Leadership for Collective Impact

Paul Schmitz
Senior Advisor, Collective Impact Forum
@paulschmitz1

Coming to Believe

Culture Eats Strategy for Breakfast

Peter Drucker
Stepping Up

When did you first step up on behalf of an issue, cause, or person important to you?

Defining Leadership

My Journey
Defining Leadership

1 An action many can take, not a position few can hold

2 Taking responsibility to work with others on common goals

3 Practice of values that engage commitment from others

A Leadership Story

Who was the leader?

Social Change has always come from the leadership of the many
Practicing Values
1 Asset-Based
2 Diversity & Inclusion
3 Collaboration
4 Continuous Learning
5 Integrity

Asset-Based
1 Doing with, not to or for communities

Community Assets
How are you working to get community members to own collective impact?
How do community members (neighbors, friends, family) produce outcomes?
When you change who is at the table, you change the table itself.

Who is at your tables?

How might power & privilege distort the lenses of your effort?

How do you address power imbalances among leaders, organizations?

Collaboration is about building TRUST.
**Introductions**

What gifts or skills make you a good family member and friend?
What skills make you an effective leader?
What are talents or hobbies you love doing and can get lost in for hours?

**Collaboration**

How do you build relationships where people understand each others interests, motivations, barriers, styles?
Do you have the trust necessary to surface and resolve conflicts?

**Continuous Learning**

4 Own mistakes, ask for feedback, and ask for help
**Things I Suck At**

Interpersonal conflict  
Personnel management  
Patience with process  
Administrative paperwork  
Being punctual  
Small talk  
Time Management  
Fundraising  
Active listening  
Trusting my instincts  
Delegating responsibility  
Making unpopular decisions  
Staying attentive in long meetings

**Continuous Learning**

How do you create a safe space for people to be vulnerable with each other?  
How do you create an effective and authentic learning environment for your teams?

**Integrity**

5  
Be true to your “be” and accountable to those you work with and those you serve
Integrity

Are you holding everyone to fair and shared standards of performance and participation?

Do you test your definitions of success in the community?

Lead Together

Be Intentional About Culture

Make lots of room at your tables

Build Trust for Action, Learning

Know when to step up and step back

Leadership for Collective Impact

Paul Schmitz
Senior Advisor, Collective Impact Forum
@paulschmitz1