

Collaborative Leadership



FORUM 2015

Building Partnerships in
Procurement

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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



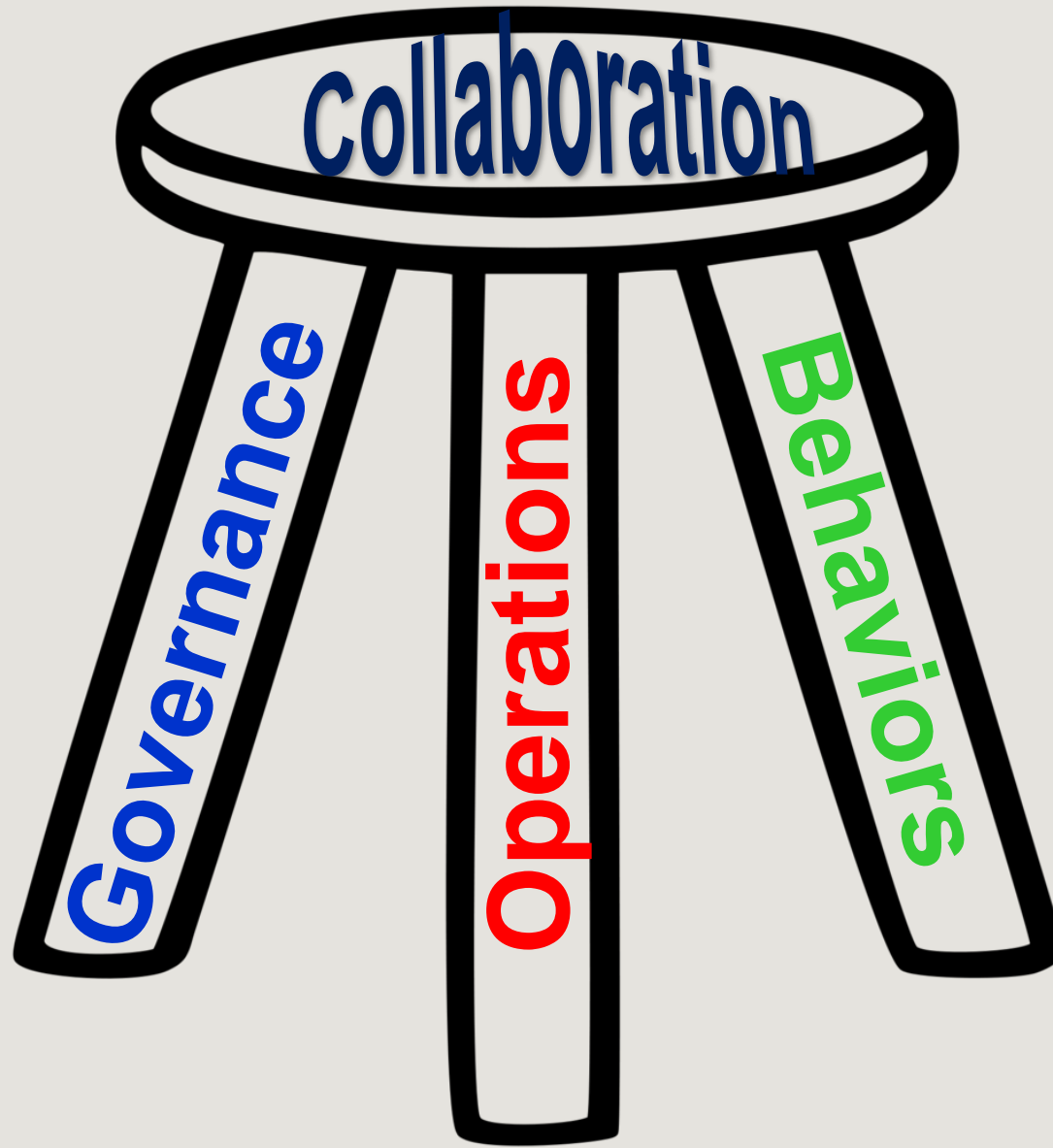
Defining Collaborative Leadership

What is Collaborative Leadership?

