

Best Practices in a Collaborative Leadership Team



Be Intentional

Schedule “off the clock” time for your team to get to know each other as individuals. Communicate intended outcomes of recurring meetings to ensure efficient use of the little in-person time together. Provide opportunities for all members of the leadership team to contribute regularly.



Be Communicative

Communicate anticipated changes in a timely manner and be clear on roles related to execution. (i.e. “Divide and conquer”).



Be Collaborative

Establishing shared goals within leadership helps the team to understand the collective effort needed to attain outcomes. It also provides an opportunity for the team to set the tone for the entire organization, and how they each contribute to its success. This collaboration offers an opportunity to identify ideal teammates within the group who will lead the charge in supporting the desired company culture through their actions by how they support and communicate with their employees.



Be Prepared

Ahead of check-ins, have agenda items to discuss and be clear about takeaways/next steps. Establish a cadence around virtual check-ins and meetings vs. in-person, and be clear about which topics should be discussed in-person.



Be Inclusive

Strive to be inclusive and meet people where they are by valuing and rewarding commitment. Instill a “We” over “Me” approach and lead with empathy, honesty, and optimism. Beyond strengthening the business’ bottom line, the inclusion of diverse thoughts also allows individual growth through new perspectives and a shared understanding of the impact a business decision has on segmented groups—all of which aid in the creation of a safe environment for employees and customers.

There’s no doubt, the rise of remote/hybrid work has affected leadership collaboration. However, with the right tools, leadership collaboration can be positively impacted by the hybrid work model.

How?



The hybrid model allows for a tailored approach to the unique needs of each individual, allowing them to be more present for the many demands often required in a leadership position. Exhibited collaboration among the leadership team in the hybrid model also increases engagement among staff who see that they genuinely value flexibility.

ABOUT HR LAB



For more tips & strategies for HR Professionals from innovative Twin Cities leaders, re-watch our HR Lab, moderated by Jenna Estlick, Vice President of HR Interim Solutions at Versique, with speakers Ethan Casson, Sianneh Mulbah, R.T. Rybak, and Milpha Blamo.

Scan the QR code to watch the session.

People make it possible.