

BUILDING COLLABORATIVE LEADERSHIP SKILLS



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TRAINING CENTER



Introduction

Most important work today crosses team, department, and organisation boundaries, which means leadership depends on cooperation rather than control. The Building Collaborative Leadership Skills Training Course develops the ability to lead through influence, shared goals, and trust. Participants learn to map stakeholders, build coalitions, and run joint work without formal authority over everyone involved. Furthermore, the course covers negotiation, conflict resolution, and communication across different functions and cultures. In addition, it addresses co-creation, shared accountability, and measuring collaborative results. As a result, participants return able to move work forward across the organisation rather than only inside their own team.

Building Collaborative Leadership Skills Course Objectives

- Apply stakeholder mapping and power-interest analysis to collaborative work.
- Build influence without relying on formal authority.
- Establish shared goals, mutual commitments, and joint accountability.
- Apply negotiation techniques to reach workable agreements.
- Resolve cross-functional conflict constructively and early.
- Design collaborative meetings and co-creation workshops.
- Communicate effectively across functions and cultures.
- Build and sustain trust in cross-team relationships.
- Apply collaborative tools such as Microsoft Teams and shared workspaces.
- Measure collaborative outcomes with joint KPIs and reviews.

Course Methodology

- Instructor-led sessions linking collaboration theory to organisational practice.

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- Practical exercises in stakeholder mapping, negotiation, and shared planning.
- Case studies of successful and failed cross-functional collaboration.
- Role-play exercises on conflict, influence, and difficult partners.
- Group workshops building collaboration charters and joint KPI sets.
- Continuous knowledge checks and a final assessed collaboration project.

Who Should Take This Course

- Managers leading cross-functional or cross-departmental work.
- Project and programme leaders with shared resources.
- Team leaders working with partner departments.
- Change and transformation leads coordinating multiple functions.
- Specialists leading without formal authority.
- Public sector officers coordinating across agencies.

Building Collaborative Leadership Skills Course Outlines

Day 1: Why Collaboration Fails and Succeeds

- The organisational cost of silo working.
- Common reasons collaboration breaks down.
- Collaboration types: networking, coordinating, cooperating, co-creating.
- Mapping the collaboration landscape around your work.
- Identifying mutual benefit and shared interests.
- Setting the foundations for trust and reciprocity.
- Workshop: mapping collaborators and obstacles for a live initiative.





Day 2: Influence Without Authority

- Sources of influence beyond position and title.
- Reciprocity, credibility, and evidence-based persuasion.
- Understanding what each partner needs to gain.
- Framing proposals around shared outcomes.
- Building coalitions and early supporters.
- Handling resistance and hidden agendas.
- Workshop: planning an influence approach for a resistant partner.

Day 3: Negotiation and Agreement Building

- Interest-based negotiation and separating positions from interests.
- Preparing for negotiation: BATNA, interests, and tradeables.
- Creating options and expanding the value available.
- Handling hard negotiators and positional tactics.
- Documenting agreements and mutual commitments.
- Escalation routes when agreement stalls.
- Workshop: negotiating a shared resource agreement.

Day 4: Communication, Conflict, and Trust

- Communication styles across functions and cultures.
- Active listening and confirming shared understanding.
- Running collaborative meetings and co-creation workshops.
- Early detection and resolution of cross-team conflict.
- Mediating between departments with competing priorities.

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- Repairing trust after disagreement or missed commitments.
- Workshop: resolving a live cross-team disagreement.

Day 5: Joint Accountability and Measuring Results

- Shared goals, joint KPIs, and mutual obligations.
- Collaboration charters and ways of working.
- Using Microsoft Teams and shared workspaces effectively.
- Reviewing collaboration performance with partners.
- Sustaining collaboration beyond a single project.
- Building a personal collaborative leadership development plan.
- Workshop: presenting a collaboration charter and improvement plan.

Conclusion

By successfully completing the Building Collaborative Leadership Skills Training Course, participants will have acquired the knowledge to map stakeholders, influence without authority, negotiate workable agreements, resolve cross-functional conflict, and build trust across teams. They will also gain the ability to establish shared goals, joint accountability, and measurable collaborative results. Furthermore, the course prepares leaders to move work forward across the whole organisation rather than only within their own function. Gentex Training Center delivers this programme with a strong emphasis on practical, workplace-ready collaborative practice.

FAQs





Q1 What is the "Building Collaborative Leadership Skills" course about?

It is a practical programme on leading through cooperation across teams, departments, and organisations. It covers stakeholder mapping, influence without authority, interest-based negotiation, cross-functional communication, conflict resolution, co-creation workshops, shared goals and joint accountability, and measuring collaborative results.

Q2 What are the key benefits of the "Building Collaborative Leadership Skills" course?

Participants gain the ability to get work done across the organisation without depending on formal authority, which shortens approval cycles and reduces friction between departments. The course lowers unproductive conflict, improves partner commitment, strengthens joint planning, and increases the leader's credibility with peers and senior stakeholders.

Q3 What skills will I gain from the "Building Collaborative Leadership Skills" course?

Stakeholder mapping and coalition building; influence without authority and evidence-based persuasion; interest-based negotiation and agreement building; and cross-functional communication, conflict resolution and joint accountability management.



Q4 What tools, methods, or standards are covered in the "Building Collaborative Leadership Skills" course?

The course covers stakeholder power-interest grids, collaboration types from networking to co-creation, influence and reciprocity techniques, interest-based negotiation with BATNA analysis, mutual gains option generation, collaboration charters, RACI clarity for shared work, joint KPI frameworks, co-creation workshop formats, Microsoft Teams and shared workspaces, and collaboration review methods.

Q5 How is the "Building Collaborative Leadership Skills" course applied in real-world practice?

Graduates apply it by mapping who needs to be involved, building early support before formal meetings, and framing proposals around shared benefits. They also negotiate resources with interest-based methods, run joint planning sessions, address friction between departments early, and review progress against shared KPIs with their partners.