- Building Relationships
- Handling Conflict
- Sharing Control



Support Structure of Successful Collaboration



The Partnership Roadmap

Beginning

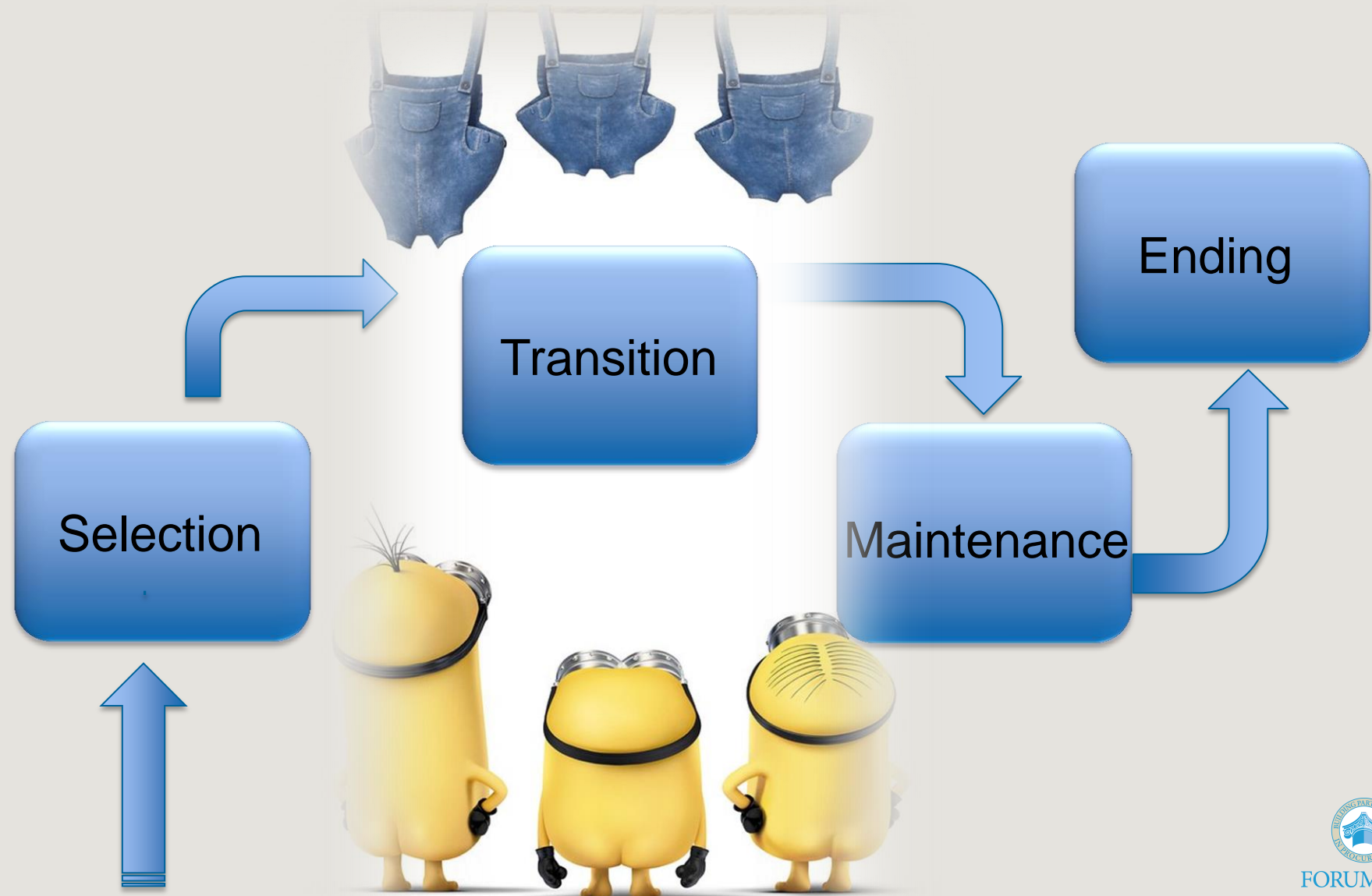


Middle

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



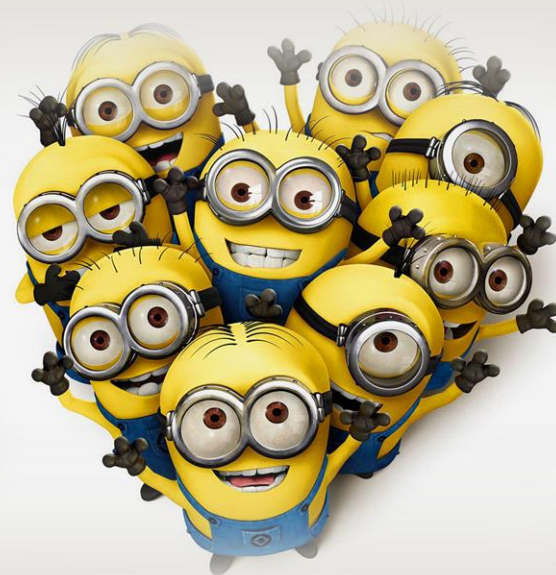
Make sure your heart is healthy enough before starting any collaborative team leadership.



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

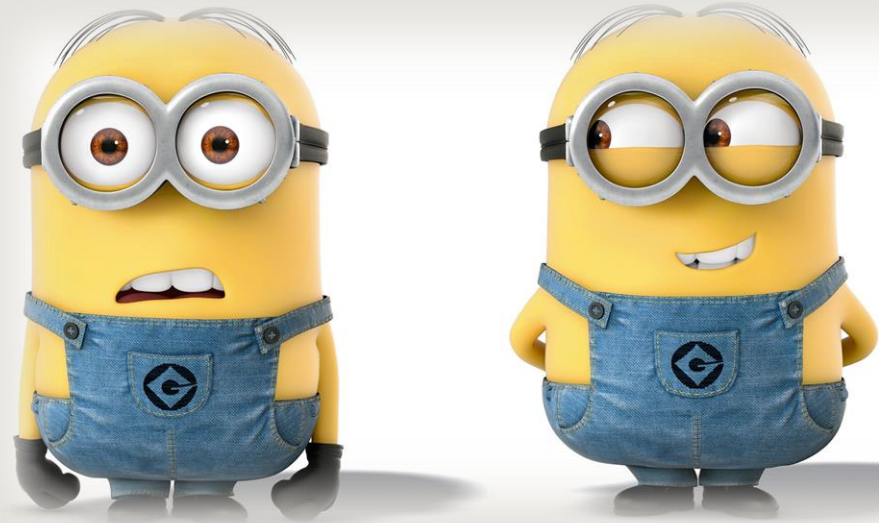
Flexibility



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

3. Paradigm shift

2. Team engagement

1. Giving you a heads up

Translation

Change in
management

Let's have a
committee meeting

Stuff is fixing to hit
the fan



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