

COLLABORATIVE LEADERSHIP



GENTEX[®]
TRAINING CENTER



Introduction

Collaborative Leadership is the practice of achieving shared results through influence, trust, and collective decision-making rather than positional authority. Leaders who master this approach build teams that think together, commit fully, and adapt quickly. This Collaborative Leadership Training Course helps participants move beyond command-and-control habits and adopt practical methods for alignment, psychological safety, and joint problem-solving. Participants explore how to balance accountability with participation, run meetings that produce real decisions, handle disagreement constructively, and build coalitions across functions. Furthermore, the course addresses cross-cultural collaboration, virtual teamwork, and stakeholder influence in complex organizations. As a result, leaders leave with concrete techniques they can apply immediately to improve team performance and engagement.

Collaborative Leadership Course Objectives

- Apply collaborative leadership principles to real team and organizational situations.
- Build psychological safety so team members speak up, challenge ideas, and share information openly.
- Facilitate group decision-making using structured methods such as consensus building and RACI.
- Manage conflict constructively through interest-based negotiation and ThomasKilman conflict modes.
- Lead cross-functional and virtual teams using collaboration tools such as shared team charters and digital workspaces.
- Influence stakeholders without formal authority using the Cialdini influence principles and stakeholder mapping.
- Design and run meetings that produce clear decisions, owners, and deadlines.
- Give and receive feedback using models such as SBI (SituationBehaviorImpact).

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- Develop a personal leadership improvement plan with measurable goals.
- Strengthen team engagement and shared accountability through delegation and coaching conversations.

Course Methodology

The course uses interactive, practice-based methods:

- Facilitated workshops and structured group discussion.
- Live simulations and role-play of real leadership scenarios.
- Case studies drawn from cross-functional and multicultural teams.
- Self-assessment tools such as conflict-mode and influence-style inventories.
- Peer feedback and reflective journaling.
- Action planning that turns each module into a workplace commitment.

Who Should Take This Course

- Team leaders, supervisors, and first-line managers.
- Mid-level and senior managers leading cross-functional teams.
- Project, program, and change managers.
- HR and organizational development professionals.
- Department heads and section managers.
- Professionals preparing to move into a leadership role.

Collaborative Leadership Course Outlines

Day 1: Foundations of Collaborative Leadership

- Defining collaborative leadership versus traditional authority-based leadership.



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- Examining leadership styles using the Goleman six leadership styles framework.
- Understanding trust as the foundation of team performance.
- Assessing your own collaborative leadership strengths and gaps.
- Mapping stakeholders using powerinterest grids.
- Setting shared goals and team charters.
- Reflecting on day one through guided self-assessment.

Day 2: Communication, Influence, and Psychological Safety

- Building psychological safety using Edmondson's framework.
- Practicing active listening and inquiry-based questioning.
- Applying the SBI model for constructive feedback.
- Using Cialdini's six principles of persuasion ethically.
- Communicating clearly across cultures and time zones.
- Leading difficult conversations with confidence.
- Role-playing influence scenarios without formal authority.

Day 3: Decision-Making and Shared Accountability

- Selecting decision modes: command, consultative, consensus, and delegation.
- Facilitating group decisions with the RACI matrix.
- Avoiding groupthink and using devil's advocacy and red-team techniques.
- Running decision meetings with clear owners and deadlines.
- Delegating effectively using the five levels of delegation.
- Holding teams accountable without micromanagement.
- Documenting decisions for transparency and follow-up.





Day 4: Conflict Resolution and Negotiation

- Diagnosing conflict sources and stages.
- Applying the ThomasKilmann conflict mode instrument.
- Using interest-based negotiation (Fisher and Ury method).
- Separating positions from underlying interests.
- Mediating peer disputes as a neutral leader.
- Repairing trust after conflict.
- Practicing negotiation in realistic team scenarios.

Day 5: Leading Collaboration Across Systems

- Leading virtual and hybrid teams with digital collaboration platforms.
- Using collaboration tools such as Slack, Microsoft Teams, and Miro boards.
- Aligning collaboration across departments and silos.
- Promoting innovation through shared problem-solving.
- Building a collaboration culture with rituals and recognition.
- Measuring team collaboration using engagement and performance indicators.
- Finalizing a personal collaborative leadership action plan.

Conclusion

By successfully completing Collaborative Leadership, participants will have acquired a practical toolkit for leading through influence, trust, and shared decision-making. They will have gained skills in psychological safety, conflict resolution, negotiation, and cross-functional alignment, along with a personal action plan for continued growth. Gentex Training Center designed this program to produce leaders who deliver results while strengthening the teams around them.



FAQs

Q1 What is the "Collaborative Leadership" course about?

It focuses on leading without relying only on authority. Participants learn to build trust, create psychological safety, make shared decisions, and align teams across functions through practical, workplace-ready methods.

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

Participants gain stronger team engagement, faster and better decisions, reduced destructive conflict, and improved cross-functional cooperation. Leaders also gain confidence in influencing stakeholders, running effective meetings, and holding teams accountable without micromanagement.

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

You will develop four core skills: collaborative decision facilitation, constructive conflict resolution and negotiation, stakeholder influence without formal authority, and psychological safety and team trust building.



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

The course covers the RACI matrix, the ThomasKilmann conflict mode instrument, interest-based negotiation (Fisher and Ury), Cialdini's influence principles, the SBI feedback model, Goleman's leadership styles, powerinterest stakeholder mapping, and digital platforms such as Microsoft Teams and Miro.

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

Participants apply the methods to live team challenges, such as running decision meetings, mediating disputes, leading hybrid teams, and influencing stakeholders. Each module ends with an action commitment, so learning transfers directly into daily leadership work.