

# Collaborative Leadership



FORUM 2015

Building Partnerships in  
Procurement

Presented by  
Alan H. Culpeper,  
CPPO, VCO, VCM

# Our Agenda

- Defining Collaborative Leadership
- Supportive Structures
- Skills and Attitudes
- Successful Conversation
- Dealing with Conflict



# Defining Collaborative Leadership

## What Collaborative Leadership is Not

- Sticking it to the man
- Stating “It’s not my problem”
- You, or your best interest



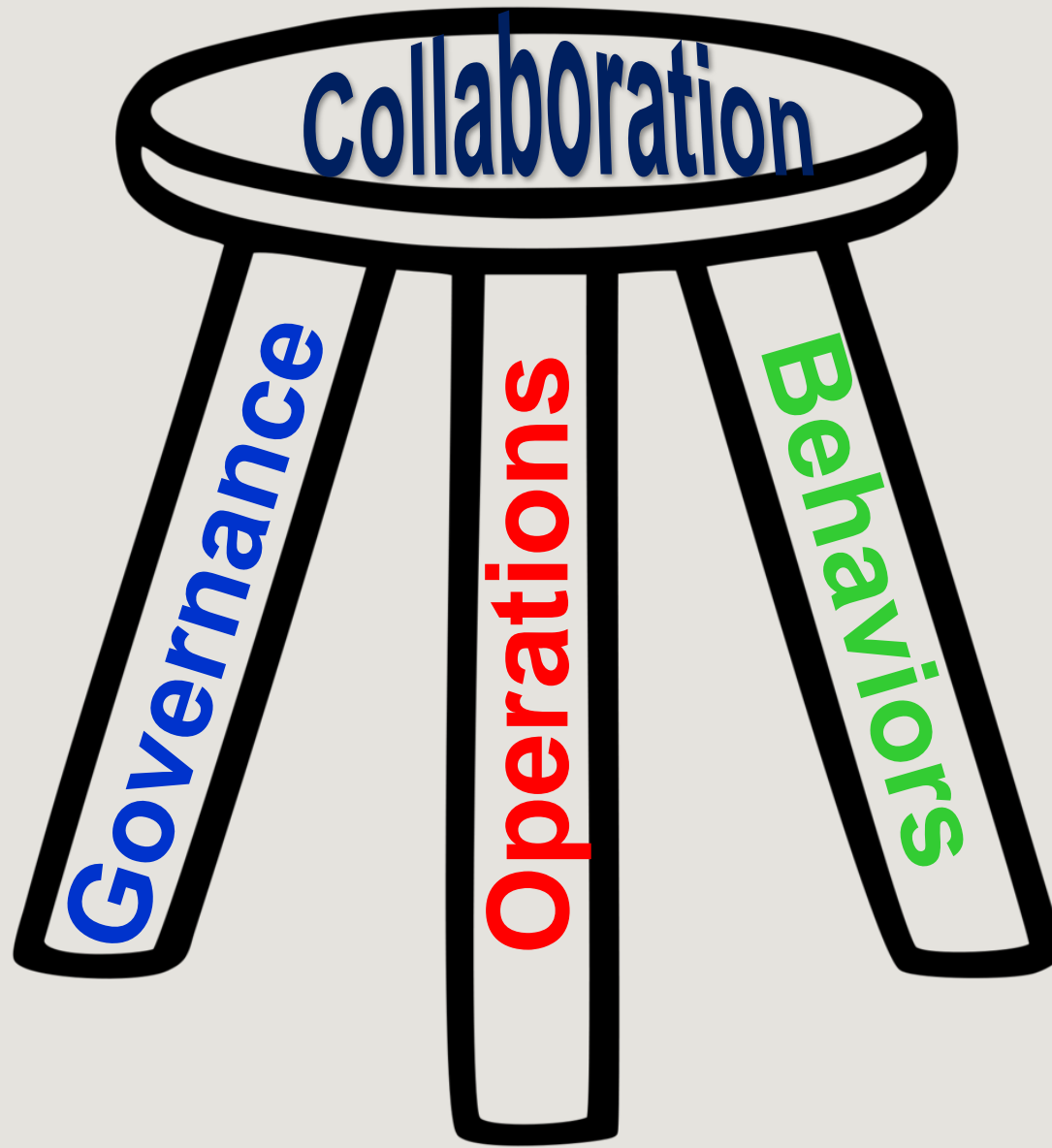
# Defining Collaborative Leadership

## What is Collaborative Leadership?

- Building Relationships
- Handling Conflict
- Sharing Control



# Support Structure of Successful Collaboration



# The Partnership Roadmap

Beginning

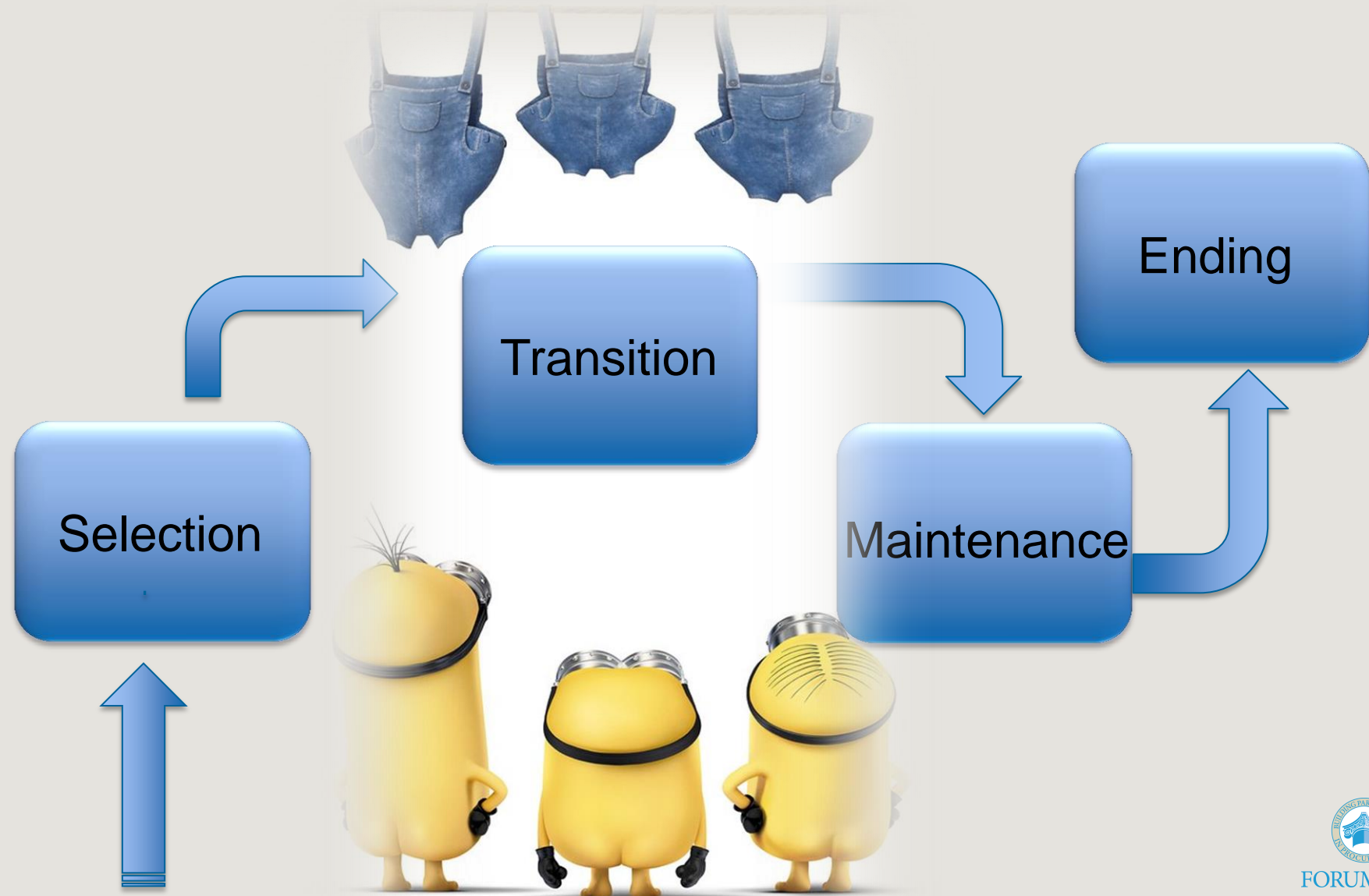


Middle

End



# 4 Stages of Collaboration



# Skills and Attitudes

## Leadership Skills

1. Mediation
2. Influencing
3. Engaging

## Attitude Skills

4. Agility
5. Patience
6. Empathy





# Collaborative Dysfunction (CD)

- Usually found in older collaborative team
- Reckless Meeting Disorder
- Project Management Stress



# Collaborative Dysfunction (CD)

Side effects symptoms may include:

- An unsafe rise in blood pressure
- Headache
- Upset stomach
- Abnormal vision
- Inability to focus



Make sure your heart is healthy enough before starting any collaborative team leadership.



# Secrets of Successful Conversation with Collaboration

**Rule #1** There is not a simple formula to make collaboration work.

- Ensure everyone is involved
- Stuff Happens – Don't Play the Blame Game
- Patience is a Virtue
- Share the Credit



# You're Going to have Conflict

## Issues Involving Conflict

- Not understanding or identifying the reason for the conflict
- Different objective or values
- Different organizational culture
- Different personalities



# Addressing Conflict

1. Understanding the needs of the group.
2. Finding the greater good.
