

INTRODUCING COLLECTIVE LEADERSHIP TO ORGANISATIONS



LEADERSHIP
COEFFICIENT

Leadership Coefficient is a **Collective Leadership** consultancy. Through the understanding of human systems principles, we create learning that inspires leaders to collaborate and innovate together more effectively. Silo behaviour is replaced by a sense of ownership for the whole. People at all levels are energised to contribute fully, reaching into their potential.

BUSINESS IMPACT

Collective Leadership is an organisational performance differentiator that directly impacts bottom line results, increasing workplace positivity and driving employee engagement. Our clients have experienced direct improvements in many areas, including employee engagement, workplace climate, productivity, quality, innovation and customer satisfaction.

TODAY'S CHALLENGE

- ⦿ Organisations continually need to transform in order to sustain themselves: new qualities are needed to lead in an increasingly complex change environment
- ⦿ It is no longer possible for one leader to know everything: the ability to think systemically and harness the collective intelligence has become critical to success
- ⦿ Leaders need to be fully present in order to anticipate the subtle signals of change and respond proactively to the challenges and opportunities of the future

COLLECTIVE LEADERSHIP

In a collective leadership model leaders know how to generate results collectively - how to call on everyone's participation and leverage all talents, working within a shared clarity of purpose, while also sensing future opportunities and possibilities ahead.

Collective leadership has a foundation of trust, knowing that all team members will engage themselves fully and take ownership for the whole, contributing their unique skills and perspectives. Collective leadership leverages the intelligence and creative power of the whole, which has a different quality from the sum of the individual parts.

SYSTEMS THINKING

To develop the disciplines of systems thinking we focus on skills and behaviours that enable leaders to connect, co-create and co-lead together, thinking in more interdependent ways to drive innovation. Leaders develop the capacity to ask different questions, observe systemic patterns and shift mental models. With a focus on individual and team strengths and dynamics, we foster in teams an ability to find their own way to enhanced performance, creating culture together.

LEADERSHIP EMBODIMENT

At the heart of our innovative systems approach to leadership is a focus on leadership embodiment: enabling leaders to access their whole body intelligence - head, heart, gut - in order to have greater clarity of insight and decisions. Collective leadership is based on the premise that answers to complexity will emerge from a collective's full, embodied intelligence.

THREE PRINCIPLES OF COLLECTIVE LEADERSHIP

Our programs are based on these three foundational principles:

- ***Focus on the 'Being' of Leadership, not only on the 'Doing'***
Participants explore the complexities of "who we are being" in our relationships, versus the traditional focus on what we are supposed to be doing as leaders. A collective model requires deep self-awareness and the courage to express oneself fully and authentically.
- ***Leading from the Whole System versus from 'the Rock'***
Our model emphasises the collective (or system). Traditional leadership models focus on the individual. In collective leadership the team members are conscious that they are part of a larger whole and are co-leading from a systems perspective.
- ***Leading from the Emerging Future rather than the Past.***
We address the imperatives for leading in a fast changing, complex world to remain sustainable. It requires leaders to be present, aware, able to see with fresh eyes, ask different questions, see systemic patterns, and leverage collective strengths, in order to anticipate a future that is emerging moment by moment.

WHO WE ARE

At Leadership Coefficient we are experienced consultants, facilitators and certified coaches. Our global team members have broad business backgrounds and international experience in senior corporate roles. In particular we are practitioners in the work of the Coaches Training Institute, the Center for Right Relationship and the Presencing Institute for Theory U.

LEADERSHIP COEFFICIENT PTY LTD



+ 61 (0)2 8231 6665



info@leadershipcoefficient.com



www.leadershipcoefficient.com