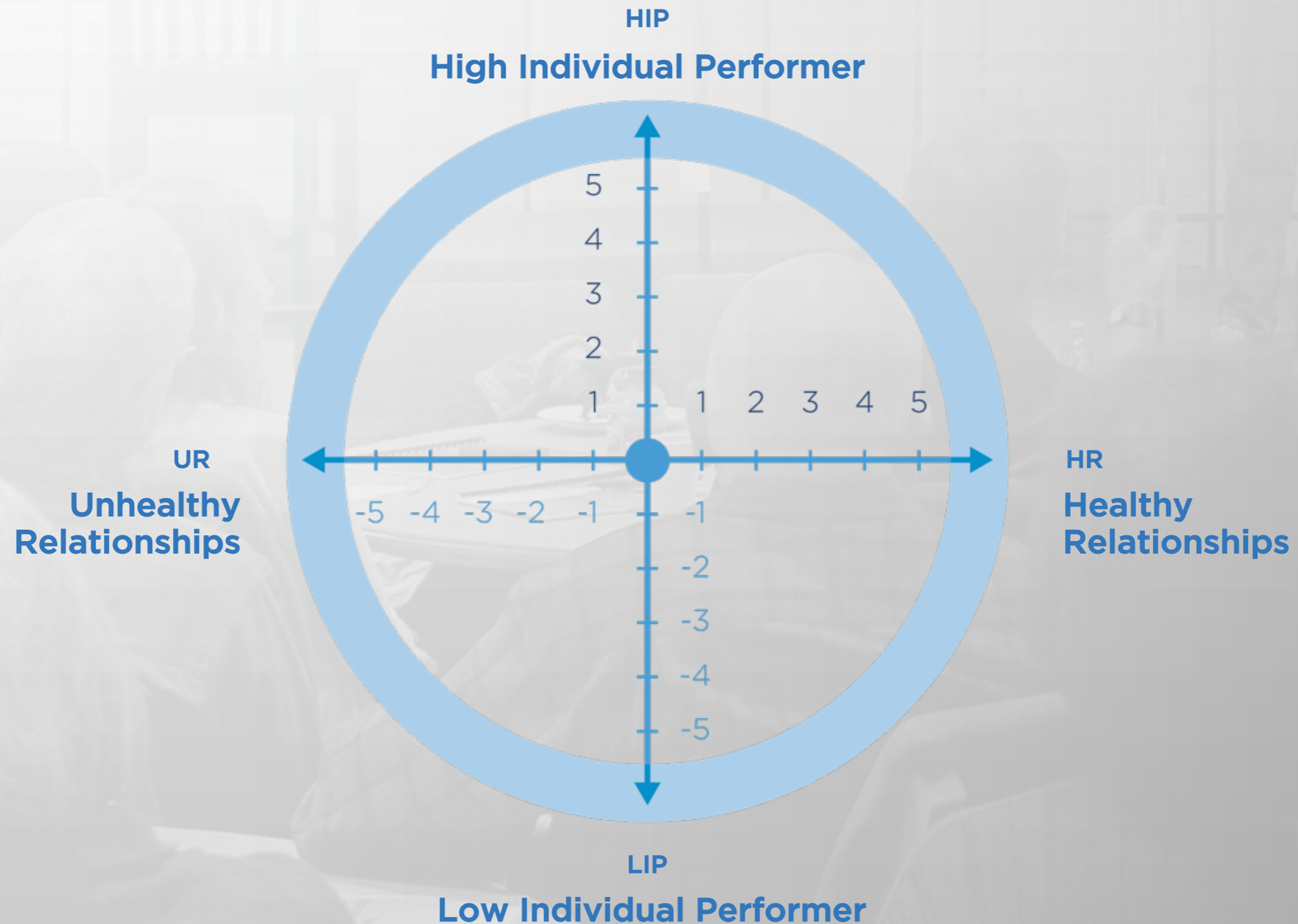


**No trust until given
a reason to**

**Complete trust until
given a reason not to**



High Performing Teams





Moving Forward

Equipping

Gifting
Strengths
Talents
Skills

HOW

Purpose
Calling

10/10



Core Values

BE

WHY

Passion
Heart



21

3-4

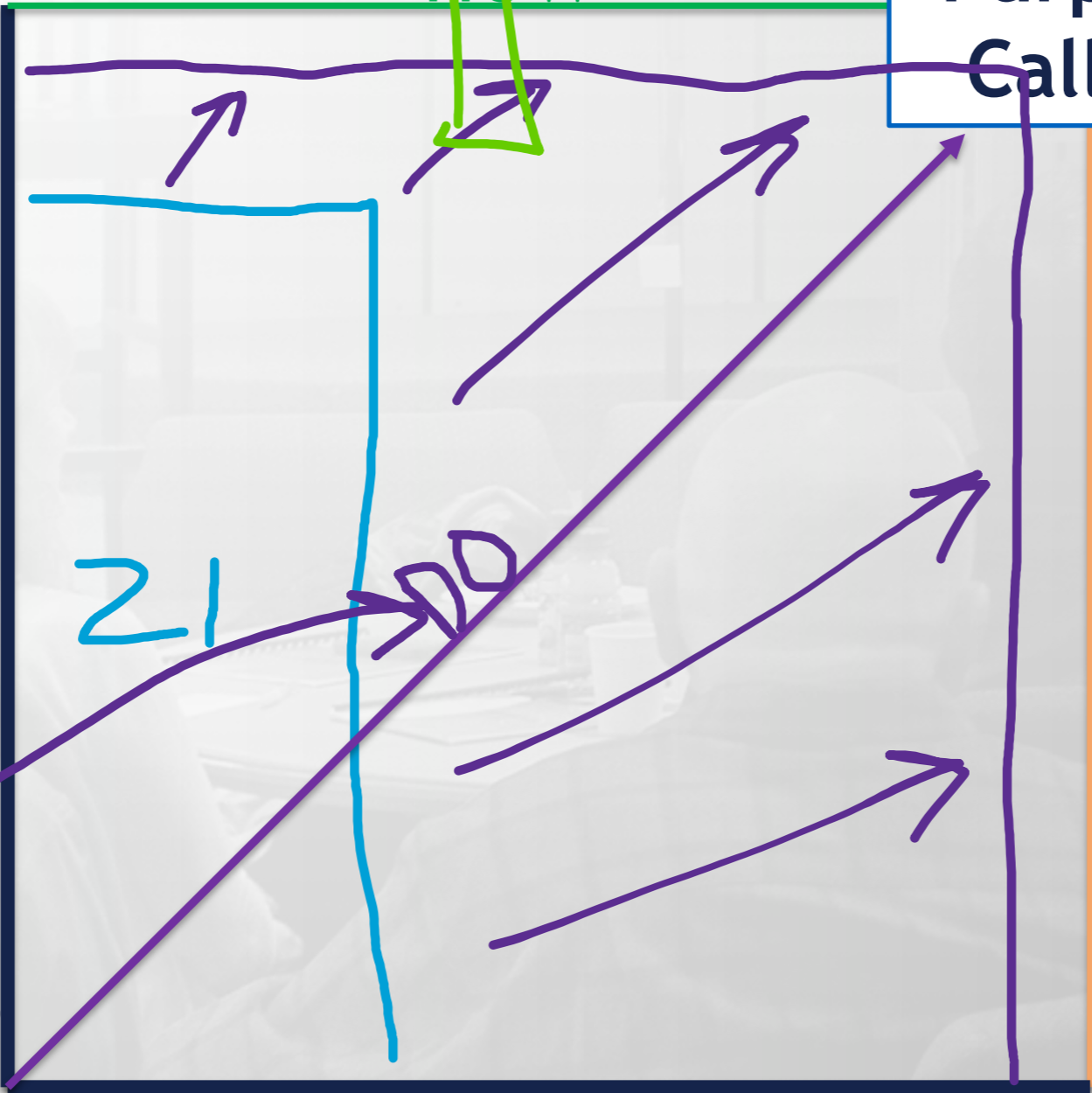
Power
Gifting
Strengths
Talents
Skills

9
9

HOW

**Purpose
Calling**

10/10



WHY

Transform



Core Values
BE

Passion
Heart



VPMOSA: Mission in Life

- 1. Tombstone: What do you want it to say?**
- 2. Obituary: How do you want it to read?**
- 3. Values: Based on #1 and #2, what values should you be living out here and now?**
- 4. Vision: Where are you going? What are you going to accomplish?**
- 5. Purpose: Why are you accomplishing that vision? Why do you do what you do?**
- 6. Mission: What sets you apart? What are you willing to do that no one else will do to fulfill your vision?**
- 7. Objectives: Identify 3-6 objectives that you want to accomplish in the next 12-18 months to move you towards the VPM?**
- 8. Strategies: Identify 2-3 strategies to fulfill each objective.**
- 9. Actions: Identify specific actions needed to meet each strategy within the next 12-18 months.**



Gas Tank T-Chart

**Gas Tank
Fillers**

vs.

**Gas Tank
Emptiers**



Bumper Buddies

Two things required for Bumper Buddies:

1. They love you enough to tell you when you are getting off track or BUMP you back on track.
2. You trust them enough to tell them when your heart is wandering and allow them to BUMP you back on track.



Who are the potential Bumper Buddies in your life?