

Collaborative Leadership

JOIN

David Chrislip and the Tamarack Team

in this three-day Leadership Retreat



- Explore your leadership
- Rejuvenate
- Develop high impact collaboration techniques
- Accelerate change in your community

MAY 6-8, 2008 ■ Kitchener, Ontario

This workshop is for those who



- Manage a collaboration
- Lead in government
- Direct United Ways, community foundations and other place-based convening organizations
- Volunteer with or are a member of a collaborative roundtable
- Support collaborative work, including business, funders, national, provincial and regional government, and intermediary organizations

David D. Chrislip is one of the foremost students of collaborative leadership in the world today. For nearly 30 years, he has worked with communities and organizations, both nationally and internationally, and has conducted leadership development programs for thousands of students, managers and community leaders. He is co-author of the influential book *Collaborative Leadership: How Citizens and Civic Leaders Can Make a Difference* and author of *The Collaborative Leadership Fieldbook: A Guide for Citizens and Civic Leaders*.

The broader purpose of David's work is to build civil society. He focuses on three areas: civic leadership development, collaboratively addressing complex community issues, and organizational strategy and development. He has served as a Senior Associate of the National Civic League and as Vice President of Research and Development for American Leadership Forum. For 20 years, he was a senior course director with the Colorado Outward Bound School and the National Outdoor Leadership School. He previously served in financial management positions with The Boeing Company.

David holds an M.P.A. degree from Harvard University's John F. Kennedy School of Government.

Join David and Tamarack's dynamic team in this three day Collaborative Leadership Retreat!



Collaborative Leadership

A shift occurs when leaders see that their institution doesn't have the power to do what it might want to do alone.
~ David Chrislip

Our traditional models of leadership do not serve us well, especially in our increasingly diverse and complex society. Our default position is often to simply avoid making a conscious decision. We choose to focus on a solution rather than a process that brings us to a solution.

We *can* make conscious, inclusive decisions on a community issue.

The pervasive concept of leadership is that of the heroic leader – they have a vision, they assert it, they persuade us, and they gain followers. Collaborative leadership turns that concept upside down simply by saying that if we bring good people together in constructive ways, we will be able to push forward. We need to remember that *how* we decide is as important as *what* we decide. The quality of engagement reflects the quality of our decisions and, ultimately, the quality of our outcomes.

The collaborative premise says: If you bring the appropriate people together in constructive ways with good information, they will create authentic visions and strategies for addressing the shared concerns of the organization and community.

Each part of that premise is important. First, you must bring the appropriate people together. Second, you have to bring people together in constructive ways. If the group is diverse, with very different perspectives and interests, they must come together in a constructive way. That's very different from simply bringing people together in a public hearing, throwing the issue on the table, and saying, "Have at it." The process is consciously designed for dealing with different understandings of the issue, different levels of trust, and different degrees of skill in working together. Third, in order for a group to make good decisions, they need good information. Experts are involved in the process, but they inform rather than drive it.

We invite you to spend three days exploring high impact collaborative leadership techniques to transform your community.

Learning Outcomes

Collaborative Leadership will inform and transform your perception of self as leader. Together, we will consider:

Working collaboratively

- When and how to engage others within an organization, with other sectors and with the community
- Working with diverse stakeholders
- Designing and facilitating collaborative interventions

Conceptions of leadership

- Expanding our conceptions of leadership
- Understanding our personal lens on leadership
- Images of collaborative leadership and their associated competencies
- Developing collaborative leadership skills

How to grow and sustain yourself as a collaborative leader

- The connection between passion and drive
- The burden of leadership
- Ways to rejuvenate



Come and join us for this dynamic leadership retreat!