3. Holding difficult conversation



# Understanding the need of the Group

Behaviors

***Inclusion***

***Control***

***Openness***

Feelings

Significance

Competence

Likeability

Fears

Will I be  
ignored?

Will I be able  
to cope?

Will I be  
rejected?

Signs

In or out

Boundary  
disputes

Flexibility





# Understanding Conflict

1. How people's habitual behavior's respond to conflict, and;
2. How people behave under stress

- Avoidance
- Denial
- Aggression
- Manipulation



# Lessons Learned from Collaborative Leadership

- Seek out conflict early.
- Don't expect your partner to have the same objectives.
- If you want people to invest in your success you must invest in their success
- Sometimes collaboration is not a moral choice.





# Lessons Learned from Collaborative Leadership

- Sometimes you need to have patience to make the process work.
- Listen hard and show that you understand.
- Engage others in your mission.
- Be authentic in all you do.



# Top 10 Annoying Business Phrases

## Phrase

## Translation

- |                              |                            |
|------------------------------|----------------------------|
| 10. Think outside of the Box | You're not creative enough |
| 9. Give 110%                 | Give until you bleed       |
| 8. Thrown under the bus      | Human sacrifice            |
| 7. Reaching out              | You need help              |



# Top 10 Annoying Business Phrases

## Phrase

## Translation

6. Low-hanging fruit

So easy a caveman can do it

5. My two cents

Unsolicited opinion

4. Bring your “A” game

You’re in the hot seat, be prepared and know your stuff



# Top 10 Annoying Business Phrases

## Phrase

## Translation

3. Paradigm shift

Change in  
management

2. Team engagement

Let's have a  
committee meeting

1. Giving you a heads up

Stuff is fixing to hit  
the fan



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