Take advantage of:

- Daily Yoga, guided walks through Kitchener's cultural and civic spaces, Tai Chi in the park, and a chance to tour historic churches and buildings
- Engaging conversations in an intimate café setting
- An exclusive jazz performance by a local band
- The relaxing amenities of the beautiful downtown Delta, including an indoor pool, whirlpool, fitness facilities and sauna
- Downtown's culinary delights with restaurants that feature international and contemporary cuisine

Collaborative Leadership Daily Highlights

DAY ONE

Collaboration for Impact

- Forming the learning community
- The context for our collaborative work
- Adaptive work and its implications for civic leadership
- The four critical aspects to collaboration
- Pod learning and exercises
- Conversation Café to explore your leadership lens (evening)

DAY TWO

Community Leadership

- Designing and facilitating collaborative interventions
- The Leader's Role(s)
- How leadership makes a difference
- Building the "Civic Community"
- Movement Leadership: Techniques for Building Momentum
- Pod learning and exercises
- Leadership as Jazz (evening)

DAY THREE*

Exploring your Personal Collaborative Leadership

- Images of collaborative leadership
- Exploring your personal collaborative leadership
- Techniques for engagement and relationship building
- Technology for community building
- Pod learning and exercises
- Closing

Pre-retreat Learning

Prior to arrival, participants will be asked to read several articles and to complete a personal leadership questionnaire to prepare for this event. This leadership assessment will be used to develop a collaborative leadership profile that you will use during the learning event. You will also be invited to a pre-event tele-learning call.

*A two-day option is available. Find cost details on page six.

COST

The full cost of the program is \$975 for three days of on-site learning, including lunches, breaks and materials. Alumni of Tamarack's Communities Collaborating Institute and groups of three or more from the same organization or collaborative will receive a special rate of \$775. A two-day price is also available for those only able to stay for the first two days.

Tamarack is a charitable organization. As such, we do this work within our means. The development of the learning community represents our hope that the retreat will be a mutual experience shared by both the learner and the sponsors. The cost for participation is therefore also shared.

Conference rates have been secured at the Delta Hotel in Kitchener and room sharing can be arranged. Special airline and ground transportation rates are also being arranged. Travel direct to the Kitchener airport via WestJet, Northwest and Bearskin Airlines. Hamilton and Toronto airports are also conveniently located less than one hour from Kitchener.



Register now!

Registration for the inaugural Collaborative Leadership Retreat is limited. Since we seek to develop a dynamic participant mix, participants will be accepted on a first come, first served basis according to sector. Priority will also be given to collaborations that send multiple participants.

Registration packages are available online at www.collaborativeleader.ca. You can also receive a package by calling us at (519) 885-5155 or emailing Rachel at rachel@tamarackcommunity.ca. Once your completed registration is received, we will send you additional details, including pre-event instructions and workshop options.



Online Learning and Certification

The four-month online learning component is designed to help participants grow as a collaborative leader within the context of a deliberate community of practice. Participants will join the learning currently scheduled through Tamarack's Learning Centre and will be able to form strategic learning circles to advance their leadership.

Learners will:

- Receive their own online space to blog their learning, link to their favourite Tamarack resources, post their own papers and material, and interact with other learners on an online bulletin board
- Participate in four tele-learning events after the face-to-face event
- Have the opportunity to embark on a special certification process as a collaborative leader

The Power of a Learning Community

By forming a learning community, we can define and build a community of practice together. A community of practice emerges when people with diverse experiences who share a passion, concerns and similar problems about collaboration commit to deepening their knowledge and expertise by learning together on an ongoing basis. Though many traditional learning methods, such as seminars and discussion groups, will be used at the retreat, the overall construct for learning is based on building and solidifying a community of practice.

Tamarack will convene this learning community on Collaborative Leadership, May 6-8 in Kitchener, Ontario.

When you dream alone, it remains just a dream; when you dream together it is the beginning of a new reality.
~ Brazilian Proverb

Facilitators

Paul Born and Louise Kearney of Tamarack will join David Chrislip to lead the learning community. Their work in community collaboration and renewal has been recognized and awarded internationally, nationally and provincially. To learn more about our distinguished speakers and dynamic team, please visit www.collaborativeleader.ca.

Sponsors

Tamarack - An Institute for Community Engagement
Vibrant Communities Canada
The Maytree Foundation